



Department of
Health

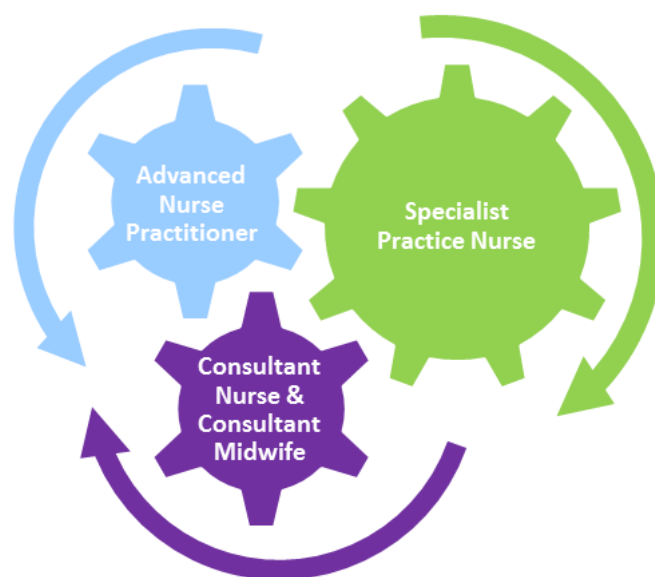
An Roinn Sláinte

Máinnystrie O Poustie

www.health-ni.gov.uk

CAREER FRAMEWORK FOR SPECIALIST NURSING ROLES

Supporting Specialist Nursing in Health and Social Care



December 2018



ACKNOWLEDGEMENTS

The Chief Nursing Officer, Department of Health, Northern Ireland (NI) would like to thank all of those who were involved in the development of the *Career Framework for Specialist Nursing Roles*.

Particular thanks to the Head of Services, NI Macmillan Cancer Support and former Chair of the Long-term Conditions Alliance NI, for chairing the Steering Group and to the Northern Ireland Practice and Education Council for Nursing and Midwifery (NIPEC), which led the project management. Thanks also for the commitment and contribution of the Steering Group members, made up of representation from: senior nurses in HSC Trusts, Public Health Agency (PHA), education providers, Hospices, Department of Health (DoH), Royal College of Nursing (RCN), Unison. Also represented on the Group were the Directors of Human Resource (HR) Forum and NIPEC Council (See Appendix 1).

In addition, it is important to acknowledge the role played by the senior nurses who chaired the sub-groups and the specialist nurses, lead nurses and nurse educators who developed the specific core competencies for the following Specialist Nurse Roles:

- Cancer (Adult);
- Diabetes (Adult);
- Diabetes (Children's);
- Palliative (Adult); and
- Tissue Viability.

Thanks also to all who commented on the various drafts of the Framework, associated documents and provided guidance in relation to the core components of this important nursing role.

Career Framework for Specialist Nursing Roles: Supporting Specialist Nursing in Health and Social Care Trusts 2018.

© Permission to make photocopies of identified parts of this document for personal use is granted without fee, provided that copies are not made or distributed for personal or commercial advantage. To copy otherwise or to republish requires prior specific permission from NIPEC.

Copyright © Northern Ireland Practice and Education Council for Nursing and Midwifery (NIPEC)
2018

CONTENTS

	PAGE
Foreword	4
1. What is the Career Framework for Specialist Nurses?	5
2. Who is the Career Framework for?	5
3. Core Components of Specialist Nursing roles	6
4. Core Competencies for Specialist Nurses	7
5. Supervision Requirements	12
6. Continuous Professional Development within the role	12
7. Career Progression from Specialist Nursing roles	13
 APPENDICES	
Appendix 1	14
Membership of Steering Group	
Appendix 2	15
Distinguishing characteristics between Specialist Nursing, Advanced Nursing and Consultant Nurse and Midwife Roles (DoH, 2017 ¹)	
Appendix 3	16
Specialist Nursing Competence Assessment Tool	
Appendix 4	21
Core Job Description for Specialist Nursing Roles	

¹ Department of Health (2017) *Professional Guidance for Consultant Roles, Supporting Consultant Nurses & Consultant Midwives in Health and Social Care*. Belfast: NIPEC.

FOREWORD

*Health and Wellbeing 2026: Delivering Together*² sets out ambitious plans to transform health and social care. Delivering on this agenda requires all of us to work differently and at the highest standard of our practice.

I would like this *Career Framework* for Specialist Nurses to help clarify and strengthen their important clinical practice role, which is essential to support the transformational changes required to deliver the world class service described in *Delivering Together*. Our Specialist Nurses have a vital role to play in the multidisciplinary teams to ensure that services meet the needs of their populations, through effective co-production with service users, collaborative engagement and impact measurement of outcomes.

The *Career Framework* outlines the core competencies for all those practitioners who are:

- employed as a Specialist Nurse, holding an NMC recordable Specialist Practice Qualification;
- employed as a District Nurse holding an NMC recordable Specialist Practice Qualification.

In addition, the *Framework* is enhanced with a number of specific core competencies in particular areas of specialist practice designed to support:

- practitioners in the role and those aspiring to Specialist Nursing roles;
- the introduction of new Specialist Nursing roles to facilitate service developments; and
- Approved Education Institutions (AEIs) to enhance the professional development of these practitioners.

The *Framework* will be reviewed three-yearly to ensure it remains aligned with other relevant professional resources and government policy.



PROFESSOR CHARLOTTE McARDLE
CHIEF NURSING OFFICER

² Department of Health (2016) *Health and Wellbeing 2026: Delivering Together*. Belfast: DoH

1. WHAT IS THE CAREER FRAMEWORK FOR SPECIALIST NURSES?

The *Career Framework* sets out the core generic skills, knowledge and behaviours³ relevant to specialist nursing roles, regardless of the area of practice. Each specialist area of practice will have its own specific competencies and learning outcomes for practitioners which should be used in conjunction with this core *Framework*. A core job description⁴ has been regionally agreed for all Specialist Nursing roles (Appendix 4).

Core specific competencies with self-assessment tools have been developed for the following roles:

- Specialist Cancer Nurse(Adult);
- Specialist Diabetes Nurse (Adult);
- Specialist Diabetes Nurse (Children's);
- Specialist Palliative and End of Life Care Nurse (Adult); and
- Specialist Tissue Viability Nurse.

These resources can be accessed at: <https://www.health-ni.gov.uk/publications/career-framework-specialist-nurses>

2. WHO IS THE CAREER FRAMEWORK FOR?

The *Framework* is designed to be used by:

- Specialist Nurses in guiding their continued development and support with appraisal, supervision and providing evidence for revalidation;
- nurses interested in pursuing a Specialist Nursing career;
- strategic nursing leaders, to develop the Specialist Nursing workforce;
- managers to assess the competence of their workforce; identify gaps and plan the necessary development needed;
- AEs, to inform the nature and type of learning and development that is required for Specialist Nursing roles; and
- the public and other Health and Social Care (HSC) professionals as a guide to the core competencies required by Specialist Nurses.

³ NIPEC describes competence as skills, knowledge and behaviours.

⁴ The core job description includes the minimum essential criteria for all Specialist Nursing posts

Specialist Nurses should use the *Career Framework* alongside other competency frameworks⁵ including those relevant to their speciality or role.

3. CORE COMPONENTS OF SPECIALIST NURSING ROLES

Specialist Nurses practice as a member of a team, guided by *The Code: Professional standards of practice and behaviour for nurses and midwives* (Nursing and Midwifery Council (NMC), 2018)⁶. The components of this level of practice are outlined in Table 1. See Appendix 2 for the characteristics which distinguish between Specialist Nurse, Advanced Nurse and Consultant Nurse/Consultant Midwife roles.

Table 1: Core Components of Specialist Nursing roles	
Components of Practice	Specialist Nurses
Clinical Practice & Scope of Role	<ul style="list-style-type: none"> • work within a defined area of nursing practice; • work as member of a team; • undertake comprehensive assessments, make differential diagnoses and may diagnose; • prescribe nursing care and treatment or appropriately refers and may discharge; and • contribute to education, innovation and research.
Supervision Requirement	<ul style="list-style-type: none"> • clinical practice supervision; and • professional nursing supervision.
Service Improvement	<ul style="list-style-type: none"> • contribute to policy and service development; and • contribute to service improvement initiatives.
Education & Professional Requirement	<ul style="list-style-type: none"> • Live NMC registration; • BSc (Hons) in Nursing or other Health Related Subject; • NMC recorded Specialist Practice qualification⁷; and • may require a NMC recorded Non-Medical Prescribing qualification.

⁵ The Career Framework complements other frameworks such as *Healthcare Leadership Model* (NHS Leadership Academy 2013); and the *Quality 2020 Attributes Framework: Supporting leadership for Quality Improvement & Safety* (DHSSPS 2014)

⁶ Nursing and Midwifery Council (2018) *The code: professional standards of practice and behaviour for nurses, midwives and nursing associates*. London: NMC.

⁷ If the NMC recordable specialist practice qualification is not related to the area of practice then relevant modules and experience are required for the Nurse to use the title *Specialist*.

Only those who meet the requirements of the Specialist Nurse role and who are employed as a Specialist Nurse, are permitted to use the term Specialist in their job title, and should do so.

4. CORE COMPETENCIES FOR SPECIALIST NURSING ROLES

In Northern Ireland, the Specialist Nursing roles are supported by a set of four core competency domains⁸:

- Clinical Practice
- Education and Learning
- Research and Evidenced Based Practice
- Management and Leadership

These four competency domains offer specific learning outcomes and are presented on pages 8 to 12.

The core competency domains and learning outcomes are mapped against the four themes of the NMC Code (2015)⁶ and Knowledge and Skills Framework (DH, 2004)⁹. Practitioners can use the *Specialist Nursing Competency Assessment Tool* on pages 18 to 22 to carry out a learning and development needs analysis, see Appendix 3 for more information.

⁸ The core competencies have been developed from work already completed in Scotland and by Macmillan Cancer Support and Public Health England.

⁹ Department of Health (2004) *The NHS Knowledge and Skills Framework (NHS KSF) and the Development Review Process*. London: DH.

Core Competency Domains and Learning Outcomes

Core Competency Domain: Clinical Practice

The Specialist Nurse maintains, develops, and analyses knowledge with regard to their area of nursing practice including the relevant epidemiology, prevention, process, diagnosis, treatments and care interventions to make professional judgements in meeting the needs of patients/clients and their families/carers.

NMC Code Theme: Practise Effectively, Preserve Safety, Promote Professionalism and Trust;

KSF Core Dimensions: Personal and People Development, Health and Safety, Quality.

The Specialist Nurse will:

- Understand diagnostic pathways, investigations, interventions and treatments in own area of practice.
- Apply specialist knowledge, skills and behaviours relevant to the area of practice.
- Act as a source of specialist knowledge and assist in meeting the information needs of patients/clients, their families/carers, those important to them¹⁰ and staff members through information provision and signposting.
- Contribute as a member of the multi-professional team through the development and implementation of collaborative and innovative practices including the use of technology.
- Contribute to multi-professional and interagency discussions related to critical, serious and adverse incidents and/or root cause analysis.
- Apply ethical processes to enable informed decision making, giving due consideration to the management of clinical risk.
- Advocate for the rights of individuals, their families/carers within the care environment and recognises the influences of power, control and conflict.
- Incorporate professional accountability and responsibility to ensure safe and effective person-centred nursing practice within the context of the multi-professional team to meet the needs of patients/clients, their families/carers.
- Contribute to the development and review of protocols, policies, procedures and guidelines.
- Analyse health and care technologies and provide feedback to inform selection and use in own area of practice.
- Evaluate the prescribed care and modify as appropriate to patient/client need.

¹⁰ Hereafter referred to individuals their families/carers

Core Competency Domain: Education and Learning

The Specialist Nurse maintains and develops professional knowledge and practice by participating in lifelong learning, personal and professional development for self and with colleagues through supervision, appraisal and reflective practice.

NMC Code Theme: Prioritise People, Practise Effectively, Promote Professionalism and Trust;

KSF Core Dimension: Communication, Personal and People Development.

The Specialist Nurse will:

- Accept responsibility for professional development and the maintenance of professional competence and credibility.
- Engage in clinical supervision, reflective practice and self-evaluation and use this to improve care and practice.
- Facilitate others to care for patients/clients, their families/carers through provision of specialist nursing advice and support.
- Supervise and support others within the scope of each individual's role, competence and capability.
- Identify and participate in the development, delivery and evaluation of educational initiatives for health and social care providers that address the needs of patients/clients, their families/carers.
- Participate in local, regional and national clinical forums or professional groups and facilitate sustainable partnerships.
- Participate in inter-professional teaching
- Facilitate an effective learning environment to support the professional development of staff and students.

Core Competency Domain: Research and Evidence-based Practice

The Specialist Nurse develops and updates knowledge of research, evidence, and policy initiatives relevant to caring for patients/clients, their families and carers, to promote and develop effective, evidence-based practice.

NMC Code Theme: Practise Effectively;

KSF Core Dimension: Quality.

The Specialist Nurse will:

- Maintain and develop knowledge and understanding of relevant local, regional and national policies and guidelines and collaborate with other members of the multi-professional/multi-agency team to implement them in own area of practice.
- Critically appraise research in specialist area and use knowledge of relevant findings to inform clinical decision making.
- Work collaboratively with others to initiate the implementation of research and audit findings into practice.
- Use specialist knowledge, of the field of practice, to identify areas of potential research and audit.
- Contribute to audit and research design, data collection and analysis.
- Disseminate audit, quality/service improvement and research findings through presentations and publications, locally, in collaboration with the multi-professional team.

Core Competency Domain: Leadership and Management

The Specialist Nurse works in partnership with other practitioners and agencies to improve health and wellbeing. S/He engages with and leads teams, managing resources and facilitating change to enhance the delivery of quality, person-centred care and services.

NMC Code Theme: Prioritise People, Preserve Safety, Promote Professionalism and Trust;

KSF Core Dimension: Communication, Service Improvement, Equality & Diversity.

The Specialist Nurse will:

- Work collaboratively to identify gaps in service provision within own setting and across geographical and organisational boundaries.
- Work collaboratively to implement initiatives to streamline patient care and enhance or redesign services.
- Act as a change agent and encourage staff to contribute ideas and solutions for quality improvement and innovation.
- Understand and contribute to Patient and Public (PPI) Involvement through co-design and co-production initiatives and activities.
- Actively contribute to relevant professional networks.
- Negotiate and influence locally in relation to professional practice.
- Respond in a transparent and structured way to any complaints about care or services.
- Promote teamwork within defined areas of responsibility.
- Contribute to and manage other members of the team by sharing information and experience.
- Influence the multi-professional team in the development and management of services that meet the needs of patients/clients, their families and carers.

5. Supervision Requirements

The NMC requires that all Nurses aim to improve their performance and enhance the safety and quality of care through evaluation, supervision and appraisal (NMC, 2014)¹¹. In NI all Nurses have access to supervision in line with DoH policy. Although Specialist Nurses' work is varied and complex, the model presented in the *Job Planning Guidance Toolkit* (PHA & NIPEC, 2014)¹² is a useful guide for Specialist Nurses to build supervision into their respective roles, see Figure 1.

Figure 1: Clinical and Supporting Professional Activity Sessions

1. **Clinical Activity Sessions**, these can include activities such as: independent clinics; multi-disciplinary clinics; ward based work; case management discussions and telephone consultations.
2. **Supporting Professional Activity Sessions**, which can incorporate for example, audit; quality improvement; clinical governance; CPD including supervision; teaching; research and administration.

In an average full-time working week of ten sessions the split between Clinical Activities and Supporting Professional Activities will vary.

6. Continuous Professional Development within the role

The NMC Code (2018)⁶ requires all Nurses to:

“Keep your knowledge and skills up to date, taking part in appropriate and regular learning and professional development activities that aim to maintain and develop your competence and improve your performance.”

(para. 22.3, p. 20)

It is essential that Specialist Nurses undertake relevant learning and development to keep improving in their role and ensuring that their practice is up-to-date and evidence based, demonstrating an in-depth knowledge and skill in their specialist area of practice.

¹¹ Nursing and Midwifery Council (2014) *Standards for Competence for Registered Nurses*. London: NMC.

¹² Public Health Agency (PHA) and NIPEC (2014) *Job Planning Guidance Toolkit for Clinical Nurse Specialist Roles*. Belfast: PHA

7. Career Progression from Specialist Nursing Roles

Often it can be difficult for Specialist Nurses to find roles in which they can advance their career. It may sometimes feel that once a particular career path has been chosen there doesn't seem to be anyway of progressing on from it. Many Specialist Nurses want to stay in clinical practice, to remain close to their patients/clients. They may develop a specific interest in their clinical role, for example in teaching, research or quality improvement. Some may choose to develop their role as an Advanced Nurse Practitioner or a Consultant Nurse. Such additions to a practitioner's role can provide great job satisfaction whilst developing additional knowledge and skills.

Other Specialist Nurses may after a time move out of clinical practice into, for example, a Management/Leadership role or into Education/Research. It is important that wherever the Specialist Nurse is working that they keep their knowledge and skills up-to-date whilst taking on new skills and challenges.

The advice for all Nurses, not just Specialist Nurses is:

- get involved in service/quality improvement activities, practice development;
- scan the horizon for new technologies, ways of working, models of care;
- join professional networks;
- seek opportunities and try new things; and
- don't limit your career goals.

The NI nursing and midwifery career pathway website and the career specific pathway section is a useful resource which highlights the wide variety of nursing roles and in particular those in specialist practice <http://www.nursingandmidwiferycareersni.hscni.net>

Membership of Steering Group

Organisation	Representative
NI Macmillan Cancer Support & Long-term Conditions Alliance NI (LTCANI)	Heather Monteverde MBE (Project Chair)
NIPEC	Cathy McCusker (Project Lead)
Public Health Agency	Mary Jo Thompson until Apr. 2016 Rose McHugh from Apr. 2016 Loretta Gribben from Nov. 2016
Belfast HSC Trust	Aisling Pelan
Northern HSC Trust	Allison Hume
South Eastern HSC Trust	Sharon McRoberts
Southern HSC Trust	Dawn Ferguson until Feb. 2017 Sharon Burnside from Mar. 2017
Western HSC Trust	Annetta Quigley
MacMillan	Genevieve Murphy
Hospices/Palliative Care	Loretta Gribben until Sept. 2016 Yvonne Martin from Oct. 2016 until Feb. 2018 Miriam McKeown from Mar. 2018
Clinical Education Centre	Majella Doran
Queens University Belfast	Dr Kevin Gormley
Ulster University	Hilary Thompson
Royal College of Nursing	Rita Devlin
Unison	Clare Martin from 7 Jul. 2016
Department of Health & Education Commissioning Group	Heather Finlay
NIPEC Council Member	Lisa Houlihan

Distinguishing characteristics between Specialist Nurse, Advanced Practice Nurse and Consultant Nurse and Midwife Roles¹

Components of Practice	Specialist Nurse	Advanced Nurse Practitioner	Consultant Nurse & Consultant Midwife
Clinical Practice & Scope of Role	<ul style="list-style-type: none"> work as member of a team, within a defined area of nursing practice; undertake comprehensive assessments with differential diagnoses and may diagnose; prescribe care and treatment or appropriately refers and may discharge; and contribute to education, innovation and research. 	<ul style="list-style-type: none"> work autonomously using a person-centred approach within the expanded scope of practice; undertake comprehensive health assessment with differential diagnosis and will diagnose; prescribe care and treatment or appropriately refers and/or discharges patients/clients; provide complex care using expert decision-making skills; and act as an educator, leader, innovator and contributor to research. 	<ul style="list-style-type: none"> exercise advanced levels of clinical judgment, knowledge and skill and possess a high degree of personal/professional autonomy to enable complex decision-making; use an innovative, person-centred approach to contribute to better outcomes and experience for patients/clients, families, carers or communities; provide strategic professional leadership to support improvements in professional practice, standards of care and effective identification and management of risk within the organisation's clinical governance framework; act as an educator for colleagues wishing to develop advanced knowledge and skills and establish university links to provide academic and research support; develop and influence professional practice locally and nationally through the promotion and evaluation of evidence-based practice, research and service development; present and contribute to local/national professional conferences, special interest groups/working parties, research and relevant publications; and lead and facilitate multi-professional working.
Supervision Requirement	<ul style="list-style-type: none"> clinical practice supervision; and professional nursing supervision. 	<ul style="list-style-type: none"> supervision relevant to the area of practice*and professional nursing supervision. 	<ul style="list-style-type: none"> supervision relevant to the area of practice through local/national professional networks; and professional nursing/midwifery supervision.
Service Improvement	<ul style="list-style-type: none"> contribute to policy and service development contribute to service improvement initiatives. 	<ul style="list-style-type: none"> responsible for policy development, implementation and service development; and lead on service improvement initiatives. 	<ul style="list-style-type: none"> work with DoH and other relevant organisations to influence policy development and service/quality improvement; lead on service/quality improvement initiatives at local, regional and national level; and lead innovations across multidisciplinary teams.
Education Requirement	<ul style="list-style-type: none"> live NMC registration BSc (Hons) in Nursing or other Health Related Subject NMC recorded Specialist Practice qualification; and NMC recorded Non-Medical Prescribing qualification (excluded by exception). 	<ul style="list-style-type: none"> live NMC registration; has completed a Master's programme in the relevant area of practice; and NMC recorded Non-Medical Prescribing V300. 	<ul style="list-style-type: none"> live NMC registration; have completed a Master's Degree as a minimum; have completed a post-graduate qualification within the relevant area of practice; may require a NMC recorded Non-Medical Prescribing qualification; and pursuing continuous professional and scholarly activity.

* The Advanced Nurse Practitioner should receive supervision from an expert within the relevant area of practice. In some instances this may be a practitioner from a discipline other than nursing for example a GMC registered Consultant/Specialty Doctor grade or equivalent

Specialist Nursing Competence Assessment Tool

A rating scale has been developed to be used with the core competency domains and learning outcomes to enable Specialist Nurses to identify the learning and development requirements for the role. Follow the information below to learn how to use the Competence Assessment Tool.

How to use the self-assessment tool

You should use the following rating scale to assess your learning and development needs against each of the competence statements:

Rating Scale:

LD I need a lot of development

SD I need some development

WD I feel I am well developed

It generally takes about 15 minutes to assess yourself against the learning outcomes. Place a ✓ to rate the statement which is applicable to your individual learning and development. When you have finished, review the number of LDs, SDs, and WDs. You can then plan, with your line manager, the learning and development activities needed for you to develop in your role.

Practice Tips

Before starting your assessment, you may find it helpful to discuss the statements with one of your peers. Be honest with yourself when thinking about your role and your learning and development needs and rate them realistically. For you to get most benefit from your self-assessment you should discuss your results with your line manager. This can be as part of your annual appraisal and/or personal development plan and can be used to agree an action plan, addressing your specific learning and development needs. Your self-assessment and personal development plan may form part of your evidence for NMC revalidation.

The *Specialist Nursing Competence Assessment Tool* can also enable you to focus on areas for career development and, where relevant, support your preparation for job interviews.

Core Competency Domain: Clinical Practice

The Specialist Nurse maintains, develops, and analyses knowledge with regard to their area of nursing practice including the relevant epidemiology, prevention, process, diagnosis, treatments and care interventions to make professional judgements in meeting the needs of patients/clients and their families/carers.

NMC Code Theme: Practise Effectively, Preserve Safety, Promote Professionalism and Trust;

KSF Core Dimensions: Personal and People Development, Health and Safety, Quality.

Core Learning Outcomes	LD	SD	WD
<p>The Specialist Nurse will:</p> <ul style="list-style-type: none"> • Understand diagnostic pathways, investigations, interventions and treatments in own area of practice. • Apply specialist knowledge, skills and behaviours relevant to the area of practice. • Act as a source of specialist knowledge and assist in meeting the information needs of patients/clients, their families/carers, those important to them¹³ and staff members through information provision and signposting. • Contribute as a member of the multi-professional team through the development and implementation of collaborative and innovative practices including the use of technology. • Contribute to multi-professional and interagency discussions related to critical, serious and adverse incidents and/or root cause analysis. • Apply ethical processes to enable informed decision making, giving due consideration to the management of clinical risk. • Advocate for the rights of individuals, their families/carers within the care environment and recognises the influences of power, control and conflict. • Incorporate professional accountability and responsibility to ensure safe and effective person-centred nursing practice within the context of the multi-professional team to meet the needs of patients/clients, their families/carers. • Contribute to the development and review of protocols, policies, procedures and guidelines. • Analyse health and care technologies and provide feedback to inform selection and use in own area of practice. • Evaluate the prescribed care and modify as appropriate to patient/client need. 			

¹³ Hereafter referred to individuals their families/carers

Core Competency Domain: Education and Learning

The Specialist Nurse maintains and develops professional knowledge and practice by participating in lifelong learning, personal and professional development for self and with colleagues through supervision, appraisal and reflective practice.

NMC Code Theme: Prioritise People, Practise Effectively, Promote Professionalism and Trust;

KSF Core Dimension: Communication, Personal and People Development.

Core Learning Outcomes	LD	SD	WD
<p>The Specialist Nurse will:</p> <ul style="list-style-type: none">• Accept responsibility for professional development and the maintenance of professional competence and credibility.• Engage in clinical supervision, reflective practice and self-evaluation and use this to improve care and practice.• Facilitate others to care for patients/clients, their families/carers through provision of specialist nursing advice and support.• Supervise and support others within the scope of each individual's role, competence and capability.• Identify and participate in the development, delivery and evaluation of educational initiatives for health and social care providers that address the needs of patients/clients, their families /carers.• Participate in local, regional and national clinical forums or professional groups and facilitates sustainable partnerships.• Participate in inter-professional teaching.• Facilitate an effective learning environment to support the professional development of staff and students.			

Core Competency Domain: Research and Evidence-based Practice

The Specialist Nurse develops and updates knowledge of research, evidence, and policy initiatives relevant to caring for patients/clients, their families and carers, to promote and develop effective, evidence-based practice.

NMC Code Theme: Practise Effectively;

KSF Core Dimension: Quality.

Core Learning Outcomes:**LD** **SD** **WD****The Specialist Nurse will:**

- Maintain and develop knowledge and understanding of relevant local, regional and national policies and guidelines and collaborate with other members of the multi-professional/multi-agency team to implement them in own area of practice.
- Critically appraise research in specialist area and use knowledge of relevant findings to inform clinical decision making.
- Work collaboratively with others to initiate the implementation of research and audit findings into practice.
- Use specialist knowledge, of the field of practice, to identify areas of potential research and audit.
- Contribute to audit and research design, data collection and analysis.
- Disseminate audit, quality improvement and research findings through presentations and publications and to service improvement locally in collaboration with the multi-professional team.

Core Competency Domain: Leadership and Management

The Specialist Nurse works in partnership with other practitioners and agencies to improve health and wellbeing. S/He engages with and leads teams, managing resources and facilitating change to enhance the delivery of quality, person-centred care and services.

NMC Code Theme: Prioritise People, Preserve Safety, Promote Professionalism and Trust;

KSF Core Dimension: Communication, Service Improvement, Equality & Diversity.

Core Learning Outcomes	LD	SD	WD
<p>The Specialist Nurse will:</p> <ul style="list-style-type: none"> • Work collaboratively to identify gaps in service provision within own setting and across geographical and organisational boundaries. • Work collaboratively to implement initiatives to streamline patient care and enhance or redesign services. • Act as a change agent and encourage staff to contribute ideas and solutions for quality improvement and innovation. • Understand and contribute to Patient and Public (PPI) Involvement through co-design and co-production initiatives and activities. • Actively contribute to relevant professional networks. • Negotiate and influence locally in relation to professional practice. • Respond in a transparent and structured way to any complaints about care or services. • Promote teamwork within defined areas of responsibility. • Contribute to and manage other members of the team by sharing information and experience. • Influence the multi-professional team in the development and management of services that meet the needs of patients/clients, their families and carers. 			

JOB DESCRIPTION SPECIALIST NURSE

(Insert 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 *(insert area of practice)*

BAND: *To be determined - currently with Desk-Top matching*

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 *(insert service)*
- 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 *(insert service)* 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 with 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)¹⁴ and HPSS Code of Conduct (DoH 2016)¹⁵ 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.

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.

¹⁴ Nursing and Midwifery Council (2018) *The Code: Professional standards of practice and behaviour for nurses, midwives and nursing associates*. London: NMC

¹⁵ Department of Health (2016) *HSC Code of Conduct*. Belfast. DoH

- 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.

For further Information, please contact

NIPEC
Centre House
79 Chichester Street
BELFAST
BT1 4JE
Tel: 0300 300 0066

This document can be downloaded from the NIPEC website
www.nipec.hscni.net

December 2018

ISBN: 978-1-903580-60-8