

# Northern Care Alliance

## Job Description & Person Specification



## Choose to make a Difference

Be developed • Be supported • Be inspired • Be empowered • Be rewarded • Make a difference

# We're thrilled you're thinking of joining us!

The Northern Care Alliance is an NHS Group formed by bringing together two NHS Trusts, Salford Royal NHS Foundation Trust and The Pennine Acute Hospitals NHS Trust.

As an NHS Group, we can deliver a more co-ordinated way of providing safe and sustainable local health services, consistent with the concepts of standardisation of best practice across our hospitals and community services in Greater Manchester.

Our four Care Organisations (Salford, Oldham, North Manchester, Bury & Rochdale) provide services to over one million people in Greater Manchester and the North West.

We employ 17,500 staff, have a combined operating budget of £1.3bn and provide 2,000 beds.

## **The Alliance was formed:**

- To provide safe, reliable and high-quality care
- To provide economies of scale
- To improve management of healthcare at a local level
- To bring together health and social care in each local area.

The Alliance provides a range of healthcare services including five hospitals and associated community services - Salford Royal, The Royal Oldham Hospital, Fairfield General Hospital in Bury, Rochdale Infirmary and North Manchester General Hospital.

Using our mantra of 'Saving lives, Improving lives', the aim is for our Care Organisations to work closely with the communities they serve to deliver safe, high quality and reliable care, which are trusted, connected and pioneering.

We are creating an environment each individual will be inspired and empowered by to be the best they can be. Thanks to our size and geographical reach, we are able to offer an abundance of career opportunities, internal mobility and development opportunities that cannot be met elsewhere. This is a really exciting time to join our new team.



# Our Values

We have four core values which are a focus for how our staff and volunteers work with each other to provide care for our patients. We think of our values as a set of guiding principles to refer to when making decisions and interacting with people and they help us to work together to continuously improve the organisation and ourselves.

These core values form part of the Organisations Performance Framework which regularly reviews how staff are performing.

## **Patient & People Focus**

This value enables us to place the patient first in everything we do.

All staff are required to demonstrate that they:

- Communicate effectively with patients, families and colleagues
- Pro-actively personalise the service, connecting with patients and carers
- Adopt and practice the 'safe, clean, personal' ethos.

## **Continuous Improvement**

This value ensures that the organisation including individual staff are always moving forwards and improving the ways things are done.

All staff are required to demonstrate that they:

- Look at ways of measuring and auditing improvements
- Pro-actively develop goals and objectives in support of the Trust's vision
- Identify opportunities to reduce waste and inefficiency.

## **Accountability**

This value enables us all to recognise our own part in keeping our organisation 'safe, clean and personal' in the way we care for people.

All staff are required to demonstrate that they:

- Are transparent and results focused
- Display personal accountability towards problem-solving
- Recognise and accept accountability beyond job role.

## **Respect**

This value is about respecting patients and colleagues alike, and also the on-going reputation of the organisation.

All staff are required to demonstrate that they:

- Are supportive and empower staff involvement
- Are consistent and understanding of others and their needs



# Job Description

**Job Title: Advanced Clinical Nurse Specialist Clinical Immunology**

**Band: 8A**

**Reports to: Assistant Director of Nursing, Tertiary Medicine**

**Responsible to: Assistant Director of Nursing, Tertiary Medicine**

**Base/Department: Clinical Immunology Department, SRFT**

**Main purpose of the job:**

To take the lead role in the advanced clinical assessment and treatment of a diverse and undetermined caseload of patients, who may have highly complex and/or chronic presentation. The post holder will determine clinical diagnosis and treatments indicated, and maintain records as an autonomous practitioner within Clinical Immunology. The post holder will provide clinical expertise for developing and enhancing the service. This will be done in collaboration with healthcare colleagues. The post holder will ensure that evidence based practice is inherent in all aspects of care and treatment and ensure this knowledge is disseminated throughout the clinical area, Trust and externally as appropriate.

## **Main Tasks & Overview of Responsibilities**

- Undertake a significant clinical caseload to an advanced professional standard using specialist knowledge from theoretical and practical experience in Clinical Immunology.
- Develop an extended scope of practice beyond their primary profession.
- Triage referrals either independently or with medical colleagues and make onward referrals.
- Support redesign of the flow of patient referrals from Primary care to Secondary care.
- To competently carry out specialist Clinical Immunology Nursing procedures, practices and treatments.
- To be accountable for own professional actions, not directly supervised.
- To provide specialist Clinical Immunology education and training to other staff and learners.
- To undertake research and lead clinical audits in own specialist area.
- Develop, establish and maintain effective communication with various individuals and groups about highly complex issues and/or in difficult situations
- Develop own and others knowledge and practice across professional and organisational boundaries within Clinical Immunology
- Promote, monitor and maintain best practice in health, safety and security of self and others in own work area
- Develop and lead Clinical Immunology services improving quality of care and the patient's journey through the service.
- Promote, support and value people's equality, diversity and rights at all times
- Assess and address people's health and wellbeing needs when those needs are complex and change across the caseload by planning, developing, monitoring and reviewing treatment plans to meet those needs.

- Assess physiological and psychological functioning when there are complex and/or undifferentiated abnormalities, diseases and disorders and develop monitor and review related treatment plans.
- Plan, deliver and evaluate interventions and/or treatments when there are complex issues and/or serious illness.
- Gather, analyse and report a wide range of data and information.
- Demonstrate a high level of complex decision making in relation to the assessment, planning, intervention and evaluation of patient care.
- Develop own and others practice in addressing individuals health and well-being needs
- Lead others in the development of knowledge, ideas and work practice
- Lead on a specific aspect of a research and development project

## **Communications and Relationships**

- To provide highly specialist advice by effectively communicating with a wide range of people in a manner consistent with their level of understanding, culture and background and preferred ways of communication to explore complex issues and to make complex decisions encouraging the effective participation of all involved.
- Communication skills of persuasion, collaboration, explanation and gaining informed consent will be used with a wide variety of patients. Barriers of effective communication will regularly be evident when working with adults and carers in Immunology
- To assess capacity, gain valid informed consent and have the ability to work within a legal framework with patients (children) who lack capacity to consent for treatment.
- To be empathetic and reassuring when communicating highly sensitive condition related information and advice to patients, carers and relatives
- To agree the arrangements for communication with the patient/family/carers, and to document these in accordance with Trust policy respecting the patients right to confidentiality
- To influence and prioritise the development of knowledge, ideas and work practice in self and others

- To encourage others to seek advice and solutions to problems
- To competently receive highly sensitive information concerning patients medical condition
- To use a range of skills to adapt the delivery of information through changing the environment, methods of communication or delivery of content using persuasive, reassuring skills as required. E.g. breaking bad news/learning disabilities/dealing with anxious relatives.
- To provide spontaneous and planned advice, teaching and instruction to relatives, carers and other professionals to promote understanding of the aims of treatment and to ensure a consistent approach to patient care.
- To maintain comprehensive and accurate assessment and treatment records in line with legal and directorate requirements and communicate to the appropriate disciplines in the form of letters and reports
- To identify and manage challenging behaviours
- To ensure that essential information on the patients' condition and progress is recorded by self and team members appropriately according to NMC guidelines.

## **Analytical and Judgmental Skills**

- To identify, interpret and analyse highly complex information gained during clinical examination and history taking to diagnose an individual's problem or illness and utilise judgemental skills across a range of options to decide on an appropriate course of action or treatment.
- To utilise the appropriate judgemental skills when assessing and advising patients and relatives in crisis situations
- To identify and agree appropriate data to be collected
- To undertake data collection effectively using the agreed systems.
- To collate and analyse the information obtained using the appropriate methods
- To report in a timely manner the data and information obtained

## **Planning and Organisational Skills**

- To plan and lead specialist nursing service provision including education and training in Clinical Immunology
- To accept clinical responsibility for a diverse and often complex caseload of patients, and to organise this efficiently and effectively with regard to clinical priorities and use of time.
- To decide priorities for own work area, balancing other patient related and professional demands, and ensure that these remain in accordance with those of the service as a whole.
- To prioritise workload of themselves and others, assess performance and provide clear constructive feedback to team members
- To monitor progress of work recognising changing priorities and implement corrective actions where necessary
- To plan staff off duty rota where appropriate, ensuring correct staffing levels and skill mix to maintain patient safety and efficient running of the service
- To demonstrate a sound understanding of Clinical Governance and Risk Management and apply to work situations
- To attend staff meetings and participate in discussions concerning the running of the service
- To actively contribute to and support agreed developments and directorate/Trust objectives.

## **Physical Skills**

- The post holder will be required to exert occasional light to moderate physical effort
- Daily concentration on patient assessments
- The post holder will at times be exposed to distressing and occasional highly distressing and emotional circumstances (Discusses prognosis with patients and relatives/carers)
- May be exposed to unpleasant working conditions/hazards
- In good health and with evidence of a good attendance record



## **Responsibility for Patient Care**

- To be professionally and legally responsible and accountable for all aspects of own work, including the management of patients in your care and to ensure a high standard of clinical care for the patients under your management, and those of other staff, by providing expert care for a complex caseload of patients.
- To accept clinical responsibility for a diverse and often complex caseload of patients, and to organise this efficiently and effectively with regard to clinical priorities and use of time. To ensure a high standard of clinical care for the patients under your management.
- To receive referrals from and make referrals to consultants, GPs and other healthcare professions, review the patient and act accordingly, thereby reducing length of time patients wait for intervention.
- According to current legislation to undertake independent and extended prescribing and also make appropriate use of the administration of medication using Patient Group Directions when required.
- To assess, develop, plan, implement and evaluate highly specialist Immunology nursing care programmes.
- Discuss and agree with colleagues the assessment and care delivery process incorporating current practice, evidence based, future trends and developments in care, timeliness of interventions and their related risks
- To undertake and evaluate the effectiveness of nursing interventions which are consistent with evidence based practice, whilst transferring and applying knowledge and skills to meet the patient's needs.
- To analyse and rigorously review all aspects of the patients programme of care interpreting information and using knowledge and judgement to provide highly specialist advice to recommend new course of action where necessary
- To monitor the effectiveness of the patients programme and renegotiate where indicated to meet the patients need.
- To obtain people's informed consent and discuss with them the implications of the programme of care. This will involve patients, relatives and carers in Clinical Immunology..
- To explain clearly to patients/carers the benefits and risks of different interventions, the alternative approaches available and the role of individual members of the team

- To discuss and agree short, medium or long term goals, prioritise care and develop plans with the patient, family carer and health care team
- To effectively triage patients into the correct clinics with the correct clinicians and support more junior colleagues to be able to do the same.
- To utilise highly developed physical skills where accuracy is important e.g. in preparing and giving IV injections, maintaining infusions and teaching self-injection technique and home therapy training
- To competently perform drug monitoring, including accurately interpreting blood results, supporting more junior colleagues to be able to do the same with supervision
- To prescribe any treatments in accordance with the Nurse Prescribing qualification guidelines
- To competently perform Immunology treatments as appropriate such as, IV infusions and injected treatments, skin prick and intra-dermal testing
- To refer people to other specialists when needs and risks are beyond one's own scope of practice or require longer term support
- To liaise with the multidisciplinary team, co-ordinating and participating in case discussions recommending best course of action as necessary
- To provide support and care for the patient and family respecting their need for privacy and dignity
- To utilise specialist knowledge to lead and support colleagues to develop their competence in using different interventions
- Lead in the assessment of patients for Home Therapy to ensure a seamless transition from hospital care in order to implement safe and effective home therapy (self-infusion) for all suitable patients, including if necessary, co-ordination with the Primary Care Team.
- Lead in the development, implementation and evaluation of highly specialised programmes of care for patients with Hereditary/Acquired Angioedema including where appropriate, assessing these patients for self/home infusion and train accordingly including training of patients and/or carers in intravenous bolus infusion and subcutaneous injection technique.

## **Promotion and assessment of Health and Wellbeing**

- To work effectively with people to identify their concerns about health and wellbeing and approaches available to improve their wellbeing or prevent deterioration.
- Work in partnership to plan and develop various approaches for health promotion.
- Act as a resource for improving health.
- Work closely with members of the public and users of the service so that health and wellbeing can be promoted effectively
- To support patients/carers encouraging them to promote health and wellbeing and to express their interests and concerns in the best interests of the child
- Explain assessment process clearly including the benefits and risks of the assessment and any alternative approaches obtaining their consent whilst respecting their dignity, wishes and beliefs.
- To undertake the comprehensive highly specialist assessments of Immunology patients, including those with a complex presentation, using investigative and analytical skills. The post holder will undertake first line assessment of patients.
- Follow a process of reasoning which demonstrates and enhances capacity for problem solving and critical decision making.
- Interprets all of the available information and makes a justifiable assessment

## **Assessment and Treatment Planning**

- Identify and review current information/factors available to determine and plan the assessment process.
- Undertake assessment in line with evidence based practice, legislation policies and procedures e.g. taking case history, examinations, requesting diagnostic investigations.
- Review and interpret all information available utilising a systematic process of reasoning to make a differential diagnosis.
- Develop and record a treatment plan consistent with the outcome of assessment and the most probable diagnosis.
- Refer to other practitioners and agencies as and when necessary

### **Intervention and Treatment**

- To develop the skills required to practice at an advanced level and to use an extended scope of practice beyond own profession (including referral and interpretation of x-rays, CT imaging, pathology reports and injection therapy,
- Identifies appropriate interventions/treatments to be undertaken within the context of the overall treatment plan.
- Undertakes intervention/treatments in a manner that is consistent with evidence based practice/clinical guidelines applying own skills, knowledge and experience and using considered judgment to meet individuals complex needs.
- Evaluates the effectiveness of interventions/treatments and makes any necessary modification.
- To maintain accurate and legible patient notes (written and electronic) in accordance with Trust and national professional policies and guidelines.

### **Responsibility for Policy/Service Development**

- To adhere to trust policies, procedures and current legislation which relate to own workplace and contribute to service development
- To accept referrals from other healthcare professionals and have the ability to refer patients directly to other specialities
- To communicate effectively and work collaboratively with medical, nursing, dietetic and therapy colleagues to ensure delivery of a coordinated multidisciplinary service.
- To work both as an individual and across the team to ensure that policies, strategies and service development enhance care delivery.
- To evaluate current service provision and identify how this impacts on their specialist role, the clinical environment and nursing services
- To contribute to future service design from identification to implementation of service development projects
- To identify outcomes of service evaluation and offer constructive views on how they should change as a result
- To develop specialist protocols, standards and guidelines in Clinical Immunology

- To evaluate with others the effectiveness of any changes and how these have improved services e.g. benchmarking services
- To propose policy or service changes which impact beyond own area of activity
- To participate in local/regional/national groups related to Clinical Immunology

## **Responsibilities for Financial and Physical Resources**

- To ensure efficient and effective use of material resources/supplies within the team
- To monitor, control and store resources/supplies according to the requirements and specifications of the clinical environment
- To identify any problems with resource use/availability and make recommendations for corrective action which are consistent with team objectives and organisational policies
- To be responsible for equipment used in carrying out clinical duties, and to adhere to use the equipment and to ensure the safe use of equipment by others through teaching, training and supervision of practice.
- To ensure patients valuables and belongings are documented and managed according to trust policy
- To order specialist supplies and maintain accurate records of resource use

## **Responsibilities for Human Resources**

### **a) Personal and people development**

- To identify and evaluate own development needs. To set own personal development objectives in discussion with reviewer keeping abreast of any new developments and incorporate them as necessary into own work
- To take responsibility for own role and scope, identify own development needs and take responsibility for their continuing professional development and performance whilst maintaining a personal development plan
- To work with others to develop, identify and implement appropriate learning opportunities enabling them to develop and apply their knowledge and skills in practice and providing timely feedback, contributing to developing the workplace as a learning environment.

- To make effective use of learning and development opportunities in order to improve learning strategies and opportunities and how this can contribute to the development of services and the organisation.
- Generate and share clinical knowledge with all members of the multi-professional team utilising any new knowledge to feedback to inform and change practice
- To be a member of the continuing education in-house programmes by attendance and presentations at staff meetings, tutorials, training sessions, journal clubs, external courses, clinical; supervision and reflective practice and to keep an active CPD portfolio
- To be involved in the appraisal system and Trust Development Programmes
- To undertake annual mandatory training updates and other relevant courses in line with Trust and local policies
- To act as a role model providing coaching and/or clinical supervision to other staff/learners supporting them in applying theory to practice
- Support the development of a learning organisation alerting managers to resource issues which may affect this
- To provide specialist education and training programmes to other staff and learners by taking shared responsibility for the delivery of training and development programmes for the multi-disciplinary team
- Identify and contribute to the ongoing clinical and service developments in order to enhance quality care
- To provide specialist advice at a strategic level to develop specialist practice across professional and organisational boundaries e.g. regional/national working groups, informing national policy

## **b) Management of people**

- Lead specialist for a defined area
- To provide clinical supervision for designated practitioners demonstrating advanced clinical knowledge, judgement and decision making
- Responsible for management and professional updating/clinical supervision to other staff and/or learners
- To lead the contribution framework process for themselves and others

- To identify, report and address poor performance issues utilising trust policies and procedures
- To diffuse challenging behaviour, ensuring that the situation is managed in a sensitive way.
- To lead in the recruitment and selection process
- To pro-actively lead in the identification of future workforce requirements
- To lead in disciplinary and grievance procedures if required and utilising trust Human Resource policies and procedures

## **Responsibilities for Research and Development**

### **Quality**

- To act as a role model ensuring own actions promote quality and identify and manage any risks
- To lead in setting and maintaining optimal standards of care in the clinical area
- To keep up to date and act consistently with quality standards and guidelines within their own clinical area and associated areas
- To alert others to new developments and lead them in understanding how their practice should change to improve quality
- To audit, evaluate and review the quality of their own work and others, and where necessary make the appropriate improvements
- To understand the quality agenda and how standards of care can be maintained utilising current quality systems and standards
- To assess and monitor the quality of work in own area, raise quality issues and related risks and bring to the attention of others
- To identify and investigate poor quality and performance promptly, identify contributing factors and agree methods for addressing them

- To raise quality issues and related risks with relevant people and follow this up and address poor performance as per Trust policy e.g. complaints, incidents and poor communication.
- To inform and influence Clinical Governance Issues
- To informally and formally network and share achievements

### **Audit/Research**

- To undertake research and lead on audit/benchmarking within own specialist area by the measurement and evaluation of own work and current practices through evidence based practice projects, audit and outcome measures. Make recommendations for and lead change.
- To ensure research and audit conclusions and recommendations are communicated to the appropriate people
- To keep up to date with developments within own specialised field, disseminate information and ensure that practice is based on best available evidence.
- To lead in the promotion and implementation of evidence based care ensuring that Good Practice within SRFT is disseminated locally and nationally
- To assist the wider professional development team in identifying areas within nursing which require evaluation/research
- To contribute effectively to evaluation studies (e.g. patient satisfaction surveys)
- To demonstrate involvement in/utilise research.
- To facilitate the process of audit.
- To lead on the National accreditation work for the Immunology and Allergy services accreditation gaining national recognition for the trust.



## **Freedom to Act**

- To work as an autonomous practitioner in line with the code of conduct and standards of practice and having regard to the NMC 'Code of Professional Conduct' for the nurse, midwife and health visitor and their professional contribution to Clinical Governance
- Not directly supervised, lead specialist for a defined area
- Is guided by trust protocols and codes of conduct interpreting national guidelines and policies applicable to own sphere of autonomous practice
- In order to work within the Trust Clinical Governance framework, which includes CNST Standards accreditation, you must be fully competent and trained to undertake the tasks allocated to you.
- To practice competently, you must possess the knowledge, skills and abilities required for lawful, safe and effective practice without direct supervision. You must acknowledge the limits of your professional competence and only undertake practice and accept responsibilities for those activities in which you are competent (see Trust Competency Policy). This includes use of medical equipment.

## **Partnership Working**

- To identify the wider benefits, and influence and prioritise the development of knowledge, ideas and work practice in self and others
- To inspire others and encourage them to seek advice and solutions to problems
- To challenge others to take an active part in developing knowledge, ideas and work practice
- To challenge tradition and take risks accepting joint responsibility for any arising problems and tensions and using these to inform future practice
- Embrace a multidisciplinary approach working with other healthcare professionals to provide a seamless service for the patient
- To promote the service and disseminate good practice both internal and external to the trust

- Promote the service to external bodies at conferences and across networks

## **Equality and Diversity**

- To recognise and promote the importance of people's rights and interpret them in a way that is consistent with Trust procedures, policies and legislation
- Acts in a way that acknowledges and recognises people's expressed beliefs, preferences and choices (e.g. how people like to be addressed and spoken to)
- Respects people's diversity and values them as individuals.
- To challenge behaviour that undermines the rights of others
- To identify and take action where necessary to address discrimination and oppression

## **Making Every Contact Count**

- Front line staff are in an ideal position to offer support and advice on how to improve health and wellbeing
- Staff should use their interactions with the public to give them additional advice on health and wellbeing
- Staff will be given training and support to help them to signpost people to other services which may improve their health and wellbeing.

## **Health & Safety**

- To monitor and maintain health, safety and security of self and others in own work area
- Be aware of the Health and Safety aspects of your work and implement any policies which may be required to improve the safety of your work area, including the prompt recording and reporting of accidents to senior staff and ensuring that equipment used is safe.

- To comply with the organisational and departmental policies and procedures and to be involved in the reviewing and updating as appropriate.
- To identify and assess potential risks in work activities and how to manage these risks appropriately
- To work within legislation and trust procedures on risk management
- To take immediate and appropriate action in relation to adverse incident reporting utilising the hospital incident reporting system.
- You are accountable for the effective deployment of activities that ensure that your department/clinical team is reducing hospital acquired infection. You will ensure that you and your staff comply with the Trust's policies on infection, prevention and control. You will ensure that you and your staff receive the training required to maintain competence to execute the Trusts policies on infection, prevention and control. You have a responsibility to bring deficiencies in the deployment of such policies to the attention of your line manager.

### **All people (including consultants) who manage others**

- You are accountable for the effective deployment of activities that ensure that your department/clinical team is reducing hospital acquired infection. You will ensure that you and your staff comply with the Trust's policies on infection, prevention and control. You will ensure that you and your staff receive the training required to maintain competence to execute the Trusts policies on infection, prevention and control. You have a responsibility to bring deficiencies in the deployment of such policies to the attention of your line manager.

## **General Staff (including junior doctors/volunteers/contractors/honorary contract holder/locums/agency bank**

- You have a personal responsibility to support your department/clinic in reducing hospital acquired infection. You must comply with the Trust's policies on infection, prevention and control and maintain your competency to effectively discharge your responsibilities. You must bring deficiencies to the attention of your manager.

## **Safeguarding**

- The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. You will be expected to fulfill your mandatory safeguarding training at the level applicable to this role.

## **Electronic Patient Record**

Salford Royal uses an Electronic Patient Record (EPR). All Clinicians must use EPR as the primary patient record. It supports delivery of Safe, Clean and Personal patient care. Paper is used only for clinical record components (e.g. fluid charts) that do not at present have an EPR replacement

The majority of clinical documentation is entered directly on the EPR including health issues, case histories and continuation notes, condition specific structured records and risk assessments. EPR also provides systems for prescribing, requesting most tests and some services, and for viewing results, a local integrated record and correspondence.

Access to this comprehensive EPR is via a unique login and password. All Clinicians working at Salford Royal must receive EPR training.

## **Code of Conduct**

- Professional staff that have a national Code of Conduct are expected to adhere to that Code and failure to do so could result in disciplinary action being taken. Staff who do not have a regulatory body are expected to conduct themselves in a professional manner and in line with the Trust values and policies at all times.

## Person Specification

	Specification	Criteria		Evidence
		Essential	Desirable	
<b>Registration</b>	<i>Does the post require registration, if so detail here</i>	✓		NMC registration
<b>Essential Qualifications</b>	<i>Detail what qualifications and at what level are <u>required</u> for the job</i>  <i>eg. NVQ level 2, BTEC, HNC, Diploma, Degree</i>	<p>Clinical based Masters degree</p> <p>None Medical Prescriber</p> <p>Five years post registration plus 3 years' experience within specialty at a senior level</p> <p>Evidence of extensive expert professional/clinical knowledge in speciality area supplemented by specialist clinical, managerial training and CPD</p> <p>Evidence of proactive involvement in the mentorship and development of nurses and nursing practice</p> <p>Effective communicator able to communicate complex and highly sensitive information.</p> <p>Evidence of effective people management and leadership skills.</p> <p>Evidence of relevant</p>	<p>Post basic qualification in specialty</p> <p>Can demonstrate assertiveness, tact and diplomacy appropriately</p> <p>Evidence of involvement in policy and practice change</p> <p>Evidence of proactive involvement in the mentorship and development of nurses and nursing practice</p>	Portfolio of evidence

		involvement in meeting the Trust clinical governance objectives		
		Computer literacy		
<b>Knowledge, Skills, Training and Experience</b>	<p><i>Detail any previous experience, required to undertake the post.</i></p> <p><i>Indicate any specialist knowledge required for the post.</i></p>	<p>Demonstrates specialist expertise underpinned by theory acquired through CPD</p> <p>Excellent clinical reasoning/clinical decision making</p> <p>Evidence of involvement and leadership in teaching and mentoring learners</p> <p>Evidence of leadership development</p> <p>Evidence of involvement in the development of programmes of care, protocols and clinical audit</p> <p>Highly developed effective communication/negotiation skills.</p>		Portfolio of evidence

## Physical & Mental Requirements

<p><b>Physical effort:</b></p> <p>The post holder will be required to exert occasional light to moderate physical effort</p>	<p><b>Emotional effort:</b></p> <p>The post holder will at times be exposed to distressing and occasional highly distressing and emotional circumstances (Discusses prognosis with patients and relatives/carers)</p>
<p><b>Mental effort:</b></p> <p>To exert frequent concentration –daily concentration on patient assessment/scheduling of visits and responding to frequent changing needs in the clinical area.</p>	<p><b>Working conditions:</b></p> <p>May be exposed to unpleasant working conditions in the clinical area. Daily exposure to blood and bodily fluids.</p> <p>Will be required to do home visits and on occasions visit units at other locations where the Immunology Tertiary Service is delivered</p>