

SINGLE CORPORATE SERVICES

DIGITAL SERVICES

Job title:	OneEPR Transformation Change Facilitator (Nursing, AHP, Midwife)	
Reporting to:	Associate Chief Nursing Information Officer	
Accountable to:	Group Chief Nursing Information Officer	
Pay Band:	Band 6	

As part of the Single Corporate Service, this role provides a service across both Isle of Wight NHS Trust and Portsmouth Hospitals University NHS Trust.

The intention for the existing primary work locations to remain unchanged as there is no desire to change base locations unnecessarily. However, as the single corporate service will be delivered across both organisations, individuals *may* be required to undertake business travel from time to time. The staff mobility local agreement will apply.

The OneEpr Program exists to implement a single integrated electronic patient record (EPR) designed to improve patient outcomes and the experience of delivering care for our colleagues.

The solution is the direct result of the combined vision and strategic goals of:

1. Isle of Wight NHS Trust (IWT)
2. Portsmouth Hospitals University NHS Trust (PHU)
3. Hampshire Hospitals NHS Foundation Trust (HHFT)
4. University Hospital Southampton Foundation Trust (UHS)

The Trusts will work together with their clinical and departmental experts alongside regional digital colleagues to procure and implement a joint EPR over the coming years.

The introduction of EPR will support us in transforming how we work every day, helping us to run our services with the information we need at our fingertips. It will also help us to deliver care in a different way, according to best practice, efficiently and consistently.

Our EPR will act as an enabler for a greatly improved integrated healthcare system, in which caregivers and patients have electronic access to more complete health records and are empowered to make better health decisions. The key objectives of the program are:

1. Enhance patient care by empowering clinicians, providing them with the right information at the right time and in the right place
2. Improved continuity of care for many of our patients who receive treatment at more than one Trust
3. Provide a 'single source of truth', making sharing information across pathways much simpler
4. Maximise efficient working and reduce errors when making decisions
5. Allow significantly greater clinical information-sharing with our partners in primary care, community care, mental health and ambulance

6. Enable integration of acute services across the four Trusts

Job Summary

Portsmouth Hospitals University NHS Trust (PHU) and Isle of Wight NHS Trust (IWT) are delivering a major digital transformation programme, centred on the implementation of a new Electronic Patient Record (EPR) system and the optimisation of existing digital clinical platforms across both Trusts.

This role provides an exciting opportunity to support clinical innovation and digital change across both organisations. The post holder will work closely with clinical teams and digital colleagues to facilitate the successful adoption of the EPR and related systems, ensuring that changes are embedded into practice and that staff are supported throughout the transformation journey.

The Band 6 EPR Transformation Change Facilitator will be a registered Nurse, Midwife, or Allied Health Professional (AHP) with clinical experience and a strong interest in digital healthcare. They will act as a key link between clinical services and the digital programme team, supporting training, engagement, and change management activities.

Core Requirements

System Implementation & Optimisation

- Support the rollout and configuration of EPR modules and digital clinical systems.
- Assist in testing, validation, and post-implementation stabilisation of new systems.
- Contribute to the redesign of clinical workflows to embed digital solutions.
- Promote digital working to improve patient safety, quality, and staff experience.
- Provide feedback from clinical users to inform system optimisation.

Change Management & Transformation

- Use approved change management approaches to support staff through digital transformation.
- Assist in mapping current and future state processes across services.
- Facilitate User Acceptance Testing (UAT) and gather feedback from frontline teams.
- Deliver training, floor-walking, and engagement activities to support adoption.
- Help identify and track benefits of digital change beyond the business case.
- Work with the Associate CNIO and Change Lead to deliver project milestones.

Communication & Stakeholder Engagement

- Act as a liaison between clinical teams and the EPR Programme Team.
- Communicate clearly and confidently with multidisciplinary teams, adapting style to audience.
- Build positive working relationships across PHU, IWT, and external partners.
- Support workshops, presentations, and engagement sessions to promote digital literacy.
- Represent clinical perspectives in local forums and user groups.

Professional & Clinical Responsibilities

- Maintain professional registration and clinical credibility through active engagement.
- Ensure practice aligns with NMAHP codes of conduct and Trust policies.
- Participate in training and development activities to maintain digital and clinical competencies.
- Share learning and support colleagues through change.

Governance & Safety

- Support the identification and escalation of clinical safety issues in line with national standards (DCB0129/DCB0160).
- Assist in the development of SOPs and documentation related to digital systems.

- Contribute to audits, gap analyses, and service improvement initiatives.

Additional Key Responsibilities

Physical Skills

- The post requires physical skills which are normally obtained through practice over a period of time or during practical training e.g. standard keyboard skills

Patient Client Care

- Provides specialist clinical technical services

Policy and Service Development

- The post holder is responsible for major policy implementation and policy or service development, which impacts across or beyond the organisation.

Financial Management

- The post holder will be responsible for the safe use of expensive or highly complex equipment.
- The post holder will not have any budgetary management.

Research and development

- Undertakes surveys or audits, as necessary to own work
- Participate and initiate audits in line with the Performance Management Framework as requested by the organisation.
- Undertake spot checks to monitor staff compliance with policies, procedures and standards providing reports to senior nurse manager.

Freedom to Act

- The post holder is required to interpret overall health service policy and strategy, in order to establish goals and standards.

Physical effort

- A combination of sitting, standing, and walking with little requirement for physical effort. There may be a requirement to exert light physical effort for short periods.

Mental effort

- There is a frequent requirement for prolonged concentration, or there is an occasional requirement for intense concentration.
- The multi-faceted nature of this type of job role means that work with a range of staff will be frequent so concentration level will need to be high.
- Required to multi-task and run with several discussions at any one point in time.
- Time management will be a challenge, given the various projects and engagement exercises that the post holder will need to undertake.
- Must demonstrate initiative and confidence in resolving issues proactively.

Emotional Effort

- Occasional exposure to distressing or emotional circumstances
- Due to the direct impact the role will have on clinician's ability to provide better patient care, the pressure on the job holder to succeed can be at times high.

Working conditions

- Will be required to work in many areas of the Trust as well as being based in the Digital department.
- May be required to travel to other Trusts, represent the Trust and attend User group meetings.
- Requires a medium level of VDU usage.

Person Specification

Criteria	Essential	Desirable	Assessment method
Qualifications	Degree-level qualification or equivalent professional registration/experience	Leadership or change management training	Application and Interview
Experience	Clinical experience in adult acute or specialist services; use of EPR or digital systems; involvement in change initiatives	Experience in training, coaching, presenting, or supporting digital projects	Application and Interview
Knowledge	Understanding of patient flows, clinical workflows, NHS structure, and digital systems	Awareness of Trust digital strategy and informatics	Application and Interview
Skills	Strong communication, interpersonal, and teamworking skills; ability to support change and training delivery	Confidence in presenting and facilitating workshops	
Personal Attributes	Self-motivated, adaptable, calm under pressure, and able to work across multiple sites		

Compliance statement to expected organisational standards.

The post holder must comply with all Trust policies and procedures, including but not limited to:

- Risk Management, Health & Safety, Confidentiality, Data Quality, Equality & Inclusion
- Infection Prevention & Control protocols and mandatory training
- Safeguarding policies for children and vulnerable adults
- Mental Capacity Act compliance
- Professional registration maintenance and adherence to regulatory standards
- Demonstration of Trust values in all interactions and decision-making

This job description may be subject to review and amendment in consultation with the post holder to reflect evolving service needs and priorities.