

# Consultant Practitioner Band 8c (Nursing and Allied Health Professions)

## Core Job Description & Person Specification –

A summary of the role responsibilities and person specification



University Hospitals  
Bristol and Weston  
NHS Foundation Trust

### Why Our Trust?

#### Terms and conditions

**Post – Consultant practitioner** (add specific Nursing or Allied Health Profession)

**Division – XXX**

**Department - XXX**

**Band – 8c (Agenda for Change)**

**Location – XXX**

**Annual leave – Up to 33 days dependant on NHS Service**

**Pension - The NHS Pension Scheme is a defined benefit scheme. Further details and outline of benefits can be found at: [www.nhsbsa.nhs.uk/pensions](http://www.nhsbsa.nhs.uk/pensions)**

#### Job purpose

As a lead clinician, the post holder will work across UHBW and beyond to strengthen the input into improving care and outcomes for patients in a variety of clinical settings.

As an established expert in their clinical field, the post holder will practise at a highly specialised and skilled level. They will contribute significantly in developing practice, knowledge, skills and roles within the Trust, establishing evidence-based practices in areas where precedents do not currently exist.

The post holder will be an expert resource, health educator, teacher and leader for multi-disciplinary teams within and outside the Trust. They will work across organisational and professional boundaries to bring about improvements in care and treatment outcomes.

The post holder will forge strong links with local higher education providers to enable development of appropriate education and training programmes for all clinical staff within their speciality. These links should also enhance the post-holders abilities, skills and opportunities to develop and conduct research. Further, they will use their links to develop skills to encourage nursing and allied health professionals to embrace audit and research to evaluate and improve patient care.

In addition to the leadership role in the specialist area, the post holder will support and work with the Divisional Management Team and Chief Nurse team, focusing on the corporate strategic professional agenda. This may involve working on corporate professional issues and will involve acting as an expert and senior role model

#### About us

**Our mission** is to improve the health of the people we serve by delivering exceptional care, teaching and research every day.

#### What you'll love about working here

**UHBW has been rated by the CQC as 'Good'** - our staff are proud to deliver excellent care. As a forward-thinking multi-award winning Trust, our world-leading research and innovations are having a positive local and global impact. Our hospitals are spread across Bristol and Weston-super-Mare, join us and you can enjoy the very best of both worlds; city living within a stone's throw of the countryside or beside the seaside, both with easy access to all that the South West has to offer.

**A digital exemplar-** Being appointed as a Global Digital Exemplar means we can realise this vision by implementing digital technologies that will help us to transform the way we work and how we relate to our colleagues, patients and partner organizations.

**Sustainable healthcare** - We have joined the international movement to declare a climate emergency, recognising the impact climate change is having on the world. Climate change is labelled as the greatest threat to health in the 21st century, with a range of conditions related to heat, cold, extreme weather and air pollution predicted to rise. To lead the way in healthcare the Trust has set ambitious goals to become carbon neutral by 2030.

**Access to further opportunities with the Trust -** Apprenticeships are a great way to learn and earn on the job. UH Bristol and Weston provides a range of apprenticeships to support a huge number of career opportunities in clinical and non-clinical support services with apprenticeships starting at level 2 through to level 7. \_As an organisation we encourage further development of all employees to progress upward within their chosen field.

#### Diversity & Inclusion

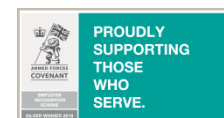
A core principle of the Trust is to ensure that patients and staff are treated with dignity and respect. Promoting equality, diversity and human rights and challenging any form of inequality, discrimination, harassment or abuse are central to the Trust's Values.

'Committed to inclusion in everything we do' is the ambition set out in the Trust's Workforce Diversity & Inclusion Strategy. The Trust will not tolerate discrimination, harassment or bullying under any circumstances and particularly because of a characteristic protected by the Equality Act 2010.

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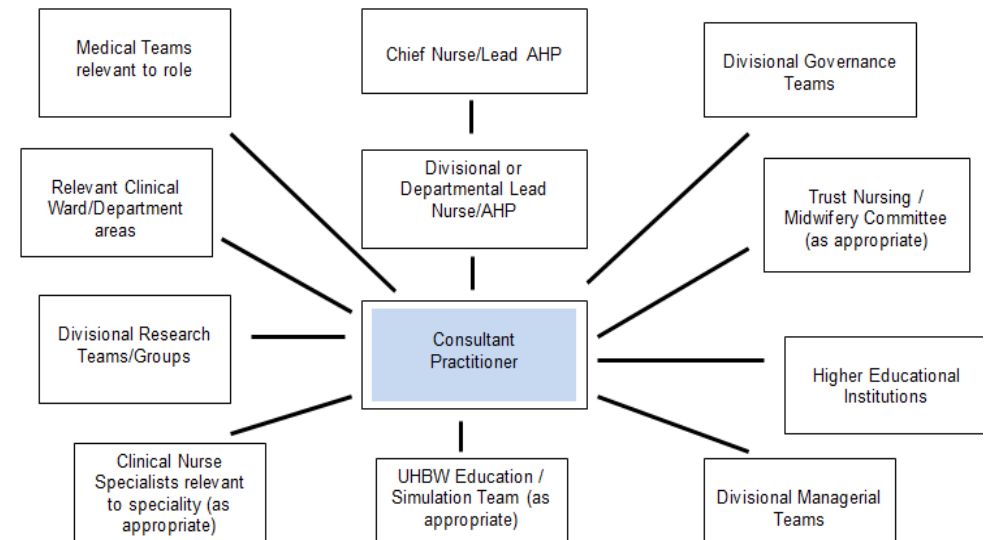
### Expert practice

- Demonstrate expert interpersonal skills in caring for patients and their families.
- Demonstrate expert clinical knowledge and skills in assessing and caring for patients and their families.
- Able to analyse, synthesis and action highly complex clinical information and situations to benefit patients and families.
- Work directly with nurses, allied health professionals and other clinical health staff in all areas supporting and developing their skills in caring for patients.
- Demonstrate advanced knowledge and expertise in all relevant aspects of patients' needs e.g. from initial assessment through acute in-hospital care to follow-up in primary care.
- Demonstrate advanced knowledge and expertise in practice functions including clinical history taking, physical assessment and investigation interpretation relevant to speciality.
- Demonstrate advanced knowledge and expertise in clinical decision-making skills in referring patients for further tests, investigations and interpreting results.
- Work effectively and collaboratively with all health professionals within the setting and monitoring multi professional standards, promoting evidence based practice and a learning culture.
- Develop and establish clinically effective standards of care, protocols guidelines and policies to enhance care of patients in a variety of settings.
- Utilise all evidence and ways of knowing to enhance the contribution of nursing in caring for patients.
- Exercise a high degree of personal professional autonomy able to make critical judgements where precedents do not exist.

### Strategic and enabling leadership

- Become established as a local, national and potentially international leader in relevant clinical area, acting as consultant to influence and develop relevant national guidelines and policies
- Act as expert/ lead clinician representing the Trust for regional and/or national developments in speciality and relevant profession.
- Demonstrate the ability to adopt an appropriate leadership style and skills, adapting their approach as necessary to facilitate a multi-professional culture for learning, practice development and providing evidence-based care.
- Be a skilled facilitator for staff, clinical practice and organisational development for speciality and broader

### Organisational structure



### Key relationships

Detail the names and roles of all departments and stakeholders that this role will have a key relationship with.

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- Provide clinical and professional leadership across UHBW, anticipating and identifying key strategic issues and priorities for the profession, including development of new roles and subsequently acting as a facilitator in managing the change.
- To be influential and innovative in the strategic delivery of services, articulating the necessary resources required, assist in identifying potential sources of funding and working with relevant teams to develop robust business or project plans to articulate.

### Learning, developing and improving across the system

- Use every opportunity both formal and informal for teaching and educating patients, carers, healthcare and other members of staff regarding the needs of patients and how these may be met.
- Work closely with colleagues in local higher education facilities in developing education programmes for staff within the speciality and other areas to improve knowledge and skills in caring for patients.
- Create opportunities for life-long learning and professional development of all health care professionals.
- Constantly evaluates how services are provided for patients. Provides the lead and takes responsibility for service redesign to better serve their needs and those of their carers.
- Responsible for policy implementation linked to service development.
- Monitor practice developments in care provision locally, nationally and internationally and consider how and whether new developments may be applied to patients.

### Research and Audit

- Support the development of non-medical research across UHBW in partnership with local and regional higher educational institutions e.g. UWE, UoB. and Plymouth University.
- Able to analyse, synthesis and action highly complex information and evidence to develop and inform appropriate pathways of care and evidence-based service guidelines.
- Work with medical, AHP and nursing colleagues to identify appropriate research opportunities in all areas of the speciality and pursue relevant sources of funding, developing collaborative bids wherever possible.
- Engage stakeholders and use high-level negotiating and influencing skills to develop and improve practice
- Act as resource for colleagues wishing to embark on research projects.
- Lead practice innovation enabling continuous improvements in delivering high quality, patient focussed care.

- Support nursing and AHPs in adopting an enquiry based, critical appraisal approach to caring for patients.
- Actively disseminate research findings and information through publishing, conference/seminar speaking and local, national and international networking.
- Represent non-medical research interests at Divisional level.
- Work with other clinicians in identifying and implementing clinical audit methods to assist in the evaluation of the effectiveness of the Trust's services.
- In developing a research culture within the speciality and relevant Division, develop partnerships with colleagues and networks with statutory, voluntary agencies and higher education institutions to identify and develop collaborative research opportunities.

### Professional and personal development

- Continue to demonstrate personal mastery relating to clinical and technical skills in speciality by constantly maintaining and updating knowledge and skills base.
- Be highly motivated and demonstrate a style of leadership which promotes advances in the clinical speciality and encourages innovation.
- Act as a positive role model to inspire those caring for speciality patients to improve and develop services that will deliver life enhancing improvements across UHBW and beyond.
- Demonstrate a reflective ability supported by appropriate clinical supervision.
- Take personal responsibility to maintain and/or develop a portfolio of skills in line with the developing requirement of the post.
- Maintain and further develop a national and international profile as a Consultant practitioner
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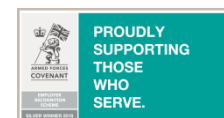
### Core job description mapped to:

- Department of Health (2010) Advanced Level Nursing : A Position Statement
- National profiles for Nursing Services (Nov 2006) –NHS employers Nursing Services National Job Profiles
- UHBW existing Non-Medical Consultant job descriptions

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**Personal Profile** - (E) = Essential (D) = Desirable

### Qualifications and Training

- Current professional registration (E)
- Health related MSc/MA (E)
- Evidence of advanced specialist education in relevant field Leadership qualification or equivalent extensive leadership experience (E)
- Leadership qualification or equivalent extensive leadership experience (E)
- Health related doctoral studies (PhD, DPhil) or working towards (D)
- Teaching qualification (D)

### Skills and Abilities

- Expert communication skills (E)
- Relevant specialist knowledge (E)
- Excellent team, interpersonal, leadership, influencing and organisational skills (E)
- Expert decision-making skills (E)
- Ability to work independently or as part of a team as required (E)
- Teaching skills (E)
- Report writing and publication skills (E)
- Assertive and self-aware (E)
- Able to inspire and motivate colleagues (E)
- IT and data management skills (E)
- Presentation skills (E)

### Knowledge and Experience

- Extensive knowledge and experience of caring for (speciality specific) patients in a variety of settings (E)
- Formal and informal teaching experience (E)
- Experience of leading service developments and implementing changes in practice (E)
- Demonstrates up-to-date knowledge of relevant research and its application to practice (E)
- Familiar with relevant clinical guidelines (e.g. NICE, National/international professional bodies) (E)
- Experience of conducting, completing and presenting primary research (E)
- Evidence of publication in the field (peer reviewed journals, professional conferences) (E)
- Experience of developing business cases or research funding bids (D)

### Aptitudes

- Respecting Everyone (E)
- Embracing Change (E)
- Recognising Success (E)
- Working Together (E)

### Public Sector Language Competency

- Be able to speak fluent English to an appropriate standard (E)

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(D) = Desirable



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### Transforming Care

Delivering sustainable healthcare services to our patients, which are effective, efficient and driven by excellence, is at the heart of our organisation. Transforming Care is the Trust's overarching programme of transformational change. It enables staff to use a structured approach to continuously improve and innovates their services, strengthen our capability, and deliver our Trust's mission to improve the health of the people we serve by delivering exceptional care, teaching and research, every day.

Our Quality Improvement Academy is open to all staff and leaders across the Trust, and provides training to lead or take part in improvement and transformation activities in their departments and across the Trust. We will support staff to develop the skills and tools to improve services to deliver the best care to our patients and public.

### Information Governance

It is the responsibility of all staff to respect the confidentiality of patients and staff, as specified in the Caldicott Principles, Data Protection Act 2018 and the Human Rights Act. It is the duty of every employee to:

- Only access person identifiable information as required in the execution of their duties.
- Disclose information appropriately, in line with the Data Protection Act 2018.
- To ensure good quality data by recording, promptly and accurately, clinical and non-clinical information within agreed timescales to PAS, the health record or the appropriate clinical or non-clinical information system
- Always trace patient notes on the Patient Administration System

Maintain the confidentiality of their passwords / usernames and if in possession of a 'Smartcard' abiding by the terms and conditions of its use.

### Workplace health and wellbeing

The Trust Workplace Health and Wellbeing Framework applies to all employees, students and volunteers who are encouraged to take responsibility for their individual health and wellbeing and to promote the wellbeing of colleagues. Line managers must recognise the importance of health and wellbeing and take it into account when planning tasks and designing jobs.

### Safeguarding Children and Vulnerable Adults

The Trust is committed to safeguarding and promoting the welfare of all children, young people and vulnerable adults, and as such expects all staff and volunteers to share this commitment.

### Quality and Clinical Governance

Quality in the NHS has three core dimensions: Patient Safety, Patient Experience and Clinical Effectiveness. Clinical Governance is about the systems, processes and behaviours to ensure that high quality services are provided to patients. Every member of staff has a role to play in striving for excellence: it is important that everyone is aware of and follows policies and procedures that govern their work; and if something goes wrong, everyone has an obligation to report it so lessons can be learned from mistakes, incidents and complaints. If any member of staff has concerns on any clinical governance matters, they should raise them with their line manager, professional adviser, or a more senior member of management. Reference should be made to the Trust's guidance on Raising Concerns about provision of patient care.

### Health and Safety

Under the provisions contained in the Health and Safety at Work Act 1974, it is the duty of every employee to:

- Take reasonable care of themselves and for others at work
- To co-operate with the Trust as far as is necessary to enable them to carry out their legal duty
- Not to intentionally or recklessly interfere with anything provided including personal protective equipment for Health and Safety or welfare at work.

Everyone has a responsibility for contributing to the reduction of infections.

Senior Management is responsible for the implementation throughout the Trust of suitable arrangements to ensure the health, safety and welfare of all employees at work and the health and safety of other persons who may be affected by their activities. Where health and safety matters cannot be resolved at Senior Management level the appropriate Executive Director must be notified.

Line Managers are responsible for the health and safety management of all activities, areas and staff under their control. This includes responsibility for ensuring risk assessments are completed and implementation of suitable and sufficient control measures put in place. Health and safety issues are dealt with at the lowest level of management practicable. Where health and safety matters cannot be resolved at a particular management level the appropriate Senior Manager must be notified.

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