Royal Devon University Healthcare NHS Foundation Trust

JOB DESCRIPTION

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JOB DETAILS	
Job Title	Clinical Nurse Specialist (Generic Acute)
Reports to	Clinical Matron – Cardiology
Band	Band 7
Department/Directorate	Chest pain Assessment

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.

KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES

The Clinical Nurse Specialist will be based at Royal Devon University Healthcare Trust-Eastern 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.

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 have overall responsibility for the day to day management and development of:

- The Rapid Access Chest Pain Clinic, according to agreed protocols with the expectation to deliver high standards of evidence based care.
- Autonomously assess, plan and implement care pathway, for those referred to the rapid access chest pain clinic with chest pain of new onset and suspected or confirmed stable angina.
- Provide specialist advice for patients, carers who attend the Rapid Access Chest Pain Clinic.
- Act as a specialist resource for other health care professionals.
- Contribute to the development of a comprehensive chest pain service – that would streamline AMU referrals, facilitate admission and angiography and arrange onward investigations.
- Contribute to the Outpatient Rapid Access Chest Pain clinic working within care pathways and local policies, procedures and guidelines stratification, ordering and interpreting diagnostic tests. They will have continuing responsibility for the assessment of care needs and the development, implementation and evaluation of patient care establishing evidence-based practice.

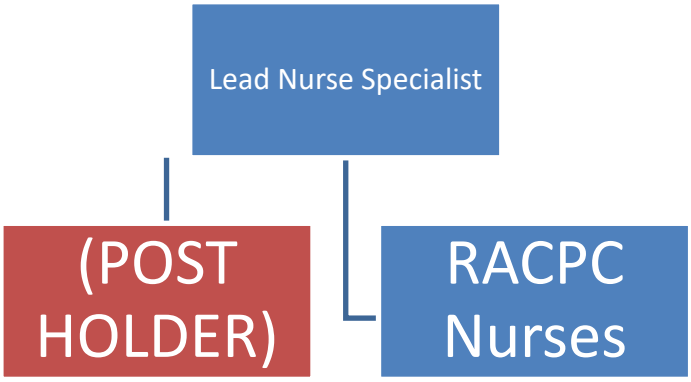
The post holder is required to deal effectively with staff of all levels throughout the Trust as and when they encounter on a day to day basis. In addition, the post holder will deal with the wider healthcare community, external organisations and the public. This will include verbal, written and electronic media. (Delete/amend as necessary)

Of particular importance are working relationships with:

Internal to the Trust	External to the Trust
• Lead interventional cardiologist • Senior nurse • Clinical nurse specialist team • Ward/CCU/ AMU nurse managers	• Local heart support groups • Talkworks • Bristish Heart Foundation

• Cardiac technicians/physiologies • Medical imaging	• Heart UK

ORGANISATIONAL CHART



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.

The post holder will work with the Advanced Nurse Practitioner to lead and support development of the service

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.

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.

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

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, and taking 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

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

Job Title	Clinical Nurse Specialist

Requirements	Essential	Desirable
QUALIFICATION/ SPECIAL TRAINING		
Registered Nurse	E	
Post-registration qualification at Masters level in specialist field or working towards and / or significant experience.	E	
Formal qualification in teaching of adults	E	
Formal qualification in Non-medical prescribing	E	
Advanced Communication course, or willing to participate in training	E	
Degree in relevant discipline or willing to work towards.	E	
Competent in the physical examination of patients including assessment, history taking, venepuncture and cannulation	E	
KNOWLEDGE/SKILLS		
Significant experience in specialism	E	
Extensive experience in care of patients in the speciality	E	
Experience of managing service provision and the supervision and managing of staff	E	

Ability to represent the department at meetings of internal, local, regional and national bodies and institutions	E	
Competent in the delivery of medications both orally and IV	E	
EXPERIENCE		
Able to manage and conduct nurse-led clinics	E	
Able to manage and control research projects	E	
Counselling skills	E	
IT competence in the usual applications – database, spread sheet and presentation software etc	E	
High level of presentation skills and experience of public speaking	E	
PERSONAL ATTRIBUTES		
Good interpersonal skills,	E	
Good communication skills,		
Ability to be empathetic,	E	
Ability to handle difficult or emotional situations,		
Excellent organisational skills	E	
Motivation		
Ability to adapt and change to meet the needs of the service	E	
Able to work as a team member	E	

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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	

WORKING CONDITIONS/HAZARDS		FREQUENCY (Rare/ Occasional/ Moderate/ Frequent) R	O	M	F
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		
Hazard/Risks requiring Respiratory Health Surveillance					
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				
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				
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				
Challenging behaviour	Y		X		