

Specialist Nurse – Dermatology Family and Women’s Health

TITLE: Clinical Nurse Specialist

BAND: 6

ACCOUNTABLE TO: Band 7 Clinical Nurse Specialist

REPORTS TO: Senior Matron

JOB SUMMARY:

As a Clinical Nurse Specialist within the defined sphere of practice the post holder will support patients offering specialist knowledge and care to patients with confirmed and suspected skin cancers. This clinical nurse specialist will also be responsible for partaking in skin surveillance clinics, immune-compromised patient clinics and atypical mole clinics which involves the review and assessment of patients with pre-cancerous lesions

They will act as the first point of contact for patients and all members of the multidisciplinary team. They will undertake a range of duties to ensure the effective delivery of care undertaking specialist procedures providing advice and ongoing support.

KNOWLEDGE AND SKILLS

Communication and Relationship Skills:

Actively supports patients and their families, through communicating difficult and complex information using a variety of methods, to ensure effective understanding. This will include overcoming language barriers and ensuring that patients have an adequate understanding in order to consent for treatments / surgery.

Responsible for supporting and counselling patients, breaking bad news and explaining treatment options in a method that is understandable to patients.

Proactively supports patients and carers in coming to terms with their illness/condition, providing ongoing support.

Ensures effective communication is maintained between members of the multi-disciplinary team to ensure appropriate individuals are informed of changes to the patient’s condition or treatment plan

Ensures information is conveyed to the patient in a timely and understandable manner, using different communication methods to clarify understanding

Responsible for ensuring medical staff receive accurate, prompt and succinct information on how patients have been treated.

Negotiates at a level appropriate to the grade.

Consults and liaises with clinicians in order to determine the patient’s suitability for nurse led clinics.

Delivers clinical teaching to staff and patients using a variety of approaches

Knowledge, Training and Experience:

Uses highly developed knowledge and expertise to assess, plan and implement care interventions for patients.

Uses expertise to recommend adjustment/amendments to treatment plans, in consultation with patients to members of the multi professional team.

As the expert within their area of Dermatology, the practitioner is responsible for establishing practice and monitoring and developing guidelines and assessments related to the nurse led clinic.

Uses expertise and new knowledge to initiate evidenced based treatment plans and to update and develop teaching packages, working to agreed policy and procedure.

Maintains up to date knowledge in Dermatology, using information to affect change in practice, ensuring the effective dissemination of new knowledge to colleagues, patients, their families and students.

Regularly provides specialist advice and health promotion to patients and their families on treatments and options available to them. Occasionally counselling patients.

Analytical and Judgement Skills:

Assesses patients attending nurse led clinics, and initiates treatments based on presenting factors using guidelines for practice.

Considers a range of treatment options and appraises each one, when making decisions about changing care treatments plans.

Monitors patient's compliance against treatment plans through interpretation of information from test results and clinical findings.

Planning and Organisational Skills:

Responsible for managing and prioritising own workload against the needs of patients and service requirements

Plans care for patients, organising appointments and treatments.

Delivers care interventions and specialist advice in a variety of settings within the hospital environment, working initially as the lead professional.

Compiles a personal and professional portfolio.

Capable of identifying adverse incidents, situations and suspect risks and takes appropriate action.

Familiar with and confident with all departmental communication systems.

Physical skills:

Undertakes a range of physical skills to include:

Assessment of skin disease

Application of specialist skin treatment

Phlebotomy

RESPONSIBILITY

Responsibility for patient /client care:

Responsible for providing direct specialist care to a defined group of Dermatology patients.
Providing specialist advice via the telephone for patients experiencing dermatological problems and also to staff within the hospital or in the primary care setting, such as GP's.
Independent prescribing for patients with specific conditions within own area of practice and in accordance with trust policy
Developing and implementing clinical management plans within own area of practice
Training and education of nursing and medical staff across both primary and secondary care.
Orders and performs diagnostic tests and interprets and acts upon results

Responsibilities for policy and service development:

Contributes to the development of specialist policies, training packages and procedures relating to the post holder's role within dermatology, to ensure the effective delivery of care for the caseload.
Responsible for implementing policy, and informing members of the multi professional team of any changes.
Participates in the development of care pathways in order to improve the patient's journey and outcomes.
Contributes to service improvement from the dermatology nursing perspective

Responsibility for financial and physical resources:

Uses specialist equipment to assist in the monitoring and diagnosis of patients.
Demonstrates a cost-effective approach to the use of resources.

Responsibility for Human Resources:

Ongoing responsibility for teaching/delivery of specialist training to medical, nursing and professions allied to medicine individuals in elements of the jobholder's specialism.
Participates in the supervision and mentorship of both medical and nursing students.
Promotes an effective learning environment for all nurses within the dermatology department whilst participating in the development of generic training packages.

Responsibility for Information Resources

Responsible for providing accurate and timely records on patient care and performance using paper and IT based systems, in accordance with trust policy

Responsibility for Research and Development

Participates in audits, and research-based studies to evaluate the effectiveness of care interventions in line with clinical governance requirements.
Explores and critically analyses national guidelines to ensure best practice.

Freedom To Act

As a lead specialist the post holder independently plans their workload, using guidance, policies and professional code of conduct in accordance to the needs of the patient group.

The post holder is required to use their specialist knowledge and judgement, to define day to day work priorities and initiate treatments affecting patient care.

The post holder is responsible for initiating care interventions for patients against agreed protocols and guidelines, in the absence of a medical practitioner, for example, prescribing treatments and interpreting diagnostic tests.

The post holder has freedom to initiate action within broad policies seeking advice from senior clinicians as required

Physical Effort

The post holder will have direct patient contact, delivering direct care in a variety of hospital settings in accordance with the need of patients.

The post holder will be required to transfer and manoeuvre patients who have severe physical infirmities into a suitable position to allow for examination.

Mental Effort

The post holder will be required to produce detailed specialist care packages and reports to ensure patients receive appropriate care.

The post holder will be required to demonstrate the ability to perform multiple tasks during each clinic session. Whilst assessing and examining a patient, they will be dealing with frequent unplanned interruptions from telephone calls and other members of the multidisciplinary team requiring a change in planned activity to respond immediately.

The post holder will be required to reflect on practice throughout the clinic session in order to make appropriate decisions about the clinical episode.

The post holder will contribute to the development and updating of patient information leaflets and departmental group directions.

Emotional Effort

The post holder is required to support a caseload of patients, through a range of treatments and experiences, many of which can be highly distressing and challenging. This will include occasionally counselling patients living with a skin disease/condition.

The post holder is required to support the nursing and medical staff in learning new and sometimes complex skills.

Working Conditions

The post holder will work in a variety of settings to deliver care, which include clinics and other healthcare departments, according to the needs of patients.

The post holder will also be required to teach in a variety of settings which include primary care settings and skin clubs in order to deliver teaching to staff.

HEALTH AND SAFETY

- In addition to the Trust's overall responsibility for your health and safety you have a personal responsibility for your own health and safety. As such you are required to inform your line manager of any safety issues that you identify, that could affect you or others in the work place. You must so-operate with management and colleagues at all times in achieving safer work processes and work places, particularly where it can impact on others.
- As a Trust employee you will be trained in the correct use of any equipment provided to improve safety and health within the Trust. You are required to use equipment when necessary and as instructed which will include checking the equipment is safe to use, prior to its use and must report any defects immediately to your line manager.
- You are responsible for the implementation and adherence to Trust safety policies and procedures for areas within your remit.
- You are required to ensure suitable and sufficient risk assessments are completed for all areas within you remit. The controls identified must be evaluated and implemented where necessary.
- You are required to review all risk assessments periodically and particularly when staff and/or equipment changes, monitoring the effectiveness of any control measure implemented.
- You are to ensure suitable and sufficient equipment if provides to sustain the health and safety of staff, patients and visitor to areas within your remit.

This job description is not meant to be exhaustive. It describes the main duties and responsibilities of the current post. It may be subject to change in the light of developing organisational and service needs, and wherever possible will follow consultation with the post holder.