

Project Lead – Practice Development, Advanced Practice and Independent Prescribing

Department: HCS HE Department

Division: Corporate Nursing and Governance

Reports to: Head of Nursing, Midwifery and Allied Health Professional Education

JE Ref: HCS1257

Grade: NM08

JE Date: 14/11/2023

Job purpose

The Project Lead is the senior professional responsible and accountable for expert leadership, management, and accountability for the direction of practice development and the governance of advanced practice and independent prescribing island wide.

Manages and leads strategic, corporate and operational professional practice development island wide, providing leadership within a framework of clinical governance and continuous practice improvement.

Leads on the development and implementation of policy and strategy for multi-professional advanced practice and independent prescribing in Jersey, in accordance with national standards and professional requirements, as well as Jersey policies, procedures, and legislation.

Job specific outcomes

1. Provide visible and directional leadership for practice learning, advanced practice and independent prescribing across HCS and beyond, ensuring robust governance systems are in place to reduce risk and optimise quality patient care.
2. Lead on the Independent Prescribing supervision group, providing oversight and accountability regarding adherence to professional, legislative and governance standards. This includes but is not limited to: managing the database of independent prescribers, providing quality assurance and standards for clinical supervision and providing audit and feedback to key operational and strategic committees such as the Medicines Optimisation Committee.

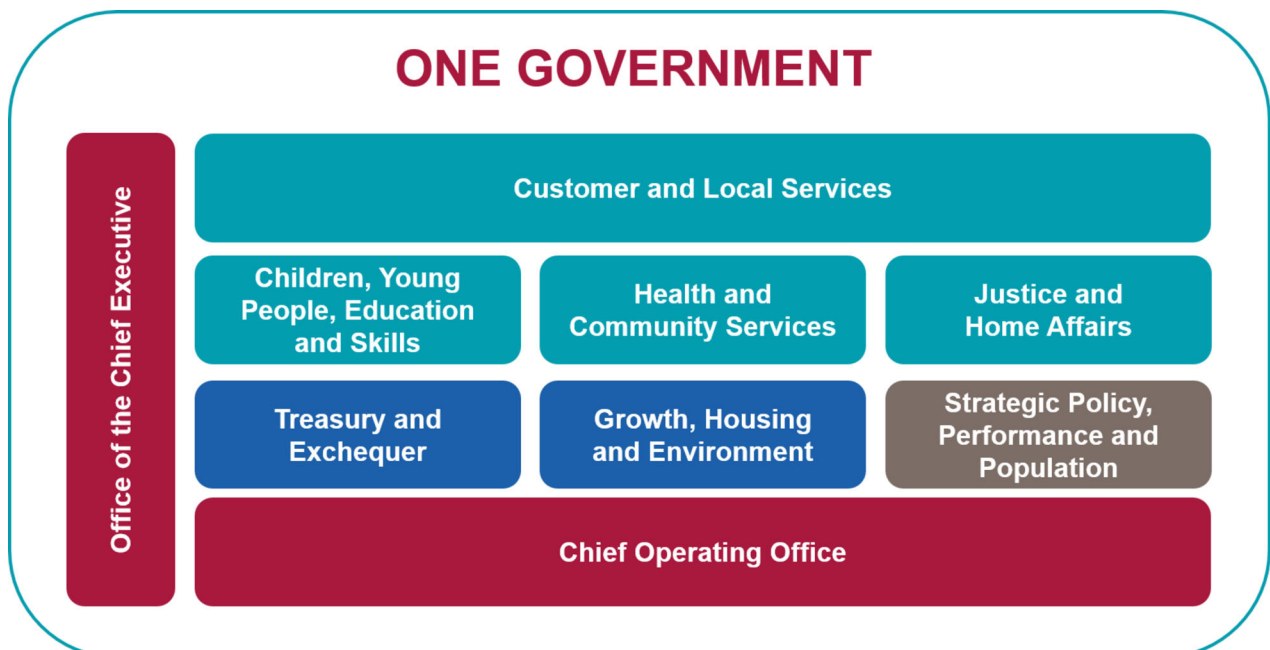
3. Provide a source of professional and expert advice for local advanced practitioners and independent prescribers working in primary and secondary care environments as well as independent care providers. Advises on professional accountability and scope of practice for all advanced practitioners and independent prescribers.
4. Lead on the implementation of the advanced clinical practice framework, to ensure safe and effective advanced level practice and safe, evidence based independent prescribing. This will include working in collaboration with relevant nursing, midwifery and allied health professional clinical leads as well as practice development leads and the HCS higher education department.
5. Provide strategic leadership on practice learning and the clinical and practice supervision of all those working at an advanced practice level (including independent prescribers).
6. Take professional lead for practice development initiatives in line with statutory, mandatory and professional body requirements.
7. Ensure effective communication systems and processes are in place to enhance multi professional working and collaboration. This will include collaborating and networking to enhance clinical practice within HCS and beyond.
8. Engage routinely within the HCS HE Department, at university partner level, and where appropriate, with external statutory and professional bodies including NMC, HCPC and Advance HE, including leading on and providing expert advice during times of regulatory body accreditation and/or approval of programmes where required; this will include working in collaboration with HCS HE Department at a range of operational and strategic meetings.
9. Actively engage in and lead primary educational/clinical research and scholarly activity disseminating the outcomes through presentations at conferences and publication in professional and clinical journals.
10. Undertake periodic review of the clinical, educational, research and leadership requirements for practice improvement, including advanced practice and independent prescribing.

Statutory responsibilities

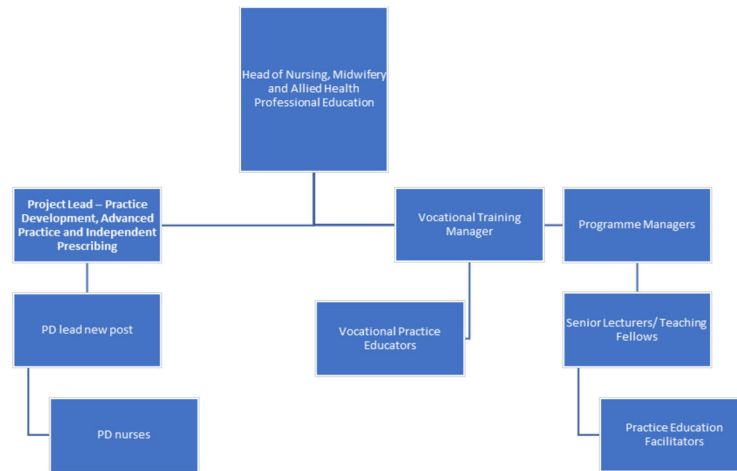
Active engagement, participation, and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

This role is politically restricted. The job holder is not permitted to undertake political activity involving standing for election to the Government or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

Organisation chart



Organisational Chart – Nursing, Midwifery and AHP Education as part of Chief Nurse Office



Person Specification

Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p>Qualifications <i>Please state the level of education and professional qualifications and / or specific occupational training required.</i></p>	<p>NMC or HCPC professional registrant</p> <p>Master's degree in Advanced Practice or other Masters degree with PGCert Advanced Practice</p> <p>Independent Prescribing Qualification (or nearing completion)</p> <p>Bachelor's degree in a health-related subject</p> <p>Minimum 5 years clinical experience (preferably at a senior level)</p> <p>Registered practitioner with experience and knowledge to enable credibility to deliver education to support, develop and</p>	<p>Post-graduate Certificate in Education/Academic Practice.</p>

	<p>prepare the registered health and social care workforce from newly qualified entry to the register, to senior management team and advanced clinical practice levels.</p>	
<p>Knowledge <i>This relates to the level and breadth of practical knowledge required to do the job (e.g., the understanding of a defined system, practice, method, or procedure).</i></p>	<p>Knowledge gained from working (preferably) at a senior level in a healthcare organisation.</p> <p>Evidence and commitment to relevant continuing professional development in accordance with the NMC/HPC</p> <p>Possess the analytical ability to continually assess and evaluate clinical practice development strategies (to advanced practice level), reflecting upon and responding to feedback, identifying areas for further development.</p> <p>In-depth knowledge of NMC/HPC frameworks for advanced level practice and independent prescribing.</p> <p>Extensive knowledge and understanding of the pillars of advanced practice.</p> <p>Proven and sustained track record of contribution to the development of policy and practice.</p> <p>In-depth knowledge of local and national healthcare agendas/strategy and policies and how health and social care provision can be aligned to this.</p> <p>Sustained experience of leading evidence-based service improvement and innovation through service/practice development initiatives, scholarly activity, and research.</p> <p>Act as Subject Matter Expert for senior HCS managers and Government of Jersey.</p>	
<p>Technical / Work-based Skills <i>This relates to the skills specific to the job, e.g.,</i></p>	<p>Possess a wide range of information technology skills. i.e., Microsoft Teams, Word, PowerPoint, Excel, Publisher</p>	

<p><i>language fluency, vehicle license etc.</i></p>	<p>Experience working with Virtual Learning Environments.</p> <p>Working knowledge of data management packages to enable advising and supporting students in the use of these i.e., SPSS, CAQDAS, NVivo.</p> <p>Ability to analyse data to inform service delivery.</p> <p>Ability to engage individuals and motivate and support them to be informed to work to high standards within their health and social care role.</p> <p>Ability to keep abreast of and lead developments in clinical practice.</p> <p>Ability to work under pressure and within tight time constraints, whilst remaining calm and able to use initiative to make informed decisions.</p> <p>Excellent communication and presentation skills.</p> <p>Communicate across HCS and the wider Government of Jersey departments (including CYPES and Justice & Home Affairs), General Practice Settings, FNHC and Jersey Hospice Care, and external businesses e.g, Care Homes and Private Care providers, where health and social care professionals are employed.</p> <p>Experience of membership of senior committees within HCS, the wider Government of Jersey, the university partner and/or national subject expert committees.</p>	
<p>General Skills/Attributes <i>This relates to more general characteristics required to do the job effectively, e.g., effective written communication skills, ability to delegate, motivation or commitment etc.</i></p>	<p>Excellent interprofessional and interagency communication skills, demonstrating assertiveness, negotiation and persuasion skills and ability to build effective professional relationships at all levels and with a wide range of individuals, groups, and organisations both in Jersey and nationally.</p> <p>Proven ability to work autonomously, be highly motivated and conscientious and</p>	

	<p>exhibit the capacity for independent responsible professional decision making in delivering quality service provision, ensuring strategic/departmental targets are achieved.</p> <p>Capacity to engage with and work within multiprofessional groups.</p> <p>Evidence of dynamic leadership style, proven leadership skills and ability to be a role model for others. A strong team player who can lead professionally as a role model.</p> <p>Proven track record of working effectively during periods of organisational change</p> <p>Considerable experience and confidence in prioritising and managing own workload based upon urgency and assessed level of need and risk.</p> <p>Ability to work flexibly, under pressure and to tight deadlines.</p> <p>High level of reasoning skills and ability to problem solve.</p> <p>Flexible and adaptable, willing to challenge and innovate.</p> <p>Sustained evidence of change management skills with and understanding of project implementation and delivery.</p> <p>A sustained record of initiating and leading improvements in clinical care.</p> <p>Strong relationship building skills and a track record of diplomacy when dealing with staff, colleagues inside and outside of HCS, politicians and the public.</p> <p>Knowledge of performance management and understanding of performance metrics.</p> <p>Demonstrate intellectual rigour.</p>	
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	Establish a positive ethos and motivate and inspire staff.	
<p>Experience <i>This is the proven record of experience and achievement in a field, profession, or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a period of post-qualification experience).</i></p>	<p>Experience of engaging with Corporate Strategy and Business Plans that support the development and growth of the local workforce and promotes Jersey's brand as an employer of choice.</p> <p>Experience of working in a senior level within a health/social care environment</p> <p>Significant experience of managing and leading positive change and improvement.</p> <p>Experience of expert input into Professional Regulatory Body accreditation processes (i.e., NMC/HCPC programme approval events).</p> <p>Evidence of scholarship in the area of practice.</p> <p>An established leadership/professional/teaching/research profile.</p> <p>Experience in the supervision and management of staff, including the ability to induct, mentor and support learners up to advanced practice level.</p> <p>Proven awareness of staff wellbeing, and available support services.</p> <p>Demonstrable experience of developing staff and teams including those external to own workplace/department.</p> <p>Lead the development and delivery of strategy.</p>	<p>Previous experience in a senior clinical managerial role, in order to understand complex healthcare organisations in terms of operational and strategic management.</p>
<p>Criteria relating to Safeguarding <i>Other requirements needed to confirm suitability to work with vulnerable people e.g., attitudes, skills, experience etc.</i></p>	<p>Require enhanced DBS</p> <p>Applied knowledge, understanding and experience of safeguarding.</p> <p>Applied knowledge, understanding and experience of working with neurodivergent individuals.</p>	<p>Neurodiversity training.</p>