



Department of  
**Health**

An Roinn Sláinte

Mánnystrie O Poustie

[www.health-ni.gov.uk](http://www.health-ni.gov.uk)

## **JOB DESCRIPTION SPECIALIST NURSE - AREA OF PRACTICE**

This regional job description has been developed with reference to other job descriptions already developed by HSC Trusts, Independent and Voluntary Sector Providers. It comprises the *minimum core* elements required of all Clinical Specialist Nurses. Each employing organisation can build on the job description and personnel specification when recruiting and selecting to specific posts.

**JOB TITLE: SPECIALIST NURSE**

**BAND:**

**REPORTS TO:**

**ACCOUNTABLE TO:**

**LOCATION** to be agreed locally

### **JOB PURPOSE**

In order to meet the overall mission of the organisation the post holder will:

- be a highly specialist resource providing clinical expertise in care, advice and support within the specialist area of
- lead and/or work within the multi-disciplinary team in order to ensure a seamless, coordinated approach to person-centred care, across the clinical pathway, and timely onward referral to other professionals and agencies as appropriate;
- lead and/or participate in the provision of expert advice in developing, implementing and monitoring policies, procedures and protocols which meet national, regional and local requirements.
- Proactively advance the modernisation agenda of the  service for patients and the development of the nursing service to achieve person centred care.

## **MAIN DUTIES / RESPONSIBILITIES**

### ***CLINICAL PRACTICE***

- Lead in providing a person-centred holistic approach to assess both the physical, psychological and social needs of the patient/client, families and carers.
- Act as a specialist expert resource in the planning and communicating complex/ highly complex programmes of care to all disciplines and in partnership patients/clients, families and their carers, to support timely access to relevant care.
- Lead and/or act as a key member of the multidisciplinary team across all aspects of care both internal and external to the organisation to provide collaborative care and to achieve an optimum level of service for patients/clients, families and carers.
- Lead on the delivery and promotion of evidence-based practice in line with local and national guidelines.

### ***LEADERSHIP & MANAGEMENT***

- Appropriately delegate, supervise and support others within the scope of each individual's role and in line with the NMC Code of Conduct (2018<sup>1</sup>) and HPSS Code of Conduct (DoH 2016<sup>2</sup>) retaining responsibility and accountability for outcomes and act as a role model and change agent.
- Lead in the analysis of areas of need, working collaboratively to identify gaps in service provision, providing leadership in the co-design and development of new initiatives and management of services that takes account of the needs of patients/clients, their families and carers.
- Contribute to the development of relevant clinical guidelines, agreed protocols and procedures for the service ensuring that they are embedded within the service and communicated to relevant personnel.
- Build, sustain and maintain multidisciplinary relationships, through effective links with the key professional groups concerned with the provision of the service within HSC and regional, national and international fora.

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<sup>1</sup> Nursing and Midwifery Council (2018) *The code: Professional standards of practice and behaviour for nurses, midwives and nursing associates*. London: NMC

<sup>2</sup> Department of Health (2016) *HSC Code of Conduct*. Belfast. DoH

## **EDUCATION AND DEVELOPMENT**

- Lead in the development, delivery and evaluation of education and learning activities specific to the area of expertise, both internal and external to the organisation, as required.
- Lead and/or support the development, delivery and evaluation of patient education, working in collaboration with the multidisciplinary team and colleagues as appropriate.
- Work in collaboration with Education Providers as appropriate.

## **RESEARCH**

- Facilitate a research culture to support continuous improvement activities.
- Facilitate the use of evidence-based practice, audit and peer review to enhance patient/client care and/or the service and disseminate relevant findings.
- Lead and/or participate in research and clinical practice development projects, using appropriate research methodologies.
- Lead and/or participate in analysing health and care technologies providing feedback to inform selection and use in own area of practice.
- Facilitate the advancement of the body of knowledge through audit, service improvement, education, research and develop the practice of others.
- Collates and records quantitative and qualitative data to demonstrate evidence of outcomes and quality and produces relevant reports.

## PERSONNEL SPECIFICATION

### **ESSENTIAL CRITERIA**

1. Registered Nurse: first level, on the live NMC register
2. Degree in Nursing or health related subject
3. NMC recorded Specialist Practice Qualification in related area of practice  
Or  
If the individual doesn't have the NMC recorded Specialist Practice Qualification (SPQ) s/he must be willing to undertake and successfully complete the SPQ, within a timescale as agreed by the Manager.
4. NMC recorded Non-Medical Prescribing qualification \* *{this should only be excluded by exception}*

### **EXPERIENCE**

Please insert as relevant to the role

### **KNOWLEDGE**

Please insert as relevant to the role

\*The Non-Medical Prescribing Qualification that is required should be specified as V300 or V100/V150. If the individual doesn't have this qualification, s/he must be willing to undertake and successfully complete the Qualification, within a timescale as agreed by the Manager.