



SPINAL CORD INJURY SPECIALIST NURSE

We are currently recruiting for a spinal cord injury specialist nurse to join our growing team of healthcare professionals. The specialist nurse will cover the South-west region – providing support and advice to people with spinal cord injury, their families and healthcare professionals.

An introduction from the CEO

Dear candidate,

Thank you for your interest in joining this special charity with its vital role and unique culture. I hope that you find the following information useful in supporting your decision to apply.

The Spinal Injuries Association is committed to a singular vision: a fulfilled life for everyone affected by spinal cord injury. Everyone has a right to live a fulfilled life and that means the life they choose, a life that has the same opportunities as everyone else. We are the expert, guiding, voice for life after spinal cord injury.

We're the leading national charity supporting individuals who sustain damage to the spinal cord resulting in paralysis. We are a dedicated organisation providing high-impact, quality services for people with spinal cord injury and their families. All of our work is based on the personal experiences of our members.

Being a user-led organisation is important to us; more than 11,200 of our members, almost half of our staff and the majority of our trustees live with spinal cord injury.

You'll be joining the charity at a pivotal time in our development journey. Our passionate team are driving forward ambitious plans set out in a new 2030 strategy, to build on our success and achieve greater impact.

This post will play a critical role in achieving our ambitions.

We hope that the role inspires you and look forward to receiving your application.



Nik Hartley OBE

About us

SIA is the expert voice and leading source of information and advice for people affected by spinal cord injury (SCI). For nearly 50 years, we've been supporting people with spinal cord injury and representing the wider SCI community to government and other decision-makers.

Our Vision is

A fulfilled life for everyone affected by spinal cord injury

Our Purpose is to be

The expert, guiding voice for life after spinal cord injury

OUR GOALS

In 2023 we launched a new seven-year strategy, based around achieving three key goals:

- 1: A health and care system that works for people with spinal cord injury people
- 2: Double the number of SIA members accessing all the support and advocacy they need
- 3: A UK government and public championing our cause

OUR APPROACH (to achieve our goals)

- Provide critical health and care support for all people with SCI
 - Coordinate a network of support services nationwide
- Build vital specialist health & care expertise across the sector
 - Campaign for change

OUR VALUES (guiding everything we do)

- We will be Compassionate ...in our response to everyone who comes to us for help.
- We will be Inclusive ...not just in who we support and who works for us, but how we work.
- We will be Courageous ...bringing our passion, knowledge, skills and commitment to everything we do.
- And we will be Collaborative ...forging an ever-stronger movement of people and organisations.

[SIA website](#)

[Impact Report 2023](#)

[SIA Strategy 2030](#)

OUR KEY ACHIEVEMENTS 2022/23

Membership of nearly 16,500  **up by 12.8%**

with a record 1,340 new people with spinal cord injury seeking our support 

"SIA have always been a source of reassurance, advice and support with all my enquiries. Cannot recommend them enough."

Relative/friend of person with spinal cord injury

More than 1,400  enquiries to our support line 

"The NHS are too busy and waiting times for non-urgent care are too long to be effective. The service provided by the SIA has been essential to me."

Person with spinal cord injury

Around 120  **community group sessions**

run for people with spinal cord injury in their own communities by our support network team

More than 1,600  **up 13.9%**

support sessions delivered to meet the practical and emotional needs of people with spinal cord injury 

Nearly 100  **people with spinal cord injury**

supported through our counselling service

Over 97,700  **engagements on our social media channels with more than 3,660 new followers**

"Brilliant website and so useful to be able to seek advice from professionals relating to such a specialist subject."

Healthcare professional

Almost 750  **up 59%** 

healthcare professionals received training and education from our clinical specialist team

"You give me strength and help me believe in myself. So very grateful to have access to all SIA services. Everyone is amazing."

Person with spinal cord injury

 **Over 110** **emergency care plans (ECPs) created** giving people with spinal cord injury greater confidence their unique medical needs would be met if they were admitted to hospital

More than 127,000  **visits to our website** 

Almost 600  **responses to our sector-leading 'What Matters?' survey**

"Essential practical, medical and emotional support for the injured person and family. You really changed the outcomes for the better. Thank you all so much."

Person with spinal cord injury

"I now have the confidence to improve my routine and know I can get back in touch if I need more help. I really didn't know who to speak to about my difficulties, so I just put up with everything. You have made such a massive difference to me."

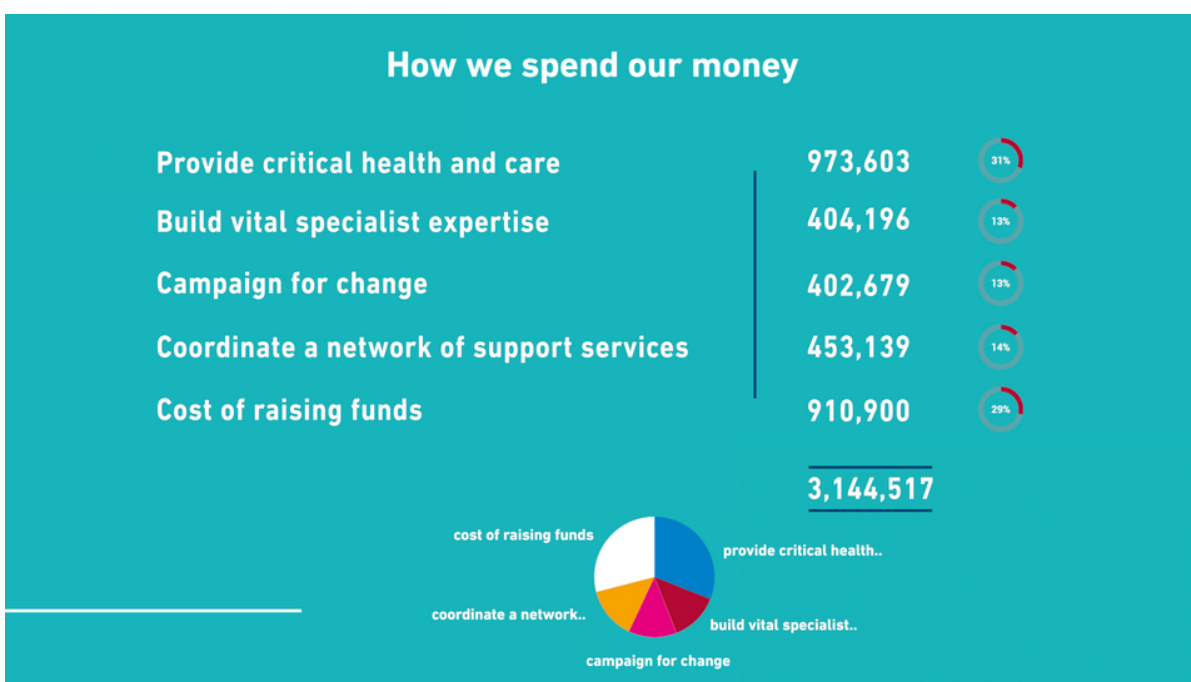
Person with spinal cord injury

Over 750  **referrals to our spinal cord injury clinical specialist service**

BBC Breakfast News, Channel 5 News, the Daily Express and Daily Telegraph – just some of the places our stories appeared over the year

What we do with our money

We are enormously grateful to everyone who supports us throughout the year. Here is what we do with our money:



From 2022/23 financial year

Role requirements

Working as part of the Health & Care Quality team and within a designated geographical region, the SCI nurse specialist will support those with newly acquired spinal cord injuries who are not admitted to specialist services, or those with established spinal cord injuries who are being re-admitted to hospital for treatment unrelated to their impairment. Through telephone, email or face-to-face visits the SCI nurse specialist will offer guidance and advice to these individuals and/or their family members, addressing issues of concern associated with treatment and care and liaising on their behalf with healthcare professionals in the treating hospitals to ensure these are dealt with in line with best practice standards.

The SCI nurse specialist will also act as an educator for healthcare professionals involved in the treatment and care of spinal cord injured people and working in non-specialist settings and will contribute to the development and delivery of educational offerings available via the SIA Academy. When required, the SCI nurse specialist will support individuals through elements of the NHS Continuing Health Care assessment process, attending review or appeal hearings in their capacity as clinical specialist in SCI care. They will also contribute to the monitoring, evaluation and development of the SCI nurse specialist service via mechanisms put in place for that purpose.

Key responsibilities

Clinical

- Provide support to newly spinal cord injured individuals, offering guidance and support to them/their families and the treating teams that will enable them to acquire the skills and competencies necessary to understand and cope with the challenges they may meet throughout the rehabilitation process.
- Provide support to spinal cord injured members of SIA being re-admitted to hospital for treatment unrelated to their impairment, advising them as to strategies they can develop to ensure the treating hospital is aware of, and can cope with, their additional care needs whilst in hospital.
- With permission, liaise on behalf of the above patient groups with healthcare professionals to ensure the quality of health care received is in line with best practice and any relevant local or national standards, ensuring any issues of concern are addressed prior to/post admission.

Key responsibilities continued

- Where patient wishes conflict with those of treating healthcare professionals, to work with both parties in an effort to resolve issues.
- Be sympathetic to patient beliefs, feelings and preferences whilst remaining a neutral third party, focussing at all times on assisting the patient throughout the health care process.
- Be knowledgeable about treatment options in order to provide patients with the best professional advice, recognising the limits of own competency and professional boundaries and signposting to other more appropriate sources of help when necessary.
- Promote the health and wellbeing of people with spinal cord injury and family members affected by this impairment in line with health and social care policy guidelines and legislation.
- Promote the rights, interests, needs and choices of people with SCI and other relevant and interested parties in the planning, delivery and evaluation of care and services.
- Work in an integrated way with other SIA service delivery teams, offering clinical advice in respect of individuals they are supporting where necessary, or dealing directly with requests for support when appropriate.
- Provide clinical input for advocacy casework in respect of NHS Continuing Healthcare funding, working closely with the advocacy team to help ensure SIA members achieve best possible outcomes and receive care packages appropriate to the level of their care needs.
- Provide clinical input for regional support groups established by SIA, contributing to a rolling programme of activity via group presentations and/or one-to-one consultations with group members.
- When necessary, facilitate access to external services and influence care provision.

Key responsibilities continued

Education

- Participate in Frank Williams Academy educational offerings and events such as study days, conferences and seminars, contributing content to event programmes that promotes best practice in the treatment and care of people with SCI.
- Deliver in-service training sessions within non-specialist settings for healthcare professionals involved in the treatment and care of people with SCI, promoting best practice methods and raising awareness of SIA and other relevant SCI services.
- Integrate into practice current knowledge of spinal cord injury care, informed by research and other forms of evidence.
- Continue to develop own competence to practice through use of a personal continuing professional development plan, and maintaining up to date knowledge of resources, services, policies, new approaches, interventions and treatments in spinal cord injury care.

Professional

- Work positively with other healthcare professionals involved in the treatment and care of people with SCI, in particular key staff working at the designated regional SCI Centre(s), so as to develop and maintain clinically effective relationships.
- Ensure all nursing practice is in accordance with the NMC Code of Conduct and other relevant nursing policy.
- Develop/comply with SIA policies, procedures and protocols relevant to the SCI Nurse Specialist service and the health and well-being of those it supports.
- Ensure appropriate strict and complete confidentiality is maintained in respect of information obtained during the course of work.

Key responsibilities continued

- Ensure that the integrity of data captured during the course of service delivery is not compromised and that all data is collected/stored/used in accordance with SIA's policies on Data Protection and Data Retention.

Reporting & Line Management

- Report to the SCI nurse specialist regional lead on all aspects of the post, engaging in internal line management supervision, external clinical supervision/mentoring and annual performance appraisal when required.
- Support the SCI nurse specialist regional leads to maintain and develop quality service provision in line with the organisation's business and strategic plans.
- Maintain records of service-related activity for monitoring, evaluation and development purposes, providing written reports, statistics and information as may be required and meeting with current/potential funders of the service when necessary.
- Undertake relevant statutory and personal development training necessary to the achievement of agreed targets.
- Participate in, and actively contribute to, departmental meetings and develop links with and ensure involvement in relevant forums/groups inside and outside of the organisation.
- Share information with colleagues within own team and across departments to ensure an accurate and coordinated approach to all SIA stakeholders.
- Work in a flexible way when the occasion arises so that tasks not specifically covered in the job description are undertaken.

Person specification

Knowledge	Essential	Desirable
Knowledge of management of patients with long-term conditions, including spinal cord injury	x	
Knowledge of accountability of own role and other roles in a nurse-led service	x	
Knowledge of health promotion strategies	x	
Knowledge of local and national health policy	x	
Knowledge of clinical governance issues in primary care	x	
Experience		
Minimum three years post registration experience	x	
Experience of nurse-led management of long-term conditions, including spinal cord injury		x
Skills		
Change-management skills and ability to support patients to change lifestyle	x	
Excellent communication skills (verbal and written)	x	
Ability to communicate complex or difficult messages to patients and families	x	
Negotiation and conflict management skills	x	
Ability to provide teaching in clinical /non-clinical settings	x	
Strong IT skills	x	
Ability to work across boundaries	x	
Is highly motivated, flexible and able to work as part of a team	x	
Car owner and driving license	x	
Qualifications		
Registered nurse with current NMC pin	x	
Relevant nursing/health degree		x
Mentor/teaching qualification		x

Salary, hours and benefits

- Salary: £46,591 per annum
- Contract: Permanent
- Hours: 35 hours per week, Monday – Friday. We offer remote working
- Annual leave: 28 days per holiday year plus bank holidays, increasing to 30 days after two years of service (pro-rated for part time employees)
- Access to Group pension scheme (6% employer contribution)
- Access to Group life assurance scheme
- Access to Healthcare cash plan
- Access to Employee assistance programme (EAP)
- Employee volunteer days
- Discounted gym membership at many top gyms across the country
- Free car parking at SIA House
- £500 personal training & development budget for all staff and ongoing support for CPD & professional qualifications where applicable.
- Payment of NMC registration

Application process

At SIA, we value diversity. We are committed to providing an inclusive and supportive environment as we believe diversity fosters a more innovative, creative, and caring culture. We are striving to create a culture that fully represents all the communities we serve. We are an equal opportunity employer, and all applicants will be considered for employment regardless of race, age, ethnicity, religion, sexual orientation, gender, gender identity, family or parental status, or disability status. Disabled candidates who meet the standard job criteria will be offered a guaranteed interview.

For more information about the role please contact: Debbie Green, SCI nurse specialist, d.green@spinal.co.uk

In order to apply, please click [here](#). You will need to upload:

- Your CV.
- A cover letter outlining how your skills and experience match the job specification.

CVs without a cover letter will not be accepted.

Closing Date: 28 April 2024

Interviews: 9 May 2024 in person in the Milton Keynes area or online via MS teams, by request.