

Job Description

JOB TITLE:	Clinical Specialist
DIRECTORATE:	Clinical Support
GRADE:	8a
REPORTS TO:	Therapy Services Manager/ Clinical Lead
ACCOUNTABLE TO:	Operational Head of Service Therapies & Rehabilitation Pathway

About NUH



1. **Patients** - We will ensure our patients receive consistently high quality, safe care with outstanding outcomes and experience
2. **People** - We will build on our position as an employer of choice; with an engaged, developed and empowered team that puts patient care at the heart of everything it does
3. **Places** - We will invest in our estate, equipment and digital infrastructure to support the delivery of high quality patient care
4. **Performance** - We will consistently achieve our performance standards and make the best use of resources to contribute to an affordable healthcare system
5. **Partners** - We will support the improvement of the health of the communities we serve through strong system leadership and innovative partnerships to deliver integrated models of care
6. **Potential** - We will deliver world-class research and education and transform health through innovation

Our values are: Caring and helpful; Safe and Vigilant for our patients and colleagues; Being Clinically Excellent and driving innovation to meet the needs of our patients; Using our Resources wisely whilst; Providing Quality products, services and experiences for staff and patients.

JOB SUMMARY

To provide clinical leadership in the management of patients under the care of NUH within a specialist area.

To develop and extend the scope of practice through undertaking research projects and implementing evidence based practice.

KEY JOB RESPONSIBILITIES

1. To provide clinical leadership within the specialist service, through consultation and joint working with all bands of staff, in the management of complex patients, this will involve review of their clinical reasoning, dietetic assessment and treatment plans.
2. To maintain and develop high standards of patients care and facilitate and implement evidence based practice by ensuring implementation of standards set in relevant national guidance, specialist clinical group guidance and specialist relevant areas. Also by ensuring staff are informed of recent developments through attendance at research based conferences, relevant network meetings and postgraduate education and training courses.
3. To develop local pathways of care for specialist area patients
4. To evaluate the effectiveness of the service through service evaluation & clinical audit in liaison with the Therapy Services Manager and relevant stakeholders.
5. Where appropriate, offer extended scopes of practice so as to facilitate the optimal management of patients within a clinic setting (i.e. non-medical prescribing, leading clinics, extended role of dietetic practice)
6. To ensure waiting list targets are maintained by initiating and developing new ways of working (e.g. telephone consultation, 'opt-in' appointments, SOS appointments).
7. To ensure high standards of clinical care within the section on issues pertaining to specialist area to own team and a wide range of disciplines (e.g. medical staff and the MDT) in line with the education and training strategy by:
 - a. In-service training and development programme
 - b. One to one coaching / teaching
 - c. Clinical supervision
 - d. Presenting lectures at under and post-graduate level
 - e. Practical sessions
 - f. Acting as an information resource
8. To establish collaborative links with other local and national advanced practitioners and disseminate information and development.
9. To lead on and participate in clinical research projects that enhance patient care, evaluate service and clinical developments, at times in collaboration with relevant stakeholders.
10. To develop links between local dietitians to enable the sharing of best practice (e.g. benchmarking, Essence of Care).

CLINICAL

1. To manage and organise own patient caseload and support other therapists with treatment and management of highly complex patients across the Trust.
2. To take a major role in the advanced assessment of patients including those with a very complex presentation, using investigative and clinical reasoning skills to formulate a clinical diagnosis, individualised management and treatment plans.
3. To provide clinical leadership through
 - a. Innovative practice
 - b. Development of own clinical knowledge and skills
4. Provide clinical leadership and support to other members of the clinical team
 - a. Taking responsibility for own CPD
 - b. Facilitating others in their CPD
5. Supporting ESP's/Advanced Practitioners in developing safe effective advanced practice
6. Responsible for band 7 PDRs
7. Developing jointly agreed local departmental objectives to facilitate teamwork and service progression
8. Responsibility for governance
9. Developing effective working relationships with Trust wide teams to support pathways
7. To facilitate Trust wide the setting and monitoring of clinical standards for specialist conditions with regards to local / national standards and clinical guidelines.
8. To develop and evaluate outcome measures and clinical indicators in order to monitor clinical effectiveness, in liaison with other healthcare staff.
9. To be involved in; or to facilitate the development and implementation of integrated specialist care pathways
10. To evaluate the service through service evaluation, clinical audit and benchmarking, facilitating the implementation of any required developments.
11. To be professionally and legally responsible and accountable for all aspects of own work.
12. To communicate effectively with patients and carers to maximise rehabilitation potential and to ensure understanding of their condition. Complex communication skills of persuasion and motivation are required to overcome psychosocial issues so as to allow effective treatment.
13. To use highly developed communication skills (verbal and non verbal) to gain valid consent with patients where there will often be barriers to effective communication e.g. loss of hearing, language differences, pain and fears.
14. To be competent in the use of medical devices required for the management / treatment of specialism. To also be effective in the teaching of medical device use to others.
15. To lead the specialist service to develop competencies and support staff to achieve this, including where necessary for on call and weekend workers
16. To effectively liaise with consultants so as to ensure extended skills are implemented safely and effectively.

17. To maintain an up to date specialist knowledge in the management and treatment of patients with conditions relevant to the specialism
18. Supporting operational therapy services managers in investigating clinical complaints and incidents.

HUMAN RESOURCES

1. Ensure personal and professional development of staff including regular clinical supervision, staff appraisal and performance reviews. Ensure that all staff are regularly appraised which supports the Trust's Strategy

EDUCATION

1. To provide consultancy, teaching, coaching, specialist advice and support to staff in relation to this clinical area.
2. To market services to key stakeholders including patients, consultant and commissioning groups
3. To implement and take an active role in postgraduate education to facilitate high clinical standards.
4. To occasionally supervise and support undergraduate students as required, according to staffing levels within the unit.
5. To develop and organise specialist courses for both internal and external participants. To work with Nottingham University to contribute to undergraduate programmes as required.
6. To support the Therapy Services Manager in the identification of training needs in line with Trust and Departmental objectives.

RESEARCH AND DEVELOPMENT

1. To identify current issues and initiate developments in agreed service areas
2. To undertake, support and co-ordinate research projects to enhance the evidence base of treatment and management of specialist conditions with relevant stakeholders.
3. To promote evidence based practice through the critical appraisal of current literature, dissemination of information, participation in appropriate courses and conferences.

GENERAL DUTIES

In addition to the key job responsibilities detailed in this job description all employees at Nottingham University Hospitals NHS Trust are expected to comply with the general duties detailed below:

Infection Control

To maintain a clean, safe environment, ensuring adherence to the Trust's standards of cleanliness, hygiene and infection control.

For senior/clinical managers the following statement must also be included

The post holder is accountable for minimising the risks of infections and for the implementation of the Code of Practice for the Prevention and Control of Healthcare Associated Infections as outlined in the Health Act 2006. This includes receiving assurance of risk and embedding evidence based practice into daily routines of all staff.

Safeguarding children, young people and vulnerable adults

Nottingham University Hospitals is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All staff and volunteers are therefore expected to behave in such a way that supports this commitment.

Information Governance

All staff have an individual responsibility for creating accurate records of their work and for making entries into and managing all NHS records effectively in line with the Health Record Keeping Policy and other Health Records and Corporate Records Management policies and procedures in order to meet the Trust's legal, regulatory and accountability requirements.

Health and Safety

To take reasonable care to prevent injury to themselves or others who may be affected by their acts or omissions.

To co-operate fully in discharging the Trust policies and procedures with regard to health and safety matters.

To immediately report to their manager any shortcomings in health and safety procedures and practice.

To report any accidents or dangerous incidents to their immediate manager and safety representative as early as possible and submit a completed accident/incident form.

To use protective clothing and equipment where provided.

Whilst the aim of the Trust is to promote a co-operative and constructive view of health and safety concerns in the organisation, all staff must be aware that a wilful or irresponsible disregard for safety matters may give rise to disciplinary proceedings.

Governance

To actively participate in governance activities to ensure that the highest standards of care and business conduct are achieved.

Health and Wellbeing

Employees are expected to take all reasonable steps to look after both their physical health and mental health. To support employees to achieve this NUH offers a wide range of health and wellbeing activities and interventions. The full programme can be viewed at on the staff intranet.

Line managers are expected to encourage and support staff to look after their health and wellbeing, including the release of staff to attend health and wellbeing activities and interventions.

General Policies Procedures and Practices

To comply with all Trust policies, procedures and practices and to be responsible for keeping up to date with any changes to these.

WORKING CONDITIONS

Describe the post holder's normal working conditions (*such as exposures to hazards, requirement for physical effort etc*).

JOB REVISION

This job description should be regarded as a guide to the duties required and is not definitive or restrictive in any way. The duties of the post may be varied from time to time in response to changing circumstances. This job description does not form part of the contract of employment.

Service Review

A strategic review of all Trust services is taking place, as a result of which some services, or parts of some services, may transfer from one campus to the other. This will be decided in accordance with the most appropriate way to provide the best healthcare for patients in the future and all staff will be fully consulted on about the impact of any such decisions.

Job description reviewed by: Rachel Tomasevic - Operational Head of Service – Therapies & Rehabilitation Pathway

Date: 9.8.2021