Job Description

Job Title	Corporate Nurse for Patient Safety
Department	Corporate Nursing and Midwifery
Division	Corporate
Band	6
Reporting To	Associate Director of Nursing, Corporate Nursing Team
Job Reference	J2698a

▪ Role

The Corporate Nurse for Patient Safety will work collaboratively with the Ward Sisters and Senior Nursing Team to deliver effective, high quality, safe patient centred care across all clinical sites. Data and other sources of intelligence in relation to patient safety will shape the scope of the postholder. The postholder will support the continuing education, training and professional development of staff, including preceptorship and induction of newly qualified nursing staff promoting the acquisition of new skills and knowledge in any areas of patient safety identified. This will include supporting the Tissue Viability team. The postholder will assist in the development and implementation of appropriate protocols and standard operating procedures and undertake associate clinical audits as directed to ensure that all staff are able to acquire and adhere to the professional standards and competencies required in nursing practice.

▪ Key Responsibilities

Clinical Responsibilities
- Consistently demonstrate clinical expertise and credibility in practice.
- Work a minimum of 90% of the time in the clinical area supporting staff in meeting required competencies towards patient safety.
- Be a role model and maintain high standards of practice for all staff.
- Contribute to an environment in which effective practice is fostered, implemented and evaluated through a range of approaches
- Assist the nursing team in ensuring a high level of nursing care in a variety of disciplines
- Assess the learning needs and develop appropriate training opportunities for newly qualified and developing nursing staff.
- Assess, review and evaluate clinical practice through audit giving appropriate feedback and guidance as required.
- Provide "hands on" supervision of staff in clinical practice to promote the acquisition of new skills and knowledge
- Maintain a high level of the postholders own clinical skills.

Management and leadership responsibilities
- Establish and maintain effective working relations with all members of the multi-disciplinary team and relevant clinical areas to promote good communication and a multi-disciplinary approach to care

▪ Key Responsibilities

- Assist in clinical audits ensuring they are submitted within the agreed timescale
- In collaboration with the relevant Ward Managers - agree action plans with staff to address poor audit and practice outcomes, disseminate them and monitor implementation locally, reviewing and reporting progress through the nursing management structure.
- Liaise with other hospital staff and departments to promote and maintain effective working relationships ensuring high standards of care and service are maintained
- Assist with the development and where appropriate the delivery of teaching programmes for all grades of nursing staff including simulation
- Be an effective mentor and preceptor and support other nursing staff in performing this role
- In collaboration with the clinical area leaders contribute to staff development through the Trust appraisal/personal development plan.

Educational responsibilities
- Develop and maintain orientation and induction packages for new staff and support the orientation and induction of newly appointed nursing staff.
- Contribute to a learning environment in which effective practice is fostered, implemented, evaluated and disseminated
- Encourage and foster a culture which supports learning from adverse or untoward events and assist with relevant training and support where required
- Reduce clinical risk and promote patient safety through policy and guideline implementation, development of education programmes, assessment of clinical skills and clinical competence of staff – including training in human factors and non-technical skills through simulation.
- In collaboration with Ward Managers support the mentorship of student nurses and other nursing roles or trainee ODPs where relevant.

Professional responsibilities
- Always act in a manner that is in accordance with the Trust values
- Act in accordance with the NMC code of conduct
- Actively participate in personal development planning
- Keep up to date with clinical practice, national guidelines and local policies
- Be responsible for ensuring that the postholder remains aware of current developments in practice
- Work in collaboration with the corporate education and development team and participate in trust wide practice activities as required
- Participate in and network with specialist groups relating to clinical practice at both local and national level.

▪ Duties and Key Tasks

The post holder will:
- Be expected to work flexibly across the service to provide support to all staff with regards to patient safety

▪ Duties and Key Tasks

- Have the ability to act as a mentor and preceptor to newly appointed staff.
- Have significant experience and credibility in clinical practice
- Act as a role model and support and promote safe, quality care across the clinical environments.
- Assist in the provision of assurance of standards through monitoring including completion of clinical audit and contributing to the development and delivery of audit feedback and action planning.
- Practice nursing/clinical care within the clinical governance framework through which the organisation is accountable.
- Assist in the investigation and root cause analysis of serious untoward incidents, clinical incidents and near miss events as required and under the direction of the senior team.
- Contribute to and assist in the delivery of human factors training – specifically non-technical skills including simulation.

▪ Extra Factual Information

Personal Attributes
- Value and respect for individuals by actively adopting the core values of Wirral Hospital Trust.
- Good time management and attendance record
- Self-motivated
- Enthusiastic and self-confident.
- Sensitive and empathic,
- Ability to identify own learning needs.
- Ability to identify the learning needs of others
- Have the ability to learn from and provide constructive criticism.

Person Specification

Qualifications, Specific Experience & Training	Essential	Desirable	Measure
NMC registered	☒	☐	Application Form
Teaching and assessing qualification	☐	☒	Application Form
Leadership & management qualification	☐	☒	Application Form
Educated to degree level	☒	☐	Application Form
Experience in incident investigation and action plan	☒	☐	Interview

Knowledge and Skills	Essential	Desirable	Measure
Minimum 3 years clinical experience	☒	☐	Application Form
Clinical audit & action planning	☒	☐	Interview
Experience in performance management processes	☐	☒	Interview
Preceptorship/Mentorship training	☒	☐	Application Form
Root cause analysis and incident investigation training	☐	☒	Interview
Training in human factors/non-technical skills and simulation.	☐	☒	Interview
Good presentation skills	☒	☐	Interview

Personal Attributes	Essential	Desirable	Measure
Able to communicate within a multidisciplinary team	☒	☐	Application Form
Able to develop and implement training programmes	☒	☐	Application Form
Able to deal with complex issues	☒	☐	Interview
Ability to deal with difficult conversation	☒	☐	Interview

Organisation Chart

Divisional Director of Nursing and Midwifery

Associate Director of Nursing/Midwifery

Corporate Nurse for Patient Safety