

JOB DESCRIPTION

JOB DETAILS	
Job Title	Nurse Specialist (Cystic Fibrosis)
Reports to	Cystic Fibrosis Clinical Nurse Specialist
Band	Band 6
Department/Directorate	Respiratory Medicine

JOB PURPOSE
<p>To work with the Cystic Fibrosis Clinical Nurse Specialist(s) and CF MDT to provide expert advice and support for individuals with Cystic Fibrosis under the care of Royal Devon University Healthcare NHS Foundation trust.</p> <p>To participate in educating, advising and supporting patients and other professional and non-professional carers of people with Cystic Fibrosis. This may include domiciliary visits and educational visits across the region. This role necessitates being an active member of the CF MDT that deliver high-quality safe care, which is of an equal standard for all patients who attend the Exeter CF Centre, using a high level of expertise in the provision of treatment of all aspects of CF care.</p> <p>To manage a case load of adult patients with guidance from the CFCNS. To work closely with admitting wards/ departments including the respiratory ward and outpatient department to provide education, policies and support for those caring for the adults who attend the RDUH.</p> <p>To 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.</p>
KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES
<p>Assist in the identification of realistic goal setting in care planning.</p> <p>Manage own patient caseload and undertake nurse-led clinics with support from the CFCNS, formulate and organise care packages for symptom treatment or control, including the initiation of blood and sputum sample collection and interpretation of results. Provide expert advice and support to patients / carers.</p> <p>Understands and recognises own limitations and refers to a more experienced specialist when required.</p> <p>To act as the point of contact for patients/carers or for advice for external organisations on care issues e.g. Primary Care, Colleges and employers.</p> <p>Act as a role model in practice to other professionals by providing evidence-based advice, guidance and information to healthcare professionals regarding the treatment and care of individuals with Cystic Fibrosis.</p> <p>Liaise with the wider multi-professional team to identify and discuss nursing / patient problems and needs with patients, their carers and other staff as appropriate. Make and receive referrals to and from medical and nursing staff and professionals allied to medicine.</p> <p>Work closely and in liaison with other medical and allied professionals, patients and their carers to ensure appropriate care and signposting is achieved.</p> <p>experienced specialist when required.</p>

Assist in the initiation and day to day management of the home intravenous antibiotic programme for people with CF.

Liaise directly with Consultant medical staff and other hospital staff involved in bed management to arrange admission of patients into hospital

Initiate basic genetic counselling

Handle communication and exposure to complex, highly sensitive and emotive information and share this with patients and relatives independently, without a doctor present, with empathy and reassurance. This will include issues such as diagnosis, disease progression, transplantation and palliative care/end of life. This will involve explaining treatment options to patients/families and aiding decision making.

Provide bereavement follow-up visits as necessary.

Undertake clinical procedures that require dexterity and accuracy, including care of totally implanted access devices, home intravenous treatment, and cough swabs.

Be a member of relevant professional associations and attend regional/national meetings and conferences in line with standards of care recommendations.

Undertake any training required in order to maintain competency including mandatory training i.e. Fire, Manual Handling, Resus.

Take part in regular performance appraisal and clinical supervision.

KEY WORKING RELATIONSHIPS

Areas of Responsibility: Specialist Cystic Fibrosis Nursing

Deputises for and supports senior colleague/s of the speciality in their absence

Integral to the CF MDT in planning and delivering care.

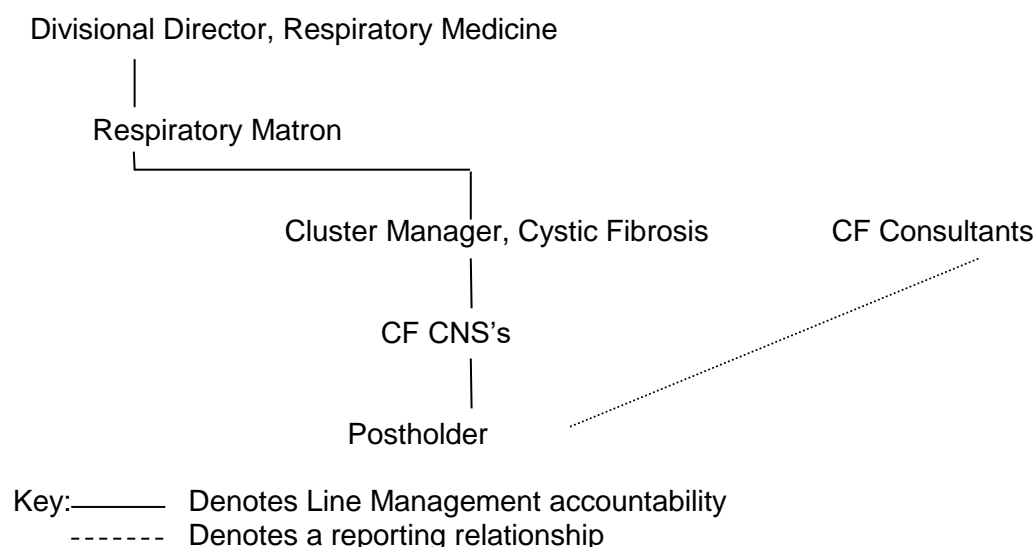
Of particular importance are working relationships with:

Internal to the Trust	External to the Trust
<ul style="list-style-type: none">• Respiratory Specialist Nurses• Respiratory Consultants & Registrars	<ul style="list-style-type: none">• GP's and Practice Nurses• Community matrons & nurses

- Ward based HCP's
- Clinical Physiologists
- Admin and clerical staff
- Medical electronics
- GOPD
- Medical Students from the Peninsula Medical School

- Air Liquide
- Hospice teams
- Patients, families and carers
- Community Therapy HCP's

ORGANISATIONAL CHART



FREEDOM TO ACT

To work within the nursing and medical teams and contribute to decisions about patient care in line with the Trust and service policy.

Be professionally accountable for all aspects of own work, including the management of patients in your care.

To work autonomously and 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.

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 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

Plan patients care, managing an individual caseload of complex patients effectively and efficiently. To co-ordinate the management of outpatients presenting with symptoms of their disease or family history.

To receive direct referrals within the speciality and to provide assessment of patient's needs

To work with the CNS to develop and provide a co-ordinated specialist service to patients with the relevant specialist diagnosis and their carers and to have direct clinical involvement in complex care in both the outpatient and inpatient setting

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 terminal illness 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 support the development of care pathways for patients with relevant specialist conditions

POLICY/SERVICE DEVELOPMENT

To support the development of specialist nurse led care where appropriate, in line with National guidance

To supervise/instruct 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 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.

To participate in developing a 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 supervision of the Support Nurse

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 as required by the organisation.

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 relevant disease are able to deliver the highest standards of care

INFORMATION RESOURCES

To document all patient contacts and maintain patients records 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

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 national and local relevant research activities on a regular basis and to provide feedback to relevant groups.

To participate in local and national research and audit projects and service evaluation as requested in order to improve standards of patient care.

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.
The role will have a combination of sitting, standing and walking with occasional moderate effort for several short periods along with sitting at a VDU for long periods of time
MENTAL EFFORT
The work pattern is unpredictable and subject to frequent interruption.
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.
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.
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 themselves 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 (DES) if appropriate to role.

APPLICABLE TO MANAGERS ONLY

Leading the team effectively and supporting their wellbeing by:

- Championing health and wellbeing.
- Encouraging and support staff engagement in delivery of the service.
- Encouraging staff to comment on development and delivery of the service.
- Ensuring during 1:1's / supervision with employees you always check how they are.

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 Trust's Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.

PERSON SPECIFICATION

Job Title	Nurse Specialist band 6 (Cystic Fibrosis)
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Requirements	Essential	Desirable
QUALIFICATION/ SPECIAL TRAINING		
Registered Nurse	E	
Post-registration qualification in relevant specialist nursing or equivalent experience	E	
Formal qualification in teaching of adults	E	
Advanced Communication course, or willing to participate in training	E	
Degree in relevant discipline or working toward		D
Competent in the physical examination of patients including assessment, history taking, venepuncture and cannulation	E	
Formal qualification in non-medical prescribing or willing to work towards	E	
KNOWLEDGE/SKILLS		
Demonstrable nursing experience within respiratory specialism.	E	
Demonstrable experience in care of patients with Cystic Fibrosis.	E	
Experience of managing service provision and the supervision and managing of staff		D
Ability to represent the CF service at meetings of internal, local, regional and national bodies and institutions	E	
Competent in the delivery of medications both orally and IV	E	
EXPERIENCE		
2 years relevant* post registration experience	D	
Working knowledge and involvement of caring for individuals with Cystic Fibrosis	E	
Able to manage and conduct nurse-led clinics	E	
Counselling skills		D
IV drug administration		
IT competence in the usual applications – database, spread sheet and presentation software etc		

Confident in delivering presentations and experience of public speaking		
PERSONAL ATTRIBUTES		
Good interpersonal skills,	E	
Good communication skills,	E	

Ability to be empathetic,	E	
Ability to handle difficult or emotional situations,	E	
Excellent organisational skills	E	
Motivation	E	
Ability to adapt and change to meet the needs of the service	E	
Able to work as a team member	E	
OTHER REQUIREMENTS		
Hold a driving license and be willing to travel within Devon visiting patients within their own homes.	E	
The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.	E	
Ability to travel to other locations as required	E	

		FREQUENCY (Rare/ Occasional/ Moderate/ Frequent)			
WORKING CONDITIONS/HAZARDS		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	Y		X		
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	N				
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		