

## NHS SCOTLAND JOB DESCRIPTION TEMPLATE

### 1. JOB IDENTIFICATION

Job Title:	Clinical Nurse Specialist, Lymphoedema, Band 6
Responsible to (insert job title):	Lymphoedema Team Leader
Department(s):	NHS GGC Lymphoedema Service
Directorate:	OPSS Clyde
Operating Division:	Acute
Job Reference:	
No of Job Holders:	1
Last Update (insert date):	12 <sup>th</sup> Nov 2025

### 2. JOB PURPOSE

A Clinical Nurse Specialist is a registered Nurse who has acquired additional specialist knowledge and experience. They will have the expert skills and competencies required to manage a caseload within agreed boundaries and protocols in line with clinical governance. Entwined around this clinical core are ties of consultancy, teaching, management and research.

It is recognised that the above may be achieved either directly through personal contact with the patient or indirectly through a combination or focus on one of the following: leadership, facilitation, teaching, research and audit.

They will be an expert clinical practitioner providing comprehensive care, education and support within the specialty to patients, carers and staff, in conjunction with the wider community nursing teams.

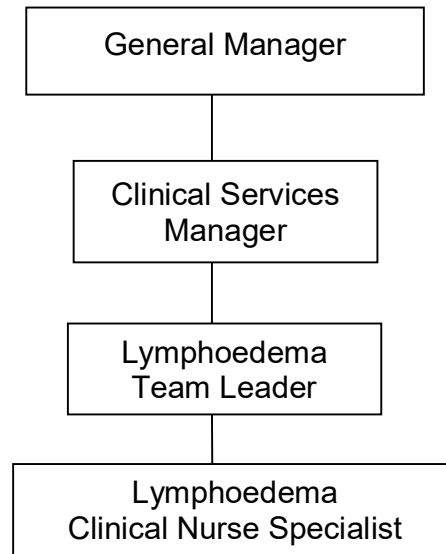
They will collaborate with networks and colleagues of all disciplines and multi-professional teams, to ensure a high standard of care to a defined patient group.

They will develop the clinical excellence necessary to perform the technical, invasive and physical aspects of care for this defined patient group.

### 3. DIMENSIONS

- The Lymphoedema Service aims to provide an accessible and integrated service, delivering safe, effective person-centred care for patients and their families with Lymphoedema /Lipoedema
- The Lymphoedema Service takes an interdisciplinary approach to managing challenging physical symptoms, as well as the complex psychological, social and spiritual issues that can surround Lymphoedema/Lipoedema working closely with colleagues to support them in providing best possible care.
- The Lymphoedema service contribute to establishing a culture and philosophy of high quality Lymphoedema care within the Health board through education and training and collaborative working to increase the confidence of staff and improve the care of patients with lymphoedema and lipoedema
- Clinical Nurse Specialist services in the Health board will:
  - Promote equity of care.
  - Assess, develop, implement and review the holistic lymphoedema care needs of this patient population. This can include clinic-based delivery, in conjunction with local community nurses in the community or in hospital for palliative patients.
- The Lymphoedema Service operates an out-patient clinic that is available 5 days per week, Monday - Friday 8.00am-4.30pm excluding all public holidays. The service can be accessed directly by all health care professionals in consultation with the patients G.P or Consultant.
- There is medical input 1 morning per month for assessment of new patients who have a complex medical history. The medical staff consists of a Consultant in Palliative Medicine who is responsible for assessing cancer status, manage any palliative symptoms, and rule out any medical complications that maybe a contraindication to lymphoedema therapy.
- The Service delivers care to NHSGGC patients with all types of chronic oedema i.e. cancer-related and primary lymphoedema, chronic oedema, and lymphoedema in palliative, and end of life cancer patients. The service is predominately accessed by adults, on occasions children will be referred to the Service. The service extends to providing support and advice to community nurses treating chronic oedema in the community, in-patients within the Beatson West of Scotland Cancer Care Centre, and domiciliary service to patients within Greater Glasgow & Clyde who are in advanced stages of cancer. The Service provides advice and support to patients, family /carers and health care professionals.
- The Service provides a range of care and treatment which meets with the recommendations / standards of the British Lymphology Society.

#### 4. ORGANISATIONAL POSITION



#### 5. ROLE OF DEPARTMENT

- To provide assessment, diagnosis and support of individuals living with lymphoedema.
- To establish a management plan in keeping with current clinical knowledge regarding lymphoedema and in collaboration with the individual living with lymphoedema.
- To encourage supported self-management of this long-term condition.
- To deliver multidisciplinary management as required in partnership with families and partner agencies based on the best available evidence-based practice promoting personal choice and collaboration
- To support education and training for other health care professionals involved in the care of this patient group
- Collaborate with other national groups to develop policies for improving service delivery and to support our own ongoing personal development.
- Develop research and audit protocols for improving service delivery
- Promote a culture of leadership and accountability within the staff.

## 6. KEY RESULT AREAS

### Clinical

- The post holder is responsible and accountable for the ongoing management of the case load in relation to the assessment, diagnosis of type and degree of lymphoedema, and plans and carries out appropriate treatment in partnership with Patient, Family, Carers and Significant others, taking into consideration the lifestyle, race, gender and cultural background, and factors which impact on physical, mental or emotional health.
- Working collaboratively with medical staff to rule out any medical complications, deal with any palliative symptoms and assess cancer status.
- The lymphoedema specialist has responsibility for identifying the intervention required for each individual patient and the need for input by other professionals e.g. medical, physiotherapy, dietician, psychologist, district nurses and the requirements of further investigations e.g. vascular assessment, lymphoscintigraphy, CT scan or MRI scan.
- The lymphoedema specialist is responsible for evaluating patient's response to treatment, the outcomes on completion of treatment and plan ongoing care in partnership with the patient/family/carer. Other professionals involved in the patients' care are updated with outcomes by telephone calls or letter.
- Encouraging patient compliance and motivating them to become self-caring of this chronic condition.
- Keeping accurate and up-to-date records of the clinical interventions made and ongoing monitoring of the service.
- Independently acting as an advocate for the patient/relatives at all times

### Management

- The post holder will be familiar with and ensure implementation of local, regional and national policies, procedures and guidelines in the pursuit of the highest standard of patient care.
- The post holder will have an understanding of the clinical budget and its application in the planning and implementation of care in order to meet aims and objectives.
- Provide a systematic, flexible and innovative approach to problem solving and implement decisions.
- Plan and The post prioritise workload on a daily basis, delegate work using available resources and make decisions to ensure the patients' needs are being met.
- Manage and provide clinical leadership and be a role model for practitioners treating lymphoedema patients by representing the values and beliefs of the nursing profession as well as that of the organisation.
- As a clinical expert the post holder will be able to support patients, relatives and carers in order to achieve optimum health and independence.
- The post holder will be responsible for the utilisation of various clinical and environmental risk assessment tools in order to identify actual and potential risks and ensure implementation appropriate interventions .The post holder will also be responsible for reporting incidents and critically appraising them in order to reduce any recurrences and participate in further

Investigations as required.

- Be responsible for own continuous professional development

### **Education**

- To provide information to patients and carers to encourage compliance and promote self-care e.g. teaching the correct technique in applying garments, via written, verbal and practical demonstrations.
- To develop, implement, deliver and evaluate formal and informal theoretical and practical teaching packages to a wide range of professionals involved in the care of lymphoedema patients, from Home carers to Medical staff.
- To mentor key workers undertaking formal post graduate study in lymphoedema management.
- To provide practice placements in the clinical setting for any professional with an interest in lymphoedema to meet specific learning outcomes.
- Establish links with Higher Education Institutions and provide specialist input to specific programme development or education and training events both 'in-house' or external

### **Clinical Governance**

- The post holder will initiate and/or participate in the development and implementation of clinical audits and instigate and /or participate in research that will ensure continuing development of specialist practice and improvement of care.
- The post holder will access, appraise and critically apply the evidence base for Clinical practice.
- Take responsibility for personal continuing professional development in order to enhance knowledge, skills and values needed for safe and effective practice.
- Select and implement evidence-based nursing intervention to meet the individual needs of patients using national guidance and standards developed by NHS Quality improvement Scotland, Scottish Intercollegiate Guidelines Network and Best Practice Statements.

### **Leadership**

- To provide effective clinical leadership to practitioners providing treatment to lymphoedema patients based on demonstrable acquired credibility as an expert practitioner.
- Take into account the role and competency of health care staff when delegating work and retain accountability and responsibility when delegating aspects of care to others.
- Demonstrate a clear understanding of service objectives and fit within strategic framework.
- Demonstrate a proactive approach to complaints management, their resolution and prevention by practice improvement.

### **Professional**

- The post holder is responsible for ensuring that they practice within the Legal & Ethical framework as established by Nursing & Midwifery Council (NMC), NHS Greater Glasgow Primary Care Division and National Legislation to ensure the patients' interests and wellbeing are met.
- To comply with relevant legislation including Health and Safety at Work Act.
- Maintain accurate up-to-date clinical records and care plans in accordance with NMC and standards for records and record keeping, ensuring compliance with the Data Protection Act and the Freedom of Information Act.
- To participate in an annual and personal development review and regular clinical supervision.
- To participate in statutory and mandatory training

### **Teamwork**

- The post holder will be able to demonstrate an understanding of the dynamics of teamwork
- Recognise the unique contribution of team members and the wider multi-disciplinary team in particular establish key working relationship with Allied Health professional colleagues.
- Establish effective liaison and communication between the multi-disciplinary and the multi-agency teams including internal and external agencies.
- Work collaboratively with other relevant agencies to achieve optimum care for users of the service

## **7a. EQUIPMENT AND MACHINERY**

- Responsible for ensuring that staff are aware of their responsibilities under the Health and Safety at Work, Act (1974), to ensure that agreed safety procedures are carried out to maintain a safe working environment for patients, visitors and employees.
  - Responsible for entering information into patients' electronic and written records as appropriate. Promotes compliance with the Data Protection Act (1998), Caldicott Guidelines and local policies regarding confidentiality and access to medical records.
  - Promotes the use of Information Technology to integrate patient care and benefit personal and professional development.
  - Demonstrates competence in the use and handling of a wide range of equipment, including: clinical observation equipment, computers, electronic treatment couches.

## **7b. SYSTEMS**

- Standard computer literacy
- NHS Trakcare
- Clinical Portal

## **8. ASSIGNMENT AND REVIEW OF WORK**

Workload is determined by the needs of the service. The post holder will be responsible to the line manager for clinical guidance and professional management, work review and formal appraisal of performance.

The post holder has discretion to make decisions regarding patient care within clinical /professional guidelines and as part of the multi- disciplinary team.

The post holder should recognise their own ability and limitations and identify these to the line manager, making use of daily informal contacts and formal meetings.

Time manage effectively to ensure the quality of clinical work is not compromised.

Be an autonomous practitioner, accountable for own professional actions and within codes of practice and professional guidelines.

## **9. DECISIONS AND JUDGEMENTS**

- Uses own initiative and acts independently within the boundaries of existing knowledge and skills and is guided by written policies and guidelines.
- Demonstrates sound judgement in the assessment, support, treatment and follow-up care addressing the psychosocial and physical care aspects during the patient/carer journey.
- Plans a package of care for individual patients, which may include the prescribing of appropriate compression hosiery.
- Refers care where appropriate, to other agencies, to provide support for individual patients.
- Supports and develops staff to broaden their skills, knowledge and experience in the interests of succession planning and absence cover.
- Exercises the ability to challenge any interaction which fails to deliver a quality seamless service in accordance with the organisation's declared objectives.
- Initiates and follows through appropriate procedures when a breach of policy occurs.
- Responsible for the development of action plans to address any system failures.
- Contributes to the organisation and design of resources needed to meet the demands of the service.
- Operates as a reflective practitioner able to manage own stress and distress at the nature of the role. Develops networks for informal/formal support and practises self-care.
- Has access to a supervisor on an ongoing basis.
- Performance is monitored on an ongoing basis and is appraised annually.

## **10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB**

- On a daily basis, conveying complex information about diagnosis & treatment and assisting its assimilation into an appropriate personal understanding of its impact. Supporting the individual and significant others in patient management decisions throughout the treatment journey, particularly where this may significantly worsen the quality of the life during treatment
- The challenge of providing highly specialist nursing intervention for people with complex lymphoedema needs/co-morbidities. Suspecting cancer recurrence/evidence of advanced disease and referring to appropriate services.
- Being the patient's advocate, where there is intellectual or cognitive impairment, social circumstances affecting judgement, compliance with treatment or the ability to self-care.
- Coping with the emotional demands and psychological aspects of supporting and communicating with distressed patients, carers and colleagues throughout the patient's journey, including the diagnosis, treatment, follow up, altered body image and related psychosocial distress.
- Physical and emotional challenges of managing morbidly obese patients
- The non-compliance by patients and families with programmes of care
- Unpredictability of referrals of patients with advanced cancer
- Dealing with patients attempts at manipulation of programmes of care.
- Communicating highly sensitive and emotive information to patients.
- Negotiating follow on care for patients who no longer require specialist input but are unable to manage their condition on their own
- Providing clinical leadership to all practitioners managing lymphoedema patients in a large NHS Trust
- Managing change as the service develops
- In the absence of the respective line manager may require to assume responsibilities of that post if appropriate

## **11. COMMUNICATIONS AND RELATIONSHIPS**

- Demonstrates excellent interpersonal communication skills with patients, relatives and carers, often discussing complex and highly sensitive information such as diagnosis, complex treatment issues, disease relapse, and terminal prognosis.

- Acts as a patient/staff advocate through the application of ethical, legal and professional knowledge and skills, presenting an alternative choice of care to patients as appropriate.
- In conjunction with the Advanced CNS designs referral protocols and independently makes referrals to a wide range of healthcare professionals and services to support person centred care delivery.
- Demonstrates effective verbal and written communication with all members of the multidisciplinary team, which serves the tertiary, secondary, and primary care communities, maximising access to appropriate services to the benefit of patient care.
- Provides support, empathy and reassurance in the delivery of patient care.
- Contributes to a supportive environment in the interest of staff morale.
- Develops external professional networks which promote both the profession and organisation.
- Deals with heightened emotional responses which may include anger and aggression; using skilled communication behaviours to de-escalate supported by GG&C policy.

## **12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB**

- The role frequently places a high level of mental and emotional demand on the post holder. This is significantly driven by the needs of service users and their carer's. Working conditions are variable and unpredictable as part of the role involves visiting patients with advanced cancer in their own home.
- The post holder will be responsible for communicating highly sensitive and emotive information to patients and relatives
- The diversity of the service means it produces its own issues which need to be addressed.
- Many of the following skills and demands are performed on a daily basis as part of the patient's care package requiring a level of manual dexterity, precision and hand/eye co-ordination.

### **Physical skills**

- Manoeuvre and move patients of varying weight and mobility with and without the use of mechanical aids.
- Leg Ulcer Care
- Intricate wound care of fungating lesions and malodorous wounds.
- Technical input in terms of procedures relevant to the specialism, which require specialist

skill/competences e.g. Manual lymphatic drainage, application of multi-layer lymphoedema bandaging.

- Recording and calculating limb volume.

### **Physical Demands**

- Many patients requiring treatment are clinically obese with Body Mass Index of 40 and above which is physically demanding when assessing and applying bandages to their limbs.
- Manoeuvre and move patients of varying weight and mobility with and without the use of mechanical aids
- Push wheelchairs with patients in them and negotiate tight and heavy doors/corridors
- Standing, kneeling and bending for majority of shift

### **Mental Demands**

- Concentration required when checking instructions/documentation/patients' notes.
- Regular requirement to retain large volumes of information from a wide variety of sources.
- Mental demands are significant in relation to the retention and communication of information, knowledge and utilisation of IT skills
- Calculation of figures e.g.: - Body Mass Index, Limb Volumes.

### **Emotional Demands**

- Frequent communication of highly sensitive condition-related information to distressed/anxious/worried patients and relatives using empathy, counselling and reassurance
- Frequent care for terminally ill patients or patients with chronic disease/lifelong illnesses
- Frequent high level of exposure requiring skilled intervention to emotionally charged situations (e.g. informing patients of diagnosis/prognosis).
- Daily support/counselling input required for patients and carers involved in care delivery.
- Maintenance of motivational/persuasive skills to fulfil role requirements
- Dealing with staff management issues
- Occasionally dealing with complaints
- Occasional exposure to verbal aggression from patients and carers.

**13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB**

- First Level Registered Nurse with 5 years post registration experience.
- Educated to Honors degree Level
- Undertaking or willing to undertake relevant further post graduate studies in line with level 6 advanced practice in Lymphoedema
- The post holder will possess good team-working/leadership skills and have the ability to motivate and influence others and work using own initiative
- Excellent listening, communication and interpersonal skills and effective time management skills
- Working knowledge of basic information technology
- Clean driving License
- Presentation skills

**14. JOB DESCRIPTION AGREEMENT**

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder's Signature:

Date:

Head of Department Signature:

Date: