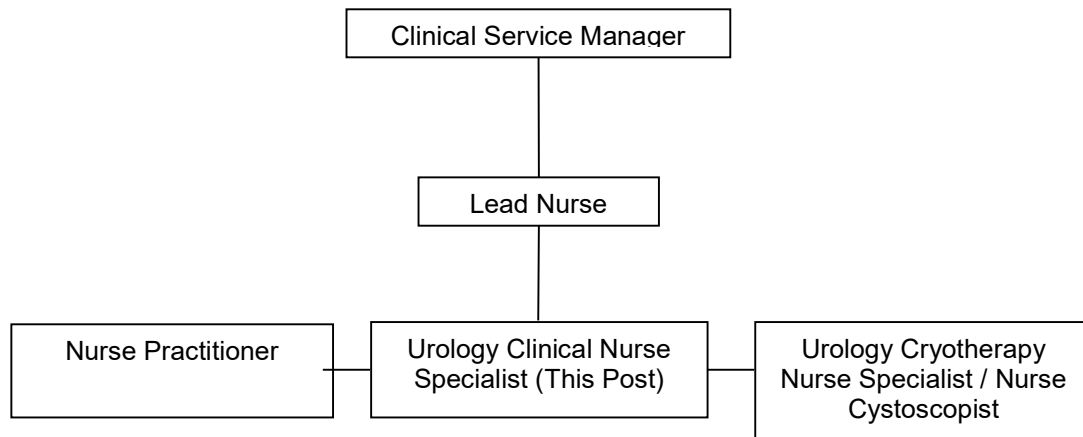


JOB DESCRIPTION
JOB TITLE: Urology CNS
GENERIC JOB DESCRIPTION: No

JOB DETAILS	
Department: Urology	Sub-directorate:
Directorate: Surgery & Anaesthetics	Date: April 2025
<p>JOB PURPOSE AND DIMENSIONS</p> <ul style="list-style-type: none"> • A Urology Clinical Nurse Specialist is a registered nurse who has acquired additional specialist knowledge, experience and through a command of a specific expert knowledge base and clinical competence is able to make complex clinical decisions using specialist clinical judgement. • The post holders' primary purpose is to progress the pathway of care for patients undergoing investigation, diagnosis, treatment and follow up for urological conditions. This will also identify areas of concern and improve and develop services for patients with urology cancers. The post holder will be responsible for developing nurse led services e.g. nurse led diagnostics, assessment and follow up clinics. • As well as having completed, or demonstrated the ability to complete, a primary degree they will have the 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 and its application. • It is recognised that this 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 and research/audit. • Will establish and foster key and collaborative relationships with colleagues within the speciality and across other educational, professional and service boundaries. • The role is extremely specialised and diverse in providing inpatient and outpatient clinical care and the postholder is responsible for prioritising and scheduling own workload to ensure timely delivery of the service. • Work within the nursing and multi-professional team to ensure a high standard of care to a defined patient group. Competently perform the necessary technical/invasive/physical aspects of care for this defined patient group. • Assess and manage clinical nursing needs of the defined caseload in a variety of settings (i.e. OPD, Ward). • Be responsible for devising and providing education initiatives to staff, patients and carers and act as a professional resources to these groups. • Vet and triage new urology referrals to appropriate consultant or nurse led clinics. Monitor and track all urgent referrals ensuring the implementation of appropriate processes to meet professional guidelines of cancer care. • Make diagnostic decisions based on interpretation of clinical and other findings such as laboratory results or ultrasound reports. • Prescribe treatment including medications as a Non-Medical Prescriber. 	

- Be responsible for ensuring the delivery of evidence based nursing care & make a significant and ongoing contribution to the development of the evidence base.
- Provide clinical leadership/expert advice to nursing staff and other members of the multidisciplinary team.
- Work autonomously within a multidisciplinary team and manage staff within remit.

ORGANISATIONAL POSITION



MAIN TASKS, DUTIES AND RESPONSIBILITIES

Clinical

- Undertake and provide clinical leadership, assessment of patient needs, implementation and evaluation of programmes of care, which are evidence based. Utilising all available resources taking into consideration the lifestyle, gender and cultural background and ensure involvement with the patients, family, carers and significant others.
- Vet and triage new urology referrals including cancer urology referrals.
- Monitor and track all urgent/urgent suspicion of cancer urology referrals ensuring the implementation of appropriate processes to meet cancer care guidelines.
- Make diagnostic decisions based on interpretation of clinical and other findings such as nurse led cystoscopy, laboratory results or ultrasound reports.
- Take a systematic and focused patient history.
- Devise individual care plans (which include both nursing and medical management of care) utilising all available resources, including specific protocols and taking into consideration the lifestyle, gender and cultural background of the patient and ensuring involvement. This is inclusive of delivering diagnostic outcomes and breaking bad news.
- Prescribe/advise on treatments including medications based on a sound knowledge of pharmacology as a Non-Medical Prescriber.
- Act as an expert resource for the clinical management of patients. In a nurse led environment communicate a complex diagnosis; this will involve patients who have complex emotional, physical and psychological problems.
- Actively participate in Multi-disciplinary Team meetings, sharing practice and improving patient choice.
- Adopt a flexible approach to care, taking into account the changing needs of patients through

the referral, diagnostic and cancer experience.

- Act as a role model through the provision of professional leadership and demonstration of competent and effective practice.
- Act as an effective change agent integrating information gained from research and audit into clinical practice.
- Maintain patient records in line with NMC guidelines for records and record keeping.
- Ensure treatment and discharging protocols are followed.

Professional

- Empower patients to take responsibility for their health, well-being and future lifestyle by practising in an open transparent and inclusive manner thereby ensuring patients have the relevant information to participate in decisions about their care.
- Innovate, develop and lead evidence based clinical practice and professional development.
- Facilitate and lead in the development of appropriate local policy and guidelines. Facilitate and lead in the development of local policies in relation to the implementation of national and regional strategies.
- Promote and support innovation in clinical practice.
- Practice within the Legal & Ethical framework as established by the Nursing and Midwifery Council (NMC) and National Legislation to ensure patients interests and wellbeing are met.
- Work within the National Health Service (NHS), NHS Greater Glasgow and Clyde, Health & Safety (HSE) Legislation, Policy, Guidelines and Procedures and Scottish Patient Safety Programme.

Education and Research/Audit

- Maintain expert professional practice through continuing education, professional updating and involvement with professional specialist groups.
- Identify the needs of staff, patients and carers in relation to the specialty, in conjunction with others.
- Establish, devise, co-ordinate and evaluate educational initiatives for appropriate healthcare staff and monitor their impact on the specialty, in conjunction with others where appropriate.
- Maintain expert professional practice through continuing education, professional updating and involvement with professional specialist groups.
- Establish, devise, co-ordinate and evaluate educational initiatives for appropriate healthcare staff and monitor their impact on the specialty, in conjunction with others where appropriate.
- Promote patient/carer self care/independence through the provision of relevant teaching and support in relation to the specialty.
- Actively promote and disseminate research based practice.
- Initiate and participate in relevant research/audit projects where appropriate to service and practice needs.
- Identify and pursue research areas to enhance the nursing knowledge base in the specialty.
- Audit current practice and negotiate appropriate changes to practice.

- Evaluate effectiveness of role in relation to patient outcomes, service needs and professional requirements.

Organisation/Managerial

- Be responsible for planning, implementing and evaluating nurse led services for urology patients across NHS GG&C.
- Provide expert advice and support on the purchasing and commissioning of resources relating to the specialty.
- Lead and contribute to the strategic issues relating to the specialty.
- Act in a collaborative and advisory role to senior management.
- Organise own time in line with agreed job plan.
- Be accountable for the effective management of resources including stores, supplies, pharmacy and maintenance of equipment.
- Promote the development of a flexible and skilled nursing workforce.
- Participate in the recruitment and selection process where appropriate.
- Share service objectives with staff. Lead in the appraisal and setting of personal development plans of staff where appropriate.
- Contribute to the wider corporate agenda.
- Propose policy or service changes to develop service which may impact beyond own area of practice.

Equipment and Machinery

- Promote the use of Information Technology to benefit personal development and patient care.
- Develop and implement policies and protocols for own area of work.
- Be responsible for the safe use of equipment, and associated training, for maintaining appropriate levels of stock in own area of practice, and for ensuring appropriate equipment or supplies are purchased.
- Promote the safe use of Moving and Handling Aids – equipment as deemed appropriate for the clinical area e.g. slide sheets, hoists and PAT slide.
- Promote safe use of technical – equipment as deemed appropriate for the clinical area e.g. infusion devices, resuscitation equipment, computers, vital sign equipment, ultrasonic scanning equipment, electric/manual beds/couches.

Systems

- Understand own and others' roles and limitations in relation to the use and maintenance of equipment which is consistent with health and safety legislation (Health & Safety at Work Act, 1974) and NHS GG&C policies and procedures e.g. use of P.P.E. and decontamination of equipment. Maintain a safe working environment for patients, visitors and employees.
- Be responsible for inputting information into electronic patient record where applicable and also into patient written records. They will comply with the Data Protection Act, Caldicott Guidelines and local policies regarding confidentiality and access to medical records and

ensure all staff complies with policy.

- Regularly access Patient Information Systems as required.
- Access local intranet for organisational policies and procedures.
- Electronically order supplies and equipment.
- Participate in collation and reporting of statistical information through the use of IT e.g. patient activity, management of consumables and audit of performance indicators.

Decisions and Judgements

- Work autonomously within a multidisciplinary team.
- Use own initiative and act independently within the bounds of existing knowledge and skills, guided by broad policies and guidelines. Decisions may include the admission to/discharge from hospital.
- Demonstrate sound judgement in assessing the emotional and physical care of the patient in a holistic manner.
- Plan a package of care for individual patients, which may include the prescribing of appropriate medications or advising GPs on appropriate treatment including medication.
- Have access to a range of clinical experts and is able to refer patients for specialist opinion.
- Undergo performance monitoring on an ongoing basis and is appraised annually.
- Support and develop staff to broaden their skills, knowledge & experience in the interests of succession planning.
- Exercise the ability to challenge any interaction which fails to deliver a quality seamless service.
- Initiate and follow through appropriate procedures when a breach of policy occurs.
- Participate in the investigation of clinical incidents and complaints, and be responsible for the development of action plans to address any systems failures.
- Contribute to the organisation and design of resources needed to meet the demands of the service.

COMMUNICATIONS AND RELATIONSHIPS

- Act as a patient/staff advocate through the application of ethical, legal and professional knowledge and skills.
- Engage in effective communication with patients, relatives and visitors, often delivering complex and highly sensitive information.
- Demonstrate effective verbal and written communication with all members of the multidisciplinary team within own department and relevant departments, which service the clinical area.
- Design referral protocol and make justifiable referrals to a wide range of other healthcare professionals and specialties which may include the admission or discharge of patients from hospital.
- Provide support, empathy and reassurance in the delivery of patient care.

- Contribute to a supportive environment in the interest of staff morale.
- Develop external professional networks which promote both the profession and organisation.
- Present an alternative choice of care to patients.

PHYSICAL, MENTAL AND EMOTIONAL DEMANDS OF THE JOB

- Moving and handling of patients from self caring to total dependence.
- Moving and handling of equipment.
- Exposure to body fluids/therapeutic products.
- Assist with or undertake EPP in defined areas therefore requiring appropriate Occupational Health screening and clearance.

Physical skills/effort:

- Undertake patient movement with use of mechanical aids. Physically manoeuvre patients from self caring to total dependence.
- Demonstrate technical and manual dexterity/expertise required for invasive procedures.
- Frequent short periods of moderate physical effort.
- Travel between facilities/clients.

Mental demands:

- Concentration required when checking documents and patient notes when subject to frequent interruptions and demands on time.
- Assimilation and retention of vital information.
- Dictating patient summaries.
- Direct involvement with patients, relatives and carers who may have challenging behaviour.

Emotional demands:

- Communication with distressed/anxious/worried patients/relatives.
- Regular contact with stressful and disturbing situations.
- Provision of psychological support for patients e.g. when discussion possible site effects of treatment and potential change to lifestyle.
- Giving bad news, e.g. cancer diagnosis, poor prognosis.
- Care of patients/relatives following receipt of bad news.
- Complaint management/accusations, identifying and implementing local resolutions.
- De-escalation of potentially volatile or damaging situations.
- Exposure to verbal or physically aggressive behaviour.

MOST CHALLENGING PARTS OF THE JOB

- Eliciting information and making decisions on case management based on complex information, i.e. patient symptoms, diagnostic results, social circumstances.
- Making independent clinical decisions based on own clinical assessment and interpretation of other findings such as cystoscopy, laboratory results and ultrasound reports.
- Planning individual patient care within the context of an interdependent healthcare team.
- Using counselling skills gained through formal education to communicate a complex diagnosis e.g. giving results of cancer investigations and outlining treatment options and prognosis in a nurse led service setting on a regular basis.
- Achieving a balance between the demands of direct patient care within existing resources and job plan.

- Frequent requirement for intense concentration during procedures and consultations.
- Planning, implementing and evaluating services across NHS GG&C.
- Communicating and supporting distressed/anxious/worried relatives/patients/colleagues.
- Providing a professional advisory role to a wide variety of contacts i.e. relatives, senior colleagues.
- Initiating and leading as an effective change agent integrating information gained from research and audit into clinical practice.
- Reporting, documenting, evaluating and developing the work of the Clinical Nurse Specialist and demonstrating its importance both to patients and members of the interdependent healthcare team.
- Dealing with abusive patients and members of the public.

KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

- First level Registered Nurse at degree level with a minimum of 5 years post registration experience.
- 2 years experience at senior level and appropriate post registration masters degree level qualification or working towards.
- Excellent communication and counselling skills.
- An appropriate level of expertise and skills to fulfil the CNS role, including non-medical prescriber (or working towards), organisational and time management skills, leadership abilities, decision making and problem solving skills.
- Ability to fulfil criteria as outlined in the job description.

PERSON SPECIFICATION FORM

Job Title: - Urology Clinical Nurse Specialist

Department: - Urology

Qualifications	Essential (√)	Desirable (√)
First level Registered Nurse	√	
Masters degree or working towards		√
Evidence of post registration education		√
NMC qualification as Nurse Prescriber		√
Evidence of education in counselling/communication		√

Experience	Essential (√)	Desirable (√)
Minimum of 5 years post registration experience, 2 of which should have been at a senior level within specialist field.	√	

Behavioural Competencies	Essential (√)	Desirable (√)
Proven oral and written communication skills.	√	
Proven managerial and clinical skills.	√	
Evidence of leading/managing change.	√	

Other	Essential (√)	Desirable (√)
IT skills, including working knowledge of Microsoft Office and NHS patient/clinical systems	√	
Presentation/teaching skills		√
Ability to fulfil criteria as outlined in the job description	√	