|  |  |
| --- | --- |
| **JOB DESCRIPTION** |  |
| **Job Title:**  | **Clinical Nurse Specialist (generic acute)** |
| **Band:** | **AFC Band 7** |
| **Responsible To:** | **Karen Day – Colorectal Clinical and Professional Lead Nurse** |
| **Accountable To:** | **Karen Day – Colorectal Clinical and Professional Lead Nurse**  |
| **Section/Department/Directorate:** | **Planned Care / Surgery** |

**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.

|  |
| --- |
|  |
| **Context:** |
| The **Clinical Nurse Specialist** will be based at Northern Devon District Hospital 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. Work with all wards to support the care of the patient whilst and inpatient. Supporting patients and their carers with the transition home following admission and support them with lifestyle adaptations and secondary prevention if appropriate. 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:**The post holder will work closely with the Wards and other relevant departments, Lead Clinician and clinical and medical teams, Emergency Department, Therapist, Therapy Teams, Clinical Matron, Service Manager for Services and the Divisional Team.The post holder is required to deal effectively with staff of all levels throughout the Trust, the wider Healthcare community, external organisations and the public. This will include verbal, written and electronic media. |

 |
| **Organisational Chart:** **Divisional Nurse****Clinical Matron****Clinical Nurse Specialist** **Nurse Specialist****Support nurse** |
| **Key Result Areas/Principal Duties and Responsibilities** |
| **Communication and 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 and Judgement 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.**Planning and 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.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.**Physical Skills** High degree of competence and dexterity in practical nursing skills, providing a supporting role with Assessments, administering intravenous and oral medication, cannulation, and taking blood. **Responsibility for Patient and 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 professionalsTo recognise ethical dilemmas relating to care and act as the patient/relative’s advocate when requiredTo develop care pathways for patients with the relevant diagnosis**Responsibility for Policy and 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 requiredTo 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.**Responsibility for Financial and 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. **Responsibility for 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.**Responsibility for 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.**Responsibility for 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 groupsTo ensure the Trust provides accurate clinical data to national data collection programmes relevant to the service.**Decision Making*** 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.
* The post holder will work with the Advanced Nurse Practitioner to lead and support development of the service

**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 symptomsActively 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 settingOccasional aggressive behaviour when dealing with face to face complaints Regular use of VDU |

**GENERAL**

This is a description of the job as it is at present constituted. It is the practice of this organisation periodically to examine employees' job descriptions and to update them to ensure that they relate to the job as then being performed, or to incorporate whatever changes are being proposed. This procedure is jointly conducted by each manager in consultation with those working directly to him or her. You will, therefore, be expected to participate fully in such discussions. It is the organisations' aim to reach agreement to reasonable changes, but if agreement is not possible management reserves the right to insist on changes to your job description after consultation with you.

We are committed to serving our community. We aim to co-ordinate our services with secondary and acute care.

We aim to make all our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so. We will share our knowledge with neighbouring healthcare agencies and professionals.

We recruit competent staff whom we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will pay staff fairly and recognise the whole staff’s commitment to meeting the needs of our patients.

The Trust operates a 'non smoking' policy. Employees are not able to smoke anywhere within the premises of the Trust or when outside on official business.

All employees must demonstrate a positive attitude to Trust equality policies and Equality Scheme. Employees must not discriminate on the grounds of sex, colour, race, ethnic or national beliefs, marital status, age, disability, sexual orientation, religion or belief and will treat patients, colleagues and members of the public with dignity and respect.

If the post holder is required to travel to meet the needs of the job, we will make reasonable adjustments, if required, as defined by the Equality Act 2010.

**SAFEGUARDING**

To be fully aware of and understand the duties and responsibilities arising from the Children’s Act 2004 and Working Together in relation to child protection and safeguarding children and young people as this applies to the worker’s role within the organisation.

To also be fully aware of the principles of safeguarding as they apply to vulnerable adults in relation to the worker’s role, which will include recognising the types and signs of abuse and neglect and ensuring that the worker’s line manager is made aware and kept fully informed of any concerns which the worker may have in relation to safeguarding adults and/or child protection.

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.

**STAFF HEALTH AND WELLBEING**

You must take responsibility for your workplace health and wellbeing:

* Be physically active at work (i.e. take breaks away from your desk, taking the stairs where possible)
* 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.

If you are a line manager, in addition to the above, it is expected you will:

* Champion health and wellbeing.
* Encourage and support staff engagement in delivery of the service.
* Encourage staff to comment on development and delivery of the service.
* Ensure during 1:1’s / supervision with employees you always check how they are.

**HEALTH AND SAFETY AT WORK**

The employer will take all reasonably practical steps to ensure your health, safety and welfare while at work. You must familiarise yourself with the employer's Health & Safety policy, and its safety and fire rules. It is your legal duty to take care for your own health and safety as well as that of your colleagues.

**INFECTION CONTROL - ROLE OF ALL STAFF**

It is the responsibility of all members of staff to provide a high standard of care to patients they are involved with. This includes good infection prevention practice.

All staff have a responsibility to comply with Infection Prevention and Control policies and procedures, this includes:

* Attending mandatory and role specific infection prevention education and training.
* Challenging poor infection prevention and control practices.
* Ensuring their own compliance with Trust Infection Prevention and Control policies and procedures for example, standard precautions, hand hygiene, prevention & management of inoculation incidents

**CONFIDENTIALITY**

You may not disclose any information of a confidential nature relating to the employer or in respect of which the employer has an obligation of confidence to any third party other than where you are obliged to disclose such information in the proper course of your employment or as required by law. Any failure to comply with this term of your employment will be treated as an act of misconduct under the employer's disciplinary procedure.

**JOB DESCRIPTION AGREEMENT**

**Job holder’s Signature: .....................................................................................**

**Date: .....................................................................................**

**Manager’s Signature: .....................................................................................**

**Date: .....................................................................................**

**PERSON SPECIFICATION**

**POST: Clinical Nurse Specialist band 7**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| REQUIREMENTS | E/D\* | HOW TESTED?Application Form/Interview/Reference/Test | INTERVIEW COMMENTS | SCORE(1 Low – 10 High) |
| QUALIFICATIONS/SPECIAL TRAINING :Registered NursePost-registration qualification at Masters level in specialist field or working towards and / or significant experience.Formal qualification in teaching of adultsFormal qualification in Non-medical prescribingAdvanced 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  | EEEEEEE |  |  |  |
| KNOWLEDGE/SKILLS:Significant experience in specialism Extensive experience in care of patients in the specialityExperience of managing service provision and the supervision and managing of staffAbility to represent the department at meetings of internal, local, regional and national bodies and institutionsCompetent in the delivery of medications both orally and IV | EEEEE |  |  |  |
| EXPERIENCE:Able to manage and conduct nurse-led clinicsAble to manage and control research projectsCounselling skillsIT competence in the usual applications – database, spread sheet and presentation software etcHigh level of presentation skills and experience of public speaking | EEEEE |  |  |  |
| PERSONAL REQUIREMENTS:Good interpersonal skills, Good communication skills, Ability to be empathetic, Ability to handle difficult or emotional situations, Excellent organisational skills MotivationAbility to adapt and change to meet the needs of the serviceAble to work as a team member | EEEEEEEEE |  |  |  |
| 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 | EE | InterviewInterview |  |  |

\*Essential/Desirable

|  |
| --- |
| **HAZARDS :** |
| Laboratory SpecimensProteinacious Dusts | x | Clinical contact with patients | X | Performing ExposureProne Invasive Procedures |  |
| Blood/Body Fluids | X | Dusty Environment |  | VDU Use | X |
| Radiation |  | Challenging Behaviour | X | Manual Handling | X |
| Solvents |  | Driving | X | Noise |  |
| Respiratory Sensitisers |  | Food Handling |  | Working in Isolation | x |
| Cytotoxic drugs |  | Night working |  |  |  |