



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board

**Band 7 - Uwch Nyrs Glinigol
Arbenigol**

**Darllen y Swydd Ddisgrifiad yn
Gymraeg**

**Band 7 - Advanced Clinical Nurse
Specialist**

**Read the Job Description in
English**



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board

TEITL Y SWYDD: Uwch Nyrs Glinigol Arbenigol

Band: 7

TROSOLWG O'R SWYDD:

Bydd deiliad y swydd yn darparu gofal, cyngor, arweiniad ac arweinyddiaeth nyrsio arbenigol, ac yn cymryd cyfrifoldeb am wasanaeth nyrsio arbenigol gan ddefnyddio ei wybodaeth a'i brofiad clinigol uwch gyda lefel uchel o sgiliau a gwybodaeth ddamcaniaethol i;

- Asesu, cynllunio, gweithredu a gwerthuso gofal nyrsio sy'n seiliedig ar dystiolaeth.
- Darparu cyngor arbenigol ac ymarfer clinigol.
- Gweithio'n annibynnol a rheoli llwyth gwaith eich hun fel arbenigwr arweiniol yn eu hardal Darparu addysg a hyfforddiant arbenigol i staff
- Arwain a rheoli tîm o nyrsys arbenigol
- Gweithio ar y cyd ac yn gydweithredol â chydweithwyr clinigol i ddatblygu gwasanaethau ac ansawdd y gofal a ddarparir.
- Arwain y gwaith o ddatblygu a chynllunio gwasanaethau clinigol o fewn y maes arbenigol.
- Dangos gwerthoedd y Bwrdd Iechyd a sicrhau bod eraill yn dangos yr un gwerthoedd.
- Ymgymryd â gweithgaredd clinigol e.e. Clinigau, gwaith yn y ward, ymgynghoriadau ffôn ac ati.
- Ymgymryd â gweithgaredd clinigol e.e. Archwilio, DPP, addysgu, ymchwil a gweinyddu

Yn gyfrifol i:

Yn adrodd i:	Yn gyfrifol i:	yn Broffesiynol:

Prif Ddyletswyddau a Chyfrifoldebau

Cynllunio a Dylunio

- Asesu, rheoli, darparu a chyd-lynu'r cynllun o ofal i gleifion sy'n defnyddio'r defnydd effeithiol ac effeithlon o adnoddau
- Goruchwyllo a chefnogi cydweithwyr eraill CNS yn unigol yn ôl yr angen, gan sicrhau bod cynllunio olyniaeth yn cael ei reoli'n weithredol.

Gwella, Monitro, Datblygu Polisiâu / Gwasanaethau

- Datblygu polisiâu, protocolau a chanllawiau ar sail tystiolaeth ar gyfer y maes arbenigol i adlewyrchu polisi a deddfwriaeth genedlaethol, gwneud argymhellion ynghylch cyflenwadau ac offer, gan sicrhau defnydd effeithiol ac effeithlon o adnoddau ffisegol ac ariannol.
- Cadw at Bolisiâu a Gweithdrefnau'r Bwrdd Iechyd a sicrhau bod y tîm nyrsio yn cael y wybodaeth ddiweddaraf am ddeddfwriaeth a chanllawiau cyfredol a: llywodraethu gwybodaeth a herio arfer gwael yn ôl yr angen
- Bod yn ymwybodol o ddiogelwch oedolion sydd mewn perygl ymhlith defnyddwyr y gwasanaeth/teuluoedd a Diogelu plant ymhlith defnyddwyr gwasanaethau/teuluoedd. Rhoi gwybod am unrhyw bryderon yn unol â pholisi'r Bwrdd Iechyd.
- Cymryd pob rhagofal posibl i ddiogelu lles, lles, iechyd a diogelwch staff, defnyddwyr gwasanaeth, ymwelwyr a'r cyhoedd drwy weithredu'r holl bolisiâu sy'n ymwneud ag iechyd, diogelwch a risg. Cydnabod pwysigrwydd hawliau pobl a chynnal sylfaen wybodaeth eich hun i sicrhau bod yr holl gamau gweithredu yn unol â deddfwriaeth, polisiâu a gweithdrefnau.
- Hyrwyddo a chefnogi hawliau, cyfrifoldebau ac amrywiaeth cleifion a'u teuluoedd/gofalwyr ac uniaethu â charedigrwydd ac empathi â phawb dan sylw. Parchu preifatrwydd, urddas, anghenion, credoau, dewisiadau a dewisiadau cleifion a gofalwyr, gan gefnogi datblygiad yr amgylchedd gofal er mwyn gallu ymateb yn gyflym ac yn anghyson i'r rhai ag anghenion penodol/nodweddion gwarchodedig.
- Cyfrannu at ddatblygu amcanion sefydliadol, a chreu cyfleoedd i gynnwys ymarferwyr eraill, sefydlu cysylltiadau effeithiol a rhwydweithiau cyfathrebu gydag asiantaethau mewnol ac allanol, Cymru Gyfan neu rwydweithiau Cenedlaethol. Cynnal ymwybyddiaeth o faterion proffesiynol. Coladu adroddiadau sy'n seiliedig ar dystiolaeth i lywio gwella gwasanaethau

Cyfathrebu.

- Cyfathrebu gwybodaeth gymhleth am gyflyrau clinigol penodol a'u canlyniadau i gleifion a gofalwyr, gan sicrhau bod ganddynt ddealltwriaeth dda o'r cyflwr a'r opsiynau triniaeth, a thrwy hynny sicrhau y gall cleifion fod yn bartneriaid cyfartal wrth wneud penderfyniadau gofal. Gallu rheoli sefyllfaoedd cymhleth / sensitif gan ddefnyddio sgiliau cyfathrebu a negodi effeithiol. Yn dibynnu ar y grŵp cleientiaid, efallai y bydd rhywfaint o elyniaeth y mae angen ei goresgyn. Trafod gwybodaeth hynod gymhleth a hynod sensitif gyda chleifion a pherthnasau/gofalwyr gan gynnig empathi a sicrwydd.
- Darparu ac yn derbyn gwybodaeth hynod gymhleth, sensitif lle gallai fod rhwystrau i ddeall; Gan gynnwys trafodaeth yn ymwneud â disgwyliad oes, dymuniadau diwedd oes/rheoli marwolaeth, i gleifion, perthnasau a chydweithwyr, gan gynnig empathi a sicrwydd bob amser. Hyrwyddo a sicrhau cyfathrebu effeithiol o fewn y tîm amlddisgyblaethol gan ddatblygu partneriaethau agos a pherthynas waith cynhyrchiol gydag unigolion a grwpiau allweddol.
- Sefydlu cysylltiadau effeithiol a rhwydweithiau cyfathrebu gydag asiantaethau mewnol ac allanol, Cymru Gyfan neu rwydweithiau Cenedlaethol.

- Cyfathrebu ar lafar ac yn ysgrifenedig â chlinigwyr ynghylch cleifion o dan eu gofal. Cyfathrebu ar lafar ac yn ysgrifenedig gyda chlinigwyr, Meddygon Teulu ac aelodau eraill o'r Tîm Gofal Sylfaenol, yn rhoi cyngor ble mae'n briodol ynghylch cleifion o dan ei gofal.
- Cyfathrebu ag adrannau eraill o fewn y Bwrdd Iechyd, megis Patholeg, Radioleg a Fferylliaeth. Hwyluso rhannu syniadau/arfer gorau ymhlith staff ar draws timau'r Bwrdd Iechyd yn ogystal â chenedlaethol. Sefydlu a chynnal cyfathrebu effeithiol â chleifion a gofalwyr/perthnasau, a gweithwyr proffesiynol ar draws gwasanaethau iechyd a chymdeithasol. Gweithio fel rhan o dîm a gyda gwasanaethau arall ar draws terfynau aml-asiantaethau i gyrchu grwpiau anodd eu cyrraedd
- Ceisio cyngor / asiantaethau rhybuddio priodol pan fydd unrhyw bryderon ynghylch risg posibl/gwirioneddol i unrhyw glaf neu ei ddibynnyddion e.e. amddiffyn plant, trais domestig, amddiffyn yr oedolyn agored i niwed, galluedd meddyliol, ac amddifadu o ryddid.

Clinigol

- Bydd yr Arbenigwr Nyrsio Clinigol yn ymarfer yn annibynnol gan ddangos sgiliau datrys problemau arbenigol a gwneud penderfyniadau clinigol tra'n dangos atebolrwydd a chyfrifoldeb a bydd;
 - Cynnal archwiliadau sy'n cael ei gyrru gan brotocol ac o fewn eich cymhwysedd. Dehongli canlyniadau ac yn actio'n unol â hynny.
 - Cymhwyso sgiliau, gwybodaeth ac ymddygiadau uwch sy'n berthnasol i faes ymarfer penodol
 - Darparu gwybodaeth glinigol arbenigol i gydweithwyr clinigol, cleifion a gofalwyr/perthnasau. Ymgymryd ag addysg benodol i gleifion gyda chleifion a pherthnasau/gofalwyr.
 - Asesu, diagnosio, cynllunio, gweithredu a gofal / ymyriadau uniongyrchol a gwerthuso effeithiolrwydd
 - Dirprwyo'r ddarpariaeth o ofal ble mae'n briodol yn unol â fframwaith dirprwyo GIG Cymru a'r Cod Ymarfer Cyngor Nyrsio a Bydwreigiaeth
 - Ymgymryd â sesiynau clinigol mewn amrywiaeth o feysydd clinigol ar draws BIPBA.
 - O fewn cymwyseddau bydd gofyn i ddeiliad y swydd gyflawni sgiliau corfforol a chlinigol arbenigol iawn lle mae cywirdeb o'r pwys mwyaf yn unol â pholisïau adrannol, e.e. Ymweliadau cartref yn ôl yr angen.
 - O fewn cymwyseddau mae rhagnodi anfeddygol. Dogfennu ac adrodd yn glir i sicrhau cywirdeb, parhad gofal a gwella dealltwriaeth gan eraill
 - Diwylliant sy'n hyrwyddo gofal sy'n canolbwyntio ar yr unigolyn, yn ddiogel ac yn effeithiol. Asesu a rheoli risgiau sy'n gysylltiedig â materion iechyd a diogelwch ac yn adrodd am ddiwyddiadau anffodus
 - Dehongli ac ymateb i awgrymiadau a chwynion adborth cleifion / gofalwr mewn modd amserol a sensitif. Cefnogi'r holl staff nyrsio i gynnal y safonau yng Nghod y Cyngor Nyrsio a Bydwreigiaeth fel rhan o ddarparu'r ansawdd a'r diogelwch a ddisgwylir gan ddefnyddwyr gwasanaeth a rheoleiddwyr. Gweithredu fel eiriolwr cleifion bob amser i gydnabod a hyrwyddo pwysigrwydd hawliau pobl a'u dehongli mewn ffordd sy'n gyson â gweithdrefnau, polisïau a deddfwriaeth y Bwrdd Iechyd a; Herio ymddygiad sy'n torri hawliau pobl eraill neu adnabod a gweithredu lle bo angen i fynd i'r afael â gwahaniaethu a gormesu
 - Monitro darpariaeth gofal o ansawdd uchel sy'n canolbwyntio ar yr unigolyn gan y tîm a gweithredu ar y canlyniadau

Rheolaeth, Hyfforddiant ac Arweinyddiaeth

- Darparu arweinyddiaeth gref ac effeithiol ar draws timau / ffiniau proffesiynol a sefydliadol, rheoli staff sy'n adrodd yn uniongyrchol i chi gan gynnwys cwblhau eu PADR. Creu diwylliant o gefnogaeth a grymuso ar gyfer y tîm. Nodi anghenion dysgu, a chynllunio, gweithredu a gwerthuso rhaglenni addysg i ddiwallu anghenion a nodwyd.
- Cymryd rhan yn y cylch recriwtio staff ar gyfer aelodau newydd o'r tîm nyrsio. Cefnogi'r gwaith o ddatblygu sefydliad dysgu sy'n rhybuddio rheolwyr am faterion adnoddau a allai effeithio ar hyn a chefnogi datblygiad gwybodaeth a sgiliau arbenigol ar gyfer pob grŵp staff yn eich ardal. Cymryd rhan mewn addysg nyrsys cyn-gofrestru ac ôl-gofrestredig, a datblygu'r cwricwlwm lle bo hynny'n briodol. Gweithio ar y cyd â'r Gwasanaeth Cyswllt Addysg er mwyn sicrhau bod profiad dysgu priodol yn cael ei gynnig i fyfyrwyr nyrsio cyn-gofrestru. Gweithredu fel model rôl sy'n darparu mentoriaeth a/neu oruchwyliaeth glinigol i staff/dysgwyr eraill sy'n eu cefnogi i gymhwyso theori i ymarfer yn unol â Chod Ymddygiad proffesiynol a dogfennau tywys
- Nodi anghenion datblygu eich hun a chymryd cyfrifoldeb am ddatblygiad proffesiynol parhaus a'r perfformiad sydd ei angen i fodloni gofynion y rôl. Ymgymryd â diweddariadau hyfforddiant gorfodol blyneddol a chysiau perthnasol eraill yn unol â pholisïau'r bwrdd iechyd a chanllawiau cenedlaethol a chymryd rhan weithredol yn eich PADR eich hun gan ofyn am gymorth fel y bo'n briodol i ddatblygu eich sgiliau, eich gwybodaeth a'ch cymwysedau eich hun. Cymryd cyfrifoldeb am eich Dilysiad Cyngor Nyrsio a Bydwreigiaeth eich hun a chynnal statws gweithredol ar gofrestr broffesiynol a chynnal portffolio proffesiynol.
- Cefnogi staff cofrestredig i gwblhau eu hailddilysu proffesiynol gyda'r Cyngor Nyrsio a Bydwreigiaeth mewn modd amserol. Gweithredu fel y Cadarnwr a'r Partner Trafodaeth Fyfyriol yn ôl yr angen.

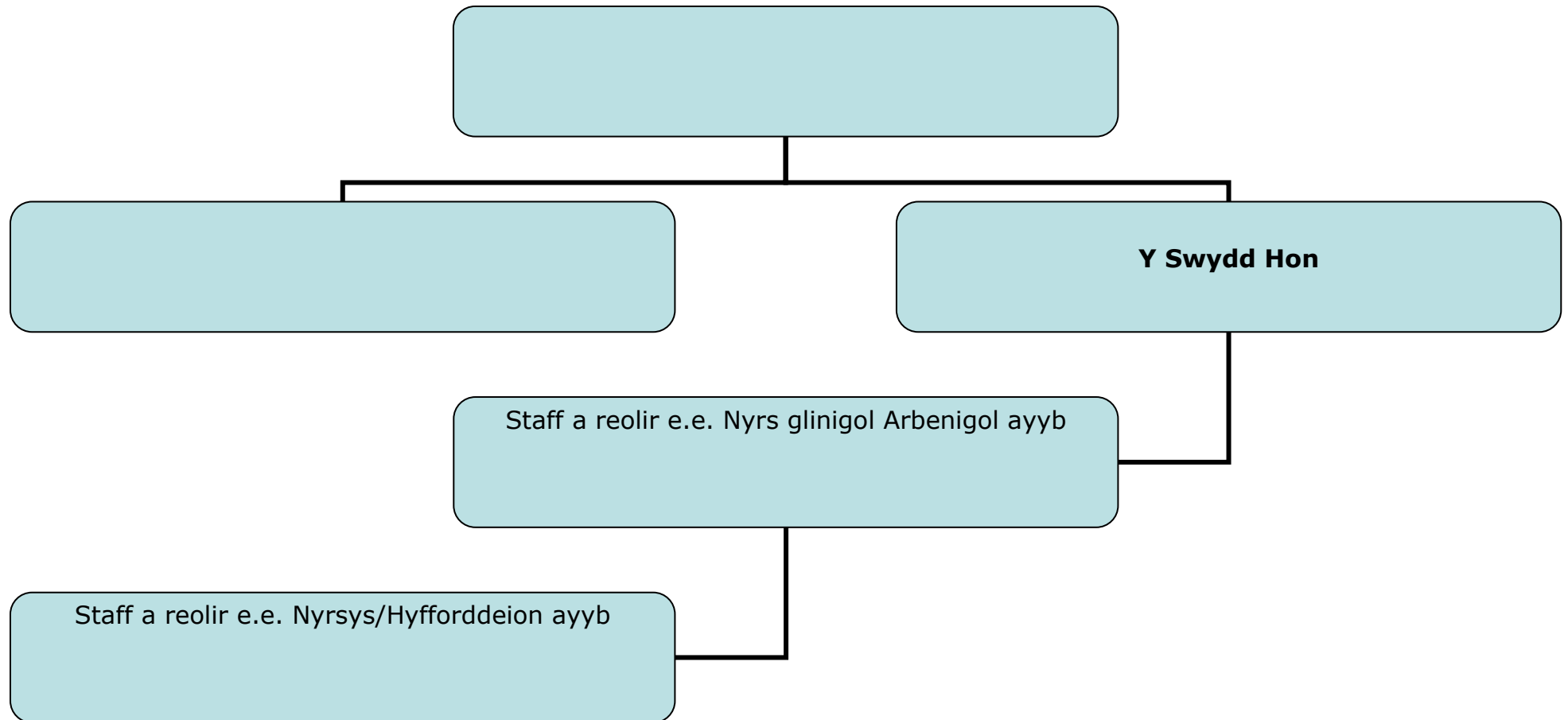
Digidol a Gwybodaeth

- Sicrhau cyfathrebu effeithiol, ysgrifenedig, llafar a'r defnydd o Dechnoleg Gwybodaeth gan gynnal y cofnodion diweddaraf a sicrhau bod gwybodaeth yn cydymffurfio â pholisïau Diogelu Data a byrddau iechyd. Sicrhau bod cofnodion nyrsio darllenadwy yn cael eu cadw trwy'r gwasanaeth nyrsio, gan ddefnyddio dogfennaeth nyrsio gyfredol a gymeradwyir yn llawn a hyrwyddo a modelu rôl y defnydd o e-ddogfennaeth fel sy'n briodol i'r maes clinigol. Sicrhau bod data nyrsio a gwybodaeth am gleifion yn cael ei storio'n ddiogel ac yn gywir ac yn unol â deddfwriaeth diogelu data a pholisïau a gweithdrefnau'r Bwrdd Iechyd.
- Datblygu a gwella'r wybodaeth a'r sgiliau sydd eu hangen yn barhaus i ddefnyddio'r systemau TG perthnasol sy'n ofynnol yn y maes clinigol. R-Roster, System Gweinyddu Cleifion Cymru (PAS), Oracle. Cysylltu'n effeithiol â thimau cymorth priodol i hwyluso'r ffrwd waith hon e.e. tîm e-roster. Darparu gweithlu sefydliadol cywir ac amserol a data/gwybodaeth perfformiad yn ôl yr angen yn unol â systemau a phrosesau rheoli'r Bwrdd Iechyd

Ymchwil a Datblygu. Gwerthusiad ac Archwilio

- Hyrwyddo diwylliant ymchwil cadarnhaol, gan gyfrannu at yr agenda ymchwil ehangach trwy gefnogi gweithgarwch ymchwil.
- Ymgymryd ag archwiliad clinigol, meincnodi a threialon cyfarpar/cynnyrch, er mwyn gwella effeithiolrwydd gofal cleifion. Nodi, hyrwyddo a gwreiddio tystiolaeth, a nodi mesurau effaith, gan ddefnyddio canfyddiadau i wella gweithgarwch yn y dyfodol
- Lledaenu canfyddiadau ymchwil ac archwilio trwy gyflwyno i grwpiau proffesiynol a chyhoeddi. Hyrwyddo gweithgareddau cyfranogiad cleifion a'r cyhoedd gan arwain at wella gwasanaethau. Ysgrifennu i'w gyhoeddi a chyfrannu at adolygiad cyfoedion

Cymwysterau a Gwybodaeth Hanfodol	Dymunol	Profiad Hanfodol	Dymunol
Ydych chi'n Nyrs Gofrestredig a cyfredol Cofrestriad Cyngor Nyrsio a Bydwreigiaeth Gradd Meistr neu brofiad cyfwerth Cymwysterau arbenigol Lefel arbenigol o wybodaeth mewn arbenigedd clinigol Gwybodaeth o wella gwasanaeth Gallu ymgymryd ag ymchwiliad llenyddol ac yn gallu gwerthuso papurau ymchwil yn gritigol Ymwybyddiaeth o'r datblygiadau presennol o fewn y GIG	Cymhwyster addysgu (neu brofiad cyfatebol) Cymhwyster rheoli (neu brofiad cyfatebol) Sgiliau clinigol uwch Presgripsiynu Anfeddygol (v300)	Profiad yn yr arbenigedd perthnasol Profiad o weithio mewn amgylchedd amlbroffesiynol Profiad o reoli ward ardal/adran Profiad o weithio gyda nyrsio cyn-gofrestru/bydwreigiaeth myfyrwyr mewn rôl fentoriaeth Profiad o gynnal archwiliad Profiad o ddefnyddio dysgu myfyriol i gefnogi'r datblygiad o'r hunan a staff	Profiad o gymryd rhan mewn ymchwil
Sgiliau a galluoedd Hanfodol		Dymunol	Arall Hanfodol
Cadw at a gallu dangos Gwerthoedd ac Ymddygiadau BIPBA Gallu dangos sgiliau arweinyddiaeth a rheolaeth effeithiol Yn gallu dangos tact a diplomyddiaeth wrth weithio gydag eraill sgiliau cyfathrebu da Tystiolaeth o ymgymryd â chyflwyniad i grwpiau. Ymwybyddiaeth o faterion a datblygiadau proffesiynol Gallu rheoli amser yn effeithiol Y gallu i ddefnyddio systemau electronig - Sgiliau TG Tystiolaeth o ymgymryd â chyflwyniad i grwpiau. Gallu rheoli amser yn effeithiol		Mae sgiliau Cymraeg yn ddymunol ar lefel 1 i 5 o ran, deall, siarad, darllen ac ysgrifennu yn y Gymraeg	Y gallu i deithio o fewn ardal ddaearyddol. Yn gallu gweithio oriau hyblyg i sicrhau uchafswm gwelededd diogel y tîm ACNS. Cliriad DBS Manwl boddhaol, gan gynnwys gwiriad Rhestr Gwahardd Oedolion a Phlant



JOB TITLE: Advanced Clinical Nurse Specialist

Band: 7

JOB OVERVIEW:

The post holder will provide specialist nursing care, advice, guidance and leadership, and take responsibility for a specialist nursing service using their advanced clinical knowledge and experience with a high level of skill and theoretical knowledge to;

- Assess, plan, implement and evaluate evidenced-based nursing care.
- Provide expert advice and clinical practice.
- Work autonomously and manage own workload as a lead specialist in their area Provide specialist education and training to Staff
- Lead and manage a team of specialist nurses
- Work collaboratively and co-operatively with clinical colleagues to develop services and the quality of care delivered.
- Lead the development and planning of clinical services within the specialist field.
- Demonstrate the Health Board's values and ensure that others demonstrate the same values.
- Undertake clinical Activity e.g. Clinics, ward-based work, telephone consultations etc.
- Undertake professional Activity e.g. Audit, CPD, teaching, research and administration

Responsible to:

Reporting:	Accountable:	Professionally:

Main Duties & Responsibilities

Planning and Design

- Assess, manage, deliver and co-ordinate the plan of care for patients utilising the effective and efficient use of resources
- Supervise and support other CNS colleagues on an individual basis as required, ensuring succession planning is actively managed.

Improvement, Monitoring, Policy/Service Development

- Development of evidence-based policies, protocols and guidelines for the specialist area to reflect national policy and legislation, make recommendations regarding supplies and equipment, ensuring the effective and efficient use of physical and financial resources.
- Adhere to the Health Board's Policies and Procedures and ensure that the nursing team are kept up to date on current legislation and guidance re: information governance and challenge poor practice as required
- Be aware of the protection of adults at risk amongst the service users/families and Safeguarding of children amongst service users/families. Report any concerns in accordance with health board policy.
- Take all possible precautions to safeguard the well-being, welfare, health and safety of staff, service users, visitors and the public by implementing all policies related to health, safety and risk. Recognize the importance of people's rights and maintain own knowledge base to ensure that all actions are in accordance with legislation, policies and procedures.
- Promote and support the rights, responsibilities and diversity of patients and their families/carers and relate with kindness and empathy to all concerned. Respect the privacy, dignity, needs, beliefs, choices and preferences of patients and carers, supporting the development of the care environment to be able to appropriately respond quickly and discretely to those with particular needs/protected characteristics.
- Contribute to the development of organisational objectives, and create opportunities to involve other practitioners, establish effective relations and communication networks with internal and external agencies, All Wales or National networks. Maintain awareness of professional issues. Collate evidence-based reports to inform service improvement

Communication.

- Communicate complex information about specific clinical conditions and their consequences to patients and carers, ensuring they have a good understanding of the condition and the treatment options, thereby ensuring that patients can be equal partners in care decisions. Be able to manage complex / sensitive situations using effective communication and negotiation skills. Dependent on the client group there may some hostility which needs to be overcome. Discuss highly complex and sensitive information with patients and their family's offering empathy and reassurance.
- Provides and receives highly complex, sensitive information where there may be barriers to understanding; including discussion relating to life expectancy, end of life/death management wishes, to patients, relatives, and colleagues, always offering empathy and reassurance. Promote and ensure effective communication within the multidisciplinary team developing close partnerships and productive working relationships with key individuals and groups.
- Establish effective relations and communication networks with internal and external agencies, all Wales, or National networks.
- Communicate verbally and in writing with clinicians regarding patients under their care. Communicate verbally and in writing with General Practitioners and other members of the Primary Care Team, giving advice where necessary.

- Communicate with other departments within the Health Board, such as Pathology, Radiology and Pharmacy. Facilitate sharing of ideas/best practice amongst staff across the Health Board teams as well as nationally. Establish and maintain effective communication with patients and carers/relatives, and professionals across health and social services. Work as part of a team with other services and across multi-agency boundaries to access hard to reach groups
- Seek appropriate advice/alert agencies when there are any concerns regarding potential/actual risk to any patient or their dependents e.g., child safeguarding, domestic violence, protection of the vulnerable adult, mental capacity, and deprivation of liberty.

Clinical

- The Clinical Nurse Specialist will practice autonomously demonstrating expert problem solving and clinical decision-making skills while demonstrating accountability and responsibility and will;
 - Undertake investigations driven by protocol and within your competence. Interpret results and act accordingly.
 - Apply advanced skills, knowledge, and behaviours relevant to specific area of practice
 - Provide specialist, expert clinical knowledge to clinical colleagues, patients, and carers/relatives. Undertake patient specific education with patients and relatives/carers.
 - Assess, diagnose, plan, implement and direct care / interventions and evaluate effectiveness
 - Delegate the delivery of care where appropriate in line with NHS Wales's delegation framework and NMC Code of Practice
 - Undertake clinical sessions in a variety of clinical areas across SBUHB.
 - Within competencies the post holder will be required to perform highly specialised physical and clinical skills where accuracy is of paramount importance in accordance with departmental policies e.g., Undertake home visits, as necessary.
 - Within competencies undertake non-medical prescribing. Document and report clearly to ensure accuracy, continuity of care and enhance understanding by others
 - Develop and support a culture that promotes person-centred, safe, and effective care. Assess and manage risks associated with health and safety issues and reports untoward incidents.
 - Interpret and respond to patient / carer feedback suggestions and complaints in a timely and sensitive manner. Support all nursing staff in upholding the standards in the NMC Code as part of providing the quality and safety expected by service users and regulators. Act as a patient advocate at all times to recognise and promote the importance of people's rights and interpret them in a way that is consistent with Health Board procedures, policies and legislation and; Challenge behaviour that infringes the rights of others or Identify and act where necessary to address discrimination and oppression
 - Monitor the delivery of high-quality person-centred care by the team and act on the results

Management, Training & Leadership

- Provide strong and effective leadership across professional and organisational teams / boundaries, manage staff who directly report to you including the completion of their annual PADR. Create a culture of support and empowerment for the team. Identify learning needs, and

plan, implement and evaluate programmes of education to meet identified need.

- Lead the staff recruitment cycle for new nursing team members. Support the development of a learning organisation alerting managers to resource issues which may affect this and support the development of specialist knowledge and skills for all staff groups in your area. Participate in the education of pre- and post-registered nurses, and curriculum development where appropriate. Work collaboratively with the Education Liaison Service in order to ensure an appropriate learning experience is offered to pre-registration student nurses. Act as a role model providing mentorship and/or clinical supervision to other staff/learners supporting them in applying theory to practice in accordance with professional Code of Conduct and guiding documents
- Identify own development needs and take responsibility for continuing professional development and the performance required to meet the demands of the role. Undertake annual mandatory training updates and other relevant courses in line with health board policies and national guidelines and actively participate in your own PADR seeking support as appropriate to develop your own skills, knowledge and competencies. Take responsibility for your own NMC Revalidation and maintaining active status on professional register and maintain a professional portfolio.
- Support registered staff to complete their professional revalidation with the NMC in a timely manner. Act as the Confirmer and Reflective Discussion Partner as required.

Digital and Information

- Ensure effective communication, written, verbal and the use of Information Technology (IT), maintaining up to date records and information is compliant with the Data Protection Act. Ensure that legible nursing records are maintained throughout the nursing service, fully utilizing current, approved nursing documentation and actively promoting and role modelling the use of e-documentation as appropriate to clinical area. Ensure that nursing data and patient information is stored safely and correctly and in accordance with data protection legislation and Health Board policies and procedures.
- Develop and continually improve the knowledge and skills required to use the relevant IT systems required in the clinical area e.g. R-Roster, Welsh Patient Administration System (PAS), Oracle. Liaise effectively with appropriate support teams to facilitate this work stream e.g. e-roster team. Provide accurate and timely organisational workforce and performance data/information as required in line with Health Boards managerial systems and processes

Research Development. Evaluation & Audit

- Promote a positive research culture, contributing to the wider research agenda through initiating or supporting research activity.
- Identify the need for and undertake clinical audit, benchmarking and equipment/product trials, in order to improve effectiveness of patient care. Identify, promote and embed evidence, and identify impact measures, using findings to enhance future activity
- Disseminate research and audit findings through presentation to professional groups and publication. Promote patient and public involvement activities leading to service improvement. Write for publication and contribute to peer review

Essential Qualifications & Knowledge	Desirable	Essential Experience	Desirable
Registered Nurse and current NMC Registration Master's Degree or equivalent experience Specialist qualifications Expert level of knowledge in clinical speciality Knowledge of service improvement Able to undertake a literature search and critically appraise research papers Awareness of current developments within the NHS	Teaching qualification (or equivalent experience) Management qualification (or equivalent experience) Advanced clinical skills Non-medical Prescribing (v300)	Experience in the relevant specialty Experience of working in a multi-professional environment Experience of managing a ward area/department Experience of working with preregistration nursing/midwifery students in a mentorship role Experience of undertaking audit Experience of using reflective learning to support the development of self and staff	Experience of participating in research
Essential Aptitude and abilities		Desirable	Other Essential
Adhere to and can demonstrate SBU Values & Behaviours Able to demonstrate effective leadership and management skills Able to demonstrate tact and diplomacy when working with others using good communication skills Evidence of undertaking presentation to groups. Awareness of professional issues and developments Able to manage time effectively Ability to use electronic systems - IT skills Evidence of undertaking presentation to groups. Able to manage time effectively		Welsh Language Skills are desirable levels 1 to 5 in understanding, speaking, reading, and writing in Welsh	Ability to travel within geographical area. Able to work hours flexibly working patterns to ensure maximum visibility of ACNS team. Satisfactory Enhanced DBS clearance including an Adults and Childrens Barred List check

Organisational Chart

