

JOB DESCRIPTION

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| **JOB DETAILS** | |
| **Job Title** | Clinical Nurse Specialist – Multiple Sclerosis |
| **Reports to** | Clinical Matron – Medicine |
| **Band** | Band 7 |
| **Department/Directorate** | Medicine Care Group |

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| **JOB PURPOSE** |
| This is a Specialist nursing post which enables the individual to be responsible for aspects of the provision of high-quality Specialist Nursing care to both inpatient and outpatients within the speciality and to provide expert advice and support for patients diagnosed the condition.  This post holder will act as an expert resource for both nursing and medical staff by providing advice, support and education through clinical practice evidence-based development.  There will be close liaison and appropriate referral between all relevant departments, the lead clinician and other services, including those provided by community teams.  The post holder will develop and sustain partnership working with individual groups, communities and agencies.  Facilitate the planning and delivery of care programmes to address patient needs and develop/improve the service.  The postholder will contribute to the management of, and advise the budget holder, regarding financial services relating to the service. |
| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** |
| The Multiple Sclerosis Clinical Nurse Specialist will be based at Royal Devon University Healthcare Trust - Northern Services and will be responsible for:  Supporting the wards to co-ordinate the care throughout the patient’s pathway whilst under the care of the specialist team, from diagnosis through treatment and follow-up care.  Providing specialist MS nursing advice, support and care to patients, carers and colleagues.  Providing specialist input to developing services within the Neurology speciality.  Leading on management of caseload of multiple sclerosis patients for Northern services in conjunction with Band 6 support nurse and Band 3 administrative support.  Providing expertise which reflects research and current best practice to ensure maintenance of clinical excellence.  In conjunction with the visiting Consultant Neurologists, manage the on-going care of MS patients including a prescribing role for disease-modifying therapy management.  Act as a specialist resource to Trust colleagues, primary healthcare, statutory and voluntary sector stakeholders.  Contributing to the Trust’s clinical governance agenda through patient involvement, education, clinical guideline production, audit and research.  The post holder will be a key member of, actively participate in, and work within the guidelines of the Multi-Disciplinary Team, as a key worker for patients with the specialist diagnosis.  To provide appropriate written information for patients, relatives and hospital staff  To provide psychological, social and cultural support to patients diagnosed with the relevant condition.  The post holder will fulfil all tasks and work as part of a team. To meet the needs of the service, the post holder may be required to work in other areas as appropriate as directed by the line manager. |
| **KEY WORKING RELATIONSHIPS** |
| Areas of Responsibility:   * To provide support and expert clinical advice about MS to the Northern Devon area, including community hospitals, GP surgeries and patient caseload * All patients under the care of the visiting RDE Consultant Neurologists * Anybody with MS residing locally but receiving medical care elsewhere * Carers * To hold nurse-led clinics, within the breadth of dimensions * Provide and manage a telephone advice line, providing information, support or onward referral to all carers whether professionals or lay people   No. of Staff reporting to this role: 1 B6 CNS    The post holder is required to deal effectively with staff of all levels throughout the Trust as and when they encounter on a day to day basis. In addition, the post holder will deal with the wider healthcare community, external organisations and the public. This will include verbal, written and electronic media.  Of particular importance are working relationships with:   |  |  | | --- | --- | | **Internal to the Trust** | **External to the Trust** | | * Consultant Neurologists * Neurological Therapy Team | * Patients, families and carers | | * Clinical Matron for Medicine | * Primary and secondary allied healthcare professionals | | * Service Manager for Neurology * Day Treatment Infusion Team | * Adult social care services | | * Palliative care services | * Multiple Sclerosis charity and voluntary sectors | | * MS specialist nurse team – RDE | * Nursing, residential or agency home care staff | | * Admin teams | * Pharmaceutical companies | |  | * Peninsula MS network | |
| **ORGANISATIONAL CHART** |
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| **FREEDOM TO ACT** |
| To work within the nursing and medical teams and contribute to decisions about patient care.  Be professionally accountable for all aspects of own work, including the management of patients in your care.  To work autonomously be able to provide expert advice to patient and families in relation to patient condition and specialist treatments and services in line with the Trust and service policy.  Practice as a non-medical prescriber within sphere of competence with initial support from exiting Band 7 MS Clinical Nurse Specialist. Comply with the Nursing and Midwifery Council Professional Code of Conduct/Royal Pharmaceutical Society Competency Framework for all Prescribers and other relevant legislation, procedures and policies relating to non-medical prescribing  Provides and receives highly sensitive, distressing, complex or contentious information to patients and their relatives with empathy and reassurance, e.g. at diagnosis or as disease progresses |
| **COMMUNICATION/RELATIONSHIP SKILLS** |
| Provide and receive highly complex and highly sensitive information. Communicates very sensitive, complex condition related information to patients, relatives offering empathy and reassurance.  To communicate effectively between departments, wards and Trusts to ensure patients journey is seamless.  To work in partnership with nurses and other health professionals to address people’s health needs through planning and delivering interventions which are based on best practice and clinical judgement |
| **ANALYTICAL/JUDGEMENTAL SKILLS** |
| Complex facts or situations requiring analysis, interpretation, comparison of a range of options. Requires skills for assessing and interpreting specialist acute and other patient conditions and taking appropriate actions, this may include non-medical prescribing.  To monitor and review the effectiveness of interventions with the patient and colleagues and modify this to meet changing needs and established goals of care.  Understands and recognises own limitations and refers to a more experienced specialist (e.g. Neurologist) |
| **PLANNING/ORGANISATIONAL SKILLS** |
| Plan, organise complex activities, programmes requiring formulation and adjustment.  To receive direct referrals within the speciality and to provide expert assessment of patient’s needs and manage caseload.  To develop and provide a co-ordinated specialist service to patients with the relevant diagnosis and their carers and to have direct clinical involvement in complex care in both the outpatient and inpatient setting.  To support and prevent admission for the patient with the relevant diagnosis and support the coordination of complex discharges for patients with the relevant diagnosis that have been admitted.  Plan & organise day-to-day service provision. |
| **PATIENT/CLIENT CARE** |
| To support patients in meeting their own health and wellbeing through providing expert information, advice and support.  To assess patients and their complex needs and those of their families and plan, implement and evaluate appropriate programmes of care – this will include communicating highly sensitive information about diagnosis, treatment options and issues surrounding palliative care and bereavement.  To provide emotional, psychological and practical support to the patient and their family/carer throughout their pathway and to facilitate communication between patients, families and professionals  To recognise ethical dilemmas relating to care and act as the patient/relative’s advocate when required  To develop care pathways for patients with the relevant diagnosis  May undertake and/or teach clinical procedures that require dexterity and accuracy as part of the job role, e.g. teaching people with multiple sclerosis how to self-inject disease modifying therapies  Work with patients in the setting most appropriate to them, undertaking home visits and sessions in voluntary sector premises as necessary  Actively contribute to the care provision of in-patients with MS, improving communication in providing a seamless service between different providers within the health, social and voluntary care sectors  Provide holistic assessments and monitoring, apply critical thinking skills, reviewing patients independently and initiating changes in management of patient-centred care to promote self-management. This includes managing the cohort of patients who are eligible and receive disease-modifying therapies, drug counselling, ordering investigations, prescribing therapy as recommended by the neurologist and monitoring therapy outcomes.  To assess the cohort under the care of a GP but not known to a neurologist, making recommendations to GPs and onward referrals  Organise and deliver outpatient nurse-led care, including unsupervised nurse clinics, home visits and telephone advice, initiating referrals as appropriate throughout the disease trajectory  Provide regular review and advice regarding management of those with complex needs by visiting patients and staff in care homes, promoting best practice  To work collaboratively with the neurology consultants in the management and on-going care of MS patients by sharing the follow up and monitoring of patients, thereby reducing the need for consultant neurologist or GP follow-up  Organise and co-ordinate identification and management of patients for rehabilitation  Co-ordinate access to relapse management in a timely manner as per guidelines |
| **POLICY/SERVICE DEVELOPMENT** |
| To develop specialist nurse led care where appropriate, in line with National guidance.  To supervise/instruct qualified and unqualified members of the nursing team as appropriate.    To act as an expert resource to others in developing and improving specialist knowledge and skills in specialist clinical practice, through acting as an assessor, facilitator and teaching groups of staff as required  To develop evidence-based standards, policies and guidelines at a local network and national level to improve the practice of own and other professions.  To evaluate clinical effectiveness within the speciality, identifying poor quality and a plan for quality improvement and produce an annual report.  Act as facilitator in developing clinical practice and promoting changes in service that meet National Standards – both clinical and operational.  To participate in developing the specialist service strategy and shared vision of the service and work with the multi-disciplinary team, organisation and external agencies to achieve this.  To employ effective decision-making skills to address complex issues and use effective change management skills to implement these.  To use effective prioritisation, problem solving and delegation skills to manage time effectively.  To establish networks with other specialists at a local, national and international level, to exchange and enhance knowledge and expertise.  To maintain a peer network of support, information and learning with other nurse specialists within the organisation. |
| **FINANCIAL/PHYSICAL RESOURCES** |
| The post holder has a personal duty of care in relation to equipment and resources.  The post holder will work within a defined day to day operational budget. Ensuring that any projects undertaken are established and managed in a financially responsible manner. |
| **HUMAN RESOURCES** |
| Day to day management of Nurse Specialists and Support Nurses  To promote a learning environment through identifying opportunities and seeking resources required for own and others learning.  To provide specialist input to post-registration courses and professional development programmes.  To reflect on own practice through clinical supervision/mentorship and to act as a clinical supervisor/mentor to others.  To act as a specialist resource to advice and support healthcare professionals and others involved in the delivery of care to patients, their families and carers.  To support and facilitate the development of an education strategy which ensures that all those involved in the management of patients with a relevant diagnosis are able to deliver the highest standards of care. |
| **INFORMATION RESOURCES** |
| To document all patient contacts in patient record, as per Trust Documentation Policy.  To be involved in the Audit Programme relevant to the service.  The post holder will use a wide range of computer systems e.g. word, excel and PowerPoint to create reports, documents and presentations. The post holder will be responsible for sourcing and gathering information to produce presentations, informative reports, briefings and papers for meetings. |
| **RESEARCH AND DEVELOPMENT** |
| To maintain own and others’ awareness of relevant research evidence related to the speciality and work with others in applying this to practice.  To identify areas of potential research relating to the speciality and to participate in relevant research activities.  To participate and lead in local and national research and audit projects and service evaluation as requested in order to improve standards of patient care on a regular basis and provide feedback to relevant groups  To ensure the Trust provides accurate clinical data to national data collection programmes relevant to the service. |
| **PHYSICAL SKILLS** |
| High degree of competence and dexterity in practical nursing skills, providing a supporting role with Assessments, administering intravenous and oral medication, cannulation, andtaking blood. |
| **PHYSICAL EFFORT** |
| High degree of competence and dexterity in practical Nursing skills, providing a supporting role with nursing assessments on the ward, in outpatients and in the emergency department as appropriate.  The role will have a combination of sitting, standing and walking with occasional moderate effort for several short periods involving sitting at a VDU for long periods of time. |
| **MENTAL EFFORT** |
| Ability to carry a caseload of clients and formulate effective treatment programmes to cure or alleviate symptoms  Actively participate in strategic service planning & development  The post holder will require resilience to deliver specialist nursing care in at time, stressful and emotional demanding environments. Requirement to regularly concentrate to deliver and manage varied priorities and demands of liaising with a wide range of people across different organisations whilst also providing senior support to junior members of nursing staff.  The work pattern is unpredictable and subject to frequent interruption |
| **EMOTIONAL EFFORT** |
| Work with patients/service users and carers who have a poor/life limiting prognosis, including the communication of distressing news on a day to day basis  Work with patients in the aftermath of bad news.  Work with patients with mental health problems or occasional challenging behaviour.  Talk to relatives following a death.  The post holder will respond to concerns and questions from a wide range of people who may be anxious and distressed relating to their condition and treatment.  Ability to adapt to an unpredictable workload.  High level of mental effort when managing rosters and staffing concerns  Provide leadership and support to nursing team and deal with poor performance  Managing conflict in the workplace and assist in dealing with crises/problems/ difficult circumstances within department teams/individuals  Dealing with complaints and patient feedback  Frequent exposure to distressing or emotional circumstances |
| **WORKING CONDITIONS** |
| Occasional working with hazardous substances (cytotoxic drugs, bodily waste and fluids) when in clinical setting  Occasional aggressive behaviour when dealing with face to face complaints  Regular use of VDU  Travel to community hospitals and / or home visits. |
| **OTHER RESPONSIBILITIES** |
| Take part in regular performance appraisal.  Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling  Contribute to and work within a safe working environment  You are expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection  As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust’s disciplinary policy) up to and including dismissal.  You must also take responsibility for your workplace health and wellbeing:   * When required, gain support from Occupational Health, Human Resources or other sources. * Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health. * Follow the Trust’s health and wellbeing vision of healthy body, healthy mind, healthy you. * Undertake a Display Screen Equipment assessment (DSE) if appropriate to role. |
| **DISCLOSURE AND BARRING SERVICE CHECKS** |
| This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check. |
| **GENERAL** |
| This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.  Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.  At the Royal Devon, we are committed to reducing our carbon emissions and minimising the impact of healthcare on the environment, as outlined in our Green Plan available on our website. We actively promote sustainable practices and encourage colleagues to explore and implement greener ways of working within their roles. |

PERSON SPECIFICATION

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| **Job Title** | Clinical Nurse Specialist |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATION/ SPECIAL TRAINING**  Registered Nurse  Post-registration qualification at Masters level in specialist field or working towards and / or significant experience.  Formal qualification in teaching of adults  Formal qualification in Non-medical prescribing or willing to complete within first year in role  Advanced Communication course, or willing to participate in training  Degree in relevant discipline or willing to work towards.  Competent in the physical examination of patients including assessment, history taking, venepuncture and cannulation | E  E  E  E  E  E | D |
| **KNOWLEDGE/SKILLS**  Significant experience / knowledge in specialism  Extensive experience in care of patients in the speciality  Experience of managing service provision and the supervision and managing of staff  Ability to represent the department at meetings of internal, local, regional and national bodies and institutions  Competent in the delivery of medications both orally and IV | E  E  E  E  E |  |
| **EXPERIENCE**  Able to manage and conduct nurse-led clinics  Able to manage and control research projects  Counselling skills  IT competence in the usual applications – database, spread sheet and presentation software etc  High level of presentation skills and experience of public speaking | E  E  E  E  E |  |
| **PERSONAL ATTRIBUTES**  Good interpersonal skills,  Good communication skills,  Ability to be empathetic,  Ability to handle difficult or emotional situations,  Excellent organisational skills  Motivation  Ability to adapt and change to meet the needs of the service  Able to work as a team member and leader | E  E  E  E  E  E  E  E |  |
| **OTHER REQUIREMENTS**  The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.  Ability to travel to other locations as required | E  E |  |

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|  | | **FREQUENCY**  **(Rare/ Occasional/ Moderate/ Frequent)** | | | |
| **WORKING CONDITIONS/HAZARDS** | | **R** | **O** | **M** | **F** |
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| **Hazards/ Risks requiring Immunisation Screening** | |  |  |  |  |
| Laboratory specimens | Y |  | X |  |  |
| Contact with patients | Y |  |  |  | X |
| Exposure Prone Procedures | N |  |  |  |  |
| Blood/body fluids | Y |  | X |  |  |
| Laboratory specimens | Y |  | X |  |  |
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| **Hazard/Risks requiring Respiratory Health Surveillance** |  |  |  |  |  |
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| Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate) | N |  |  |  |  |
| Respiratory sensitisers (e.g isocyanates) | N |  |  |  |  |
| Chlorine based cleaning solutions  (e.g. Chlorclean, Actichlor, Tristel) | N |  |  |  |  |
| Animals | N |  |  |  |  |
| Cytotoxic drugs | N |  |  |  |  |
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| **Risks requiring Other Health Surveillance** | |  |  |  |  |
| Radiation (>6mSv) | N |  |  |  |  |
| Laser (Class 3R, 3B, 4) | N |  |  |  |  |
| Dusty environment (>4mg/m3) | N |  |  |  |  |
| Noise (over 80dBA) | N |  |  |  |  |
| Hand held vibration tools (=>2.5 m/s2) | N |  |  |  |  |
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| **Other General Hazards/ Risks** | |  |  |  |  |
| VDU use ( > 1 hour daily) | Y |  |  |  | X |
| Heavy manual handling (>10kg) | Y |  | X |  |  |
| Driving | Y |  |  | X |  |
| Food handling | N |  |  |  |  |
| Night working | N |  |  |  |  |
| Electrical work | N |  |  |  |  |
| Physical Effort | Y |  |  | X |  |
| Mental Effort | Y |  |  |  | X |
| Emotional Effort | Y |  |  |  | X |
| Working in isolation | Y |  |  |  | X |
| Challenging behaviour | Y |  | X |  |  |