

SINGLE CORPORATE SERVICES

DIGITAL SERVICES

Job title:	Digital clinical Lead Practitioners (EPR) (Nursing, AHP, Midwife)	
Reporting to:	Associate Chief Nursing Information Officer	
Accountable to:	Group Chief Nursing Information Officer	
Pay Band:	Band 7	

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.

For our leaders managing staff across multi-site locations, they will need to be visible and provide in person leadership. The arrangements and frequency will be agreed locally.

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 offers a unique opportunity to lead clinical innovation, influence digital strategy, and shape the future of patient care across both organisations.

This ambitious programme aims to digitise clinical workflows and enhance patient care through:

- Digital patient observations, early warning scores, and monitoring
- Medical device integration
- Electronic prescribing and medicines administration (EPMA)
- Digital clinical pathways and documentation
- Clinical decision support tools
- Advanced reporting for quality improvement and research

The Band 7 Digital Clinical Lead will be a registered Nurse, Midwife, or Allied Health Professional (AHP) with strong clinical experience and a passion for digital innovation. They will play a pivotal role in the configuration, deployment, and optimisation of the EPR and associated systems, ensuring safe, efficient, and user-centred adoption across PHU and IWT.

Core Requirements

System Implementation & Optimisation

- Lead the design, testing, and implementation of digital clinical systems, including EPR modules.
- Support post-implementation stabilisation and continuous improvement of digital systems.
- Re-engineer clinical workflows to embed digital solutions into everyday practice.
- Promote the adoption of digital working to improve patient safety, quality, outcomes, and experience.
- Maintain good relationships with end users and contribute to system configuration optimisation.

Change Management & Transformation

- Use approved change management methodologies to:
 - Understand and communicate the change being introduced.
 - Map current and future state processes across the Trust.
 - Validate new workflows and support User Acceptance Testing (UAT).
 - Cascade and manage transformation across PHU and IWT.
 - Design and deliver training and floor-walking support.
 - Identify and track benefits beyond the business case.
- Assist the Associate CNIO and Change Lead in delivering programmes of work aligned with project plans.
- Provide expert advice, guidance, and coaching to NHS staff on change activities.
- Drive adaptation of Health IT systems to meet clinical and non-clinical specifications.
- Ensure all project documentation is timely, professional, and aligned with Trust standards.
- Lead surveys, audits, and benchmarking to inform action plans and reduce waste.
- Deliver training and engagement activities to ensure successful adoption.
- Support change management initiatives and promote digital literacy across clinical teams.

Communication & Stakeholder Engagement

- Act as a key liaison between clinical users, the EPR Programme Team, and ICT services to ensure feedback informs system design, deployment, and optimisation.
- Communicate complex, sensitive, and occasionally contentious information to multidisciplinary teams, requiring advanced negotiation, motivational, and reassurance skills.
- Deliver presentations, facilitate workshops, and lead engagement activities to support digital adoption and clinical transformation.
- Build strong working relationships across PHU, IWT, ICS Digital Health Teams, and external partners to foster collaboration and shared learning.
- Collaborate with senior stakeholders including the CNIO, CCIO, CIO, and SIRO to support the strategic vision for a digitally enabled, paperless care environment.
- Represent nursing, midwifery, and AHP perspectives in digital forums at Trust, ICB, and national levels, contributing clinical insight to inform system development and policy.
- Maintain professional networks with NHS organisations, suppliers, and industry leaders to share best practice, evaluate emerging technologies, and influence future planning.
- Act as a change agent, supporting the implementation of informatics strategies that enhance patient safety, clinical effectiveness, and staff experience.

Professional & Clinical Responsibilities

- Ensure practice aligns with NMAHP codes of conduct and regulatory frameworks.
- Maintain clinical credibility through active practice and ongoing training.
- Evaluate personal practice and set development objectives via appraisal.
- Share learning opportunities to develop self and others.
- Work flexibly across sites and remotely as required.

Governance & Safety

- Promote digital clinical safety. Identify and escalate clinical safety issues in line with national standards (DCB0129 and DCB0160).
- Ensure new processes comply with Trust policies and procedures.
- Recommend amendments or creation of new policies affected by digital projects.
- Develop and implement Standard Operating Procedures (SOPs) for supported departments.
- Conduct gap analyses, assess change impacts, and contribute to cost improvement plans (CIPs)

Leadership, Management and Collaboration

- Provide visible and proactive leadership to clinical teams throughout the digital transformation journey, fostering engagement and ownership.
- Supervise staff, conduct annual appraisals, and support personal development planning and performance management.
- Lead onboarding processes where required, ensuring staff are equipped and supported to deliver digital change.
- Champion a culture of continuous improvement, inclusion, and professional development across nursing, midwifery, and AHP teams.
- Collaborate closely with the Group CNIO, Associate CNIO, digital project managers, business change teams, and training leads to ensure coordinated delivery of digital programmes.
- Engage with stakeholders across PHU and IWT to align digital initiatives with clinical priorities and strategic goals.
- Provide expert advice and direction to senior managers and stakeholders, ensuring team activities contribute to Trust-wide objectives and service improvement.

Additional Key Responsibilities

Analytical and Judgement

- Judgements involving highly complex facts or situations, which require the analysis, interpretation, and comparison of a range of options.

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

- Frequent requirement to use road transportation,
- Will be required to work in many areas of the Trust as well as being based in the Digital department.
- Required to travel at short notice to other Trusts, represent the Trust and attend User group meetings.
- Requires a medium level of VDU usage.

Person Specification

Criteria	Essential	Desirable	How criteria will be assessed
Qualifications	• Educated to degree level or holds an equivalent professional qualification / significant relevant experience.	Strong Foundation Course or similar leadership qualification	Application and Interview
Experience	• Significant clinical experience of working as a nurse, AHP or Midwife within adult acute or specialist services • Working in a band 6 nursing or related setting for 6-12 months • Evidence of progressing clinical practice • In audit, research and clinical effectiveness • Demonstrate evidence of successfully leading change • Using an EPR or other digital clinical systems	• Experience of: • Using an EPR (Electronic Patient Record) • Using technology to improve processes • Presenting to large and mixed audiences • Preparing/ delivering workshops • Coaching, teaching, or training including development and delivery of materials • Testing and evaluation of software systems • Project management – delivery to deadlines, within scope and on budget • Working with commercial suppliers	Application and Interview
Knowledge	• In depth knowledge of patient flows and process • Overview of clinical workflows • Knowledge of NHS structure, organisations, and management • Excellent attention to detail • Numerate with excellent literacy skills and the	Excellent overview of digital solutions in the Trust	Application and Interview

	ability to produce formal reports • Competent skills in core Microsoft office software – Outlook, Teams, Word, PowerPoint, and Excel • Analytical skills (analyse, interpret, and evaluate complex, sensitive, or contentious information and understand its impact)		
Skills	• Decision making skills with ability to work autonomously without direct supervision • Ability to build and maintain effective working relationships including with executives where required • Excellent communication skills, both written and verbal • Excellent interpersonal / team skills • Ability to relate appropriately to various professional groups both within and outside the Trust • Proven strong team skills • Ability to negotiate and achieve consensus where there is a variety of views • Ability to present confidently and competently to the multi-disciplinary team and senior team members/ executives Ability to support users / colleagues through cultural change		
Personal Attributes	• Self-reliant • Highly motivated • Calm temperament with leadership ability to motivate others, deal with conflict and		

	negotiate, influence and overcome hostile resistance to change • The ability to adapt to unpredictable working patterns		
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Compliance statement to expected organisational standards.

To comply with all Trust Policies and Procedure, with particular regard to:

- Risk Management
- Health and Safety
- Confidentiality
- Data Quality
- Freedom of Information
- Equality Diversity and Inclusion
- Promoting Dignity at Work by raising concerns about bullying and harassment
- Information and Security Management and Information Governance
- Counter Fraud and Bribery

The Trust has designated the prevention and control of healthcare associated infection (HCAI) as a core patient safety issue. As part of the duty of care to patients, all staff are expected to:

Understand duty to adhere to policies and protocols applicable to infection prevention and control.

- Comply with key clinical care policies and protocols for prevention and control of infection at all time; this includes compliance with Trust policies for hand hygiene, standards (universal) infection precautions and safe handling and disposal of sharps.
- All staff should be aware of the Trust's Infection Control policies and other key clinical policies relevant to their work and how to access them.
- All staff will be expected to attend prevention and infection control training, teaching and updates (induction and mandatory teacher) as appropriate for their area of work, and be able to provide evidence of this at appraisal.
- To perform your duties to the highest standard with particular regard to effective and efficient use of resources, maintaining quality and contributing to improvements.
- Ensure you work towards the Knowledge and Skills Framework (KSF) requirements of this post. KSF is a competency framework that describes the knowledge and skills necessary for the post in order to deliver a quality service.
- Your behaviour will demonstrate the values and vision of the Trust by showing you care for others, that you act professionally as part of a team and that you will continually seek to innovate and improve. Our vision, values and behaviours have been designed to ensure that everyone is clear about expected behaviours and desired ways of working in addition to the professional and clinical requirements of their roles.
- Ensure you adhere to and work within local and national safeguarding children legislation and policies including the Children Act 1989 & 2004 , Working Together to Safeguard Children 2013, 4LSCB guidance and the IOW Safeguarding Policy.
- Ensure you adhere to and work within the local Multiagency safeguarding vulnerable adults policies and procedures

- Ensure that you comply with the Mental Capacity Act and its Code of Practice when working with adults who may be unable to make decisions for themselves,
- Ensure that you maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff development and training.
- Respect the confidentiality of all matters that they may learn relating to their employment and other members of staff. All staff are expected to respect conform to the requirements of the Data Protection Act 1998, including the responsibility to ensure that personal data is accurate and kept up to date
- If your employment is to a post that requires you to be registered with a professional body, the continuation of your employment is conditional upon you continuing to be registered with the appropriate professional body. The Trust will require evidence of current registration.
- Proactively, meaningfully and consistently demonstrate the Trust Values in your everyday practice, decision making and interactions with patients and colleagues.
- Perform any other duties that may be required from time to time.

This job description may be altered, from time to time, to meet changing needs of the service, and will be reviewed in consultation with the post holder.