



**Cancer & Palliative Care
Clinical Nurse Specialist**

Twitter
Facebook
Web

@NHSWI
facebook.com/NHSWesternIsles
wihb.scot.nhs.uk

Western Isles Health Board
The best at what we do



Job Advert



Cancer & Palliative Care Clinical Nurse Specialist

Salary £31,800 - £39,169 (per annum)

Plus Distant Islands Allowance of £1,074 (per annum)

37.5 hours per week

Permanent post

An exciting opportunity has arisen to work as a Cancer/Palliative Care Clinical Nurse Specialist as part of the Macmillan Team based in Western Isles Hospital, Stornoway. The team work collaboratively to provide specialist care services to people with cancer and/or palliative care needs and their families/carers in any care setting.

This post demands a high degree of leadership, organisational and communication skills and the ability to hold responsibility for own caseload.

Applicants must demonstrate evidence of continuing professional development.

The ideal candidate must be a registered nurse with a post graduate qualification in cancer or palliative care or working towards.

You will be a car owner/driver with a full UK driving licence.

The successful applicant will be required to register with the Disclosure Scotland PVG scheme (Protecting Vulnerable Groups Scheme). This post is not eligible for relocation expenses.

Informal enquiries to Gail Allan, Macmillan Lead Nurse Cancer, Palliative Care. Email: gail.allan1@nhs.scot.



JOB DESCRIPTION

1. JOB IDENTIFICATION

Job Title: **Cancer/Palliative Care Clinical Nurse Specialist**

Band: **6**

Hours: **37.5**

Reports to: **Macmillan Lead Cancer/Palliative Care Nurse**

Department: **Macmillan Team, Community**

Job Reference: **041933**

No of Job Holders:

2. JOB PURPOSE

To work in a role as Cancer/Palliative Care Clinical Nurse Specialist as part of the Macmillan Team based in Western Isles Hospital, Stornoway. To provide specialist care and services to people with cancer and/or palliative care needs and their families/carers in any care setting.

To undertake high level assessment to address complex healthcare needs by using specialist knowledge and clinical judgement, initiate interventions and to refer to other colleagues or services as appropriate.

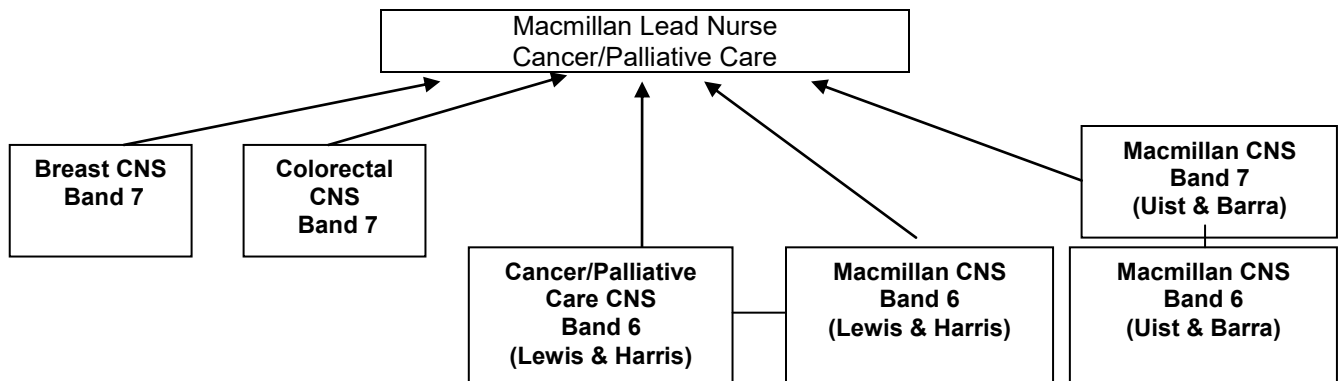
To lead the coordination of care using evidence based practice to ensure effectiveness of outcomes for individuals on caseload.

To ensure that services are delivered effectively and efficiently against national standards.

Working across professional and organisational boundaries in partnership with others including acute and primary care nursing and medical staff, allied health professionals and management teams.

Reports to and refers where necessary to Macmillan Lead Nurse Cancer/Palliative Care.

3. ORGANISATIONAL POSITION



4. ROLE OF DEPARTMENT

The Macmillan Team provides a specialist/expert service in both the hospital and community environment to patients, carers and families where there is a diagnosis of cancer and/or palliative care.

The aim of the service is to provide a specialist cancer/palliative care service for patients, their families/carers and members of the multiprofessional team within both the acute and community care setting by promoting and managing the complexities in the symptomatic and psycho-social well being of patients and their families/carers.

As an integral part of the multi-professional team the aim is also to influence clinical practice and service development, and to provide a consultative, leadership and educational role to professional colleagues. The post holder acts at all times within the requirements of the NMC's code of professional conduct and the NHS Western Isles policies and procedures.

5. Main Tasks, Duties and Responsibilities

Clinical/Specialist Knowledge

- Demonstrates understanding of the impact of cancer/palliative care on family dynamics and uses knowledge to assess and provide appropriate support and advice in complex situations.
- Demonstrates a high level of independence and decision making skills regarding nursing assessment, care interventions, referral and service provision.
- Utilise critical thinking and analytical skills, incorporating critical reflection, drawing on a diverse range of associated knowledge disciplines, clinical judgement and problem solving in decision-making to determine person centred, evidence-based therapeutic interventions including effectiveness of medication regimes; prescribe and titrate medications.
- Assist patients to achieve optimum health and well being, taking account of patient choice, implications of lifestyle preferences, intellectual ability; promote self care disease management, knowledge and recognition of signs of disease progression and advising on appropriate use of routine professional care / advice and emergency services.
- Acts as an expert resource and role model in communicating significant news to individuals with cancer/palliative care, their families and carers.
- Acts as a role model and resource to other health professionals in the assessment and provision of psychological and spiritual support to individuals with cancer/palliative care, their families and carers ensuring care is person centred.

- Initiates and works collaboratively with the multi-professional, multi-agency team, integrating principles of case/care management, to plan, provide and co-ordinate care across different settings and organisational boundaries to ensure consistent, safe, effective and patient-centred care.
- Uses advanced knowledge and skills to assess, examine, diagnose and manage symptoms and side effects.
- Demonstrates critical thinking and diagnostic reasoning skills in clinical decision making.
- Supports the integration of evidence based assessment and care interventions within sphere of knowledge.
- Undertakes advanced assessment and provides specialist advice and education to other HCPs on the appropriate interventions for suspected disease progression, treatment related side effects and oncological/palliative care emergencies.
- Supports the development/implementation of anticipatory care planning for appropriate patients.
- Manages, advises and offers support in highly complex situations in end-of-life care, creating an environment which supports dialogue about end-of-life care.

Leadership and Management

- To plan and organise own case load, recognising the constant need to re-assess and adjust interventions in response to risk, progress and changing circumstances as well as sudden, unpredictable circumstances
- To be responsible for own time management and maintain availability as a point of contact for Macmillan Team enquiries as and when they occur
- Works collaboratively with the team in learning from significant event analysis and develops, implements and evaluates action plans to support team.
- Shows a critical understanding of all the different roles in multi-professional and multi-agency teams and demonstrates skilled leadership of cancer/palliative care services in own area of practice to ensure patient-focused, responsive services.
- Supports the development/implementation of anticipatory care planning
- Establish professional working relationships encouraging effective multi professional team working across care sectors.
- Utilising negotiating and influencing skills proactively develop and sustain new partnerships and networks engaging professional colleagues and wider relevant organisation stakeholders to influence and improve health outcomes and achieve service quality.
- Assist in the development of local procedures, protocols and patient information ensuring compliance with National legislation and NHS Western Isles policies and identify opportunities for the continuous development of the service.
- Give and receive feedback in a constructive, open and honest manner

Education and Research

- Maintain expert professional practice in all aspects of cancer & palliative care through continuing education, professional updating and involvement with professional specialist groups
- Promote patient/carer independence through the provision of relevant education and support in relation to their individual disease and psychosocial care needs
- Endorse and disseminate research-based practice
- Participate in national relevant research / audit projects, where appropriate for service and practice needs
- Audit own practice, negotiate and facilitate appropriate changes in accordance with the evidence base
- Evaluate effectiveness of role in relation to all national and local guidelines, patient outcomes, service needs and professional requirements.

Communication and Relationships

- Establish and maintain effective communication and liaison with patients, carers and professionals across the statutory and voluntary service network to promote seamless care to patients.
- Acting as patient advocate and facilitating discussion between patients/families/health care professionals to achieve best possible outcomes for patients.
- Working towards achieving a compromise or diffusing volatile situations.
- Deal with complex issues (e.g. breaking bad news, poor prognosis, and bereavement) and early recognition and intervention of actual/potential problems.
- Facilitate discharge meetings for patients with complex needs.

- Participate in meetings as appropriate with colleagues/ Lead Nurse Cancer & Palliative Care for the purpose of developing, planning, managing, and implementing a quality cancer/palliative care nursing service and nursing policies.
- Liaison with specialists in the cancer centres at Inverness and Glasgow and any other Health Board where patients may be attending for specialist treatments to ensure good collaborative working practices.
- Liaison with specialists in palliative care from NHS Grampian and other centres.
- Network locally, regionally and nationally by telephone, e-mail, attendance at conferences/seminars/ meetings to discuss and share new innovations in practice and to develop clinical guidelines.
- Prepare and deliver formal and informal presentations/lectures/educational material to both professional and non professional audiences.
- Use of video conferencing with Palliative Care consultant, Oncology consultants and other members of the health care team throughout NHS Western Isles, Inverness and Glasgow.
- Establish and maintain professional relationships with a wide range of health care professionals, third sector agencies, Hospital, Care Home and other care institutions to provide a planned, coordinated seamless service for patients.
- Identify potential and existing challenges in care options for patients, carers and staff, using negotiation and counselling skills to achieve reconciliation and the best outcomes for patients.
- Participate in clinical meetings with nursing and medical colleagues.
- Communicate with patients / relatives / carers face to face, by telephone, email or virtual (Near Me)
- Participate in regular meetings with colleagues such as Consultants, Nurses, AHPs, for the purpose of; planning, managing, evaluating and developing cancer/palliative care services and improving patient care.

6a. EQUIPMENT AND MACHINERY

- General office equipment including computers, e-mail, NHS Western Isles Intranet and Internet, word-processing, computing skills, results reporting, power point presentations, laptops, mobile phones. Virtual technology (Near Me)
- Basic car maintenance
- Syringe Drivers, Cannula needles, syringes etc.

6b. SYSTEMS

- Works as a practitioner within the Guidelines and Standards of the Nursing and Midwifery Council (NMC) and NHS Western Isles.
- Maintain patient's records in accordance with NHS Western Isles standards and NMC guidelines.
- Complete monthly mileage returns.
- Complete monthly shift returns
- Provide telephone answering machine checking service, including remotely from home.
- Utilise computerised systems to support practice e.g. MORSE, SCI-Clinical, Email, results reporting.
- Participates and acts upon relevant statistics such as audit, to enhance delivery and quality of patient care.

7. DECISIONS AND JUDGEMENTS

- Make independent daily clinical decisions in the management of the caseload and individual patient care including admission to and discharge from caseload; planning and prioritising patient care and referral to other agencies taking account of the guidance of professional codes and employer's policies and procedures
- Professionally accountable for his/her own actions without direct supervision.
- Clinically recognise own limitations in care provision and refer to other health professionals accordingly
- Demonstrate sound judgement in the assessment, support, treatment and follow-up care pathways accounting for psychosocial and physical care aspects during the patients episode
- Has the responsibility to refer to the specialist medical services, e.g. - Request admission to Hospice, Request urgent oncology consultations in emergency clinical situations
- Makes independent clinical decisions, identifying, analysing and synthesising relevant information, utilising knowledge, skills and experience of cancer/palliative care management taking account of the guidance and standards of the NMC, NHS Western Isles, national and local policies, procedures and protocols
- Plan packages of care for individual patients, which may include the recommendation of appropriate medications
- Recognises own limitations in the provision of clinical care and urgency of patient needs referring to other health care professionals accordingly.
- Exercise the ability to challenge any interaction, which fails to deliver a quality seamless service
- Contribute to the organisation and design of resources needed to meet the demands of the service.

8. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- Emotional demands of the job, supporting people of all ages, and their families and carers as they face life threatening illness, death and bereavement.
- Difficult communication issues - e.g. dealing with bad news.
- Inter-professional interface/working.
- Bereavement support.
- Demands of managing unrealistic expectations of colleagues, patients and carers.
- Lone working - making decisions in the absence of oncology/palliative consultants re chemotherapy/medication.
- Driving in bad weather and at times, over very difficult terrain, remote areas and most frequently alone.
- Risk of professional isolation due to specialist nature of the role.
- Developing and sustaining the service and nursing practice while responding to and meeting the varying needs of the patients, relatives and staff.
- Dealing with problems that have a high degree of complexity, providing advice to other health care professionals in the management of acute situations, using information delivered over the phone or virtual technology.
- Challenges associated with non-concordance of patients with prescribed treatment.
- Prioritising a varied and demanding workload across a wide geographical area.

9. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

Physical and Environmental (on a daily basis)

- Driving over extensive geographical areas sometimes on poor roads, in diverse weather conditions.
- Demands of ensuring good liaison with other health care professionals who also cover extensive geographical area and variability of mobile phone network.

Mental (on a daily basis)

- Required to have a wide ranging knowledge on many types of cancer and its management.
- Required to make decisions on pain management/symptom control/drug dosages.
- Must recognise patients' health care needs, which can be urgent and therefore require rapid decision making in order to provide appropriate clinical management.

- Assessment of patients and carers needs requires continuous mental concentration, which may be frequently interrupted by telephone calls/other persons.
- Lone working and the need to continually self-reflect on clinical decision making and knowledge and skill requisite to ensure safe practice.
- Working as a lone practitioner continually risk assessing situations to ensure personal safety
- Communicating, co-ordinating and negotiating across health care professions require diplomacy, concentration and skill.
- Confidence to react appropriately and manage unpredictable questions, behaviours and attitudes from audiences when delivering presentations/lectures.
- Emotional (on a daily basis)
- Communicating sensitive/distressing information to patients and families.
- Demands of dealing with family and human dynamics.
- Demands of supporting people in crises such as cancer/palliative care diagnosis and recurrence/death and dying/bereavement.
- Demands of supporting staff whilst caring for patients and families who are in difficult situations/crises.
- Demands of making decisions on appropriate clinical management, which may involve advising the prescribing of medication.
- Coping with unpleasant materials/odours, e.g. fungating wounds.
- Demands of dealing with patients/families that have unrealistic expectations/complaints about care.
- Demands of liaising with/confronting people who may be involved in patients' complaints.
- Demands of dealing with/confronting a colleagues/team member with regard to clinical decision making, performance or behaviour.
- Concentration, decision-making and organisational skills to cope with competing demands (emergency situations, answering constant telephone enquiries).
- Dealing with the emotional effects of care for acutely and chronically ill patients and their families.
- Managing verbal abuse and challenging behaviour.
- Breaking bad news to patients, relatives and staff.

Environmental

- Geographical distances involved in delivering care necessitate driving alone in remote and rural environments and occasionally in adverse weather conditions.
- Working within a range of NHS and non NHS settings.
- Exposure to bodily fluids.

10. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

1. Registered Nurse with valid NMC registration Educated to degree level (Nursing or Health)
2. Minimum 2 years post-registration experience
3. Evidence of cancer/palliative care experience
4. Post graduate qualification in Cancer and/or palliative care or working towards Well developed communication skills
5. Teaching experience desirable.
6. Knowledge of, and ability to interpret and apply all relevant NHS Western Isles and professional policies, procedures and guidelines relating to national and local cancer and palliative care issues.
7. Knowledge current policies on cancer and palliative care services.
8. Knowledge of the physical, social, emotional, psychological, cultural and societal effects of cancer, ageing, disability and chronic illness, and the ability to assess an individual's needs and behaviours and plan care within the broad context.
9. Communication, education and diplomacy skills to provide advice regarding clinical management to professional colleagues.
10. Knowledge of cancer pathology and its treatments e.g. surgery, Chemotherapy, Radiotherapy
11. Competent in the assessment and management of symptoms experienced by people with cancer and

- palliative care needs and use of appropriate nationally recognised guidelines.
12. Knowledge of compatibility of drugs and doses and subcutaneous administration via syringe pumps and ability to teach and review education and training of procedure to others.
 13. I.T. skills, Email, word processing, PowerPoint presentations, virtual technology
 14. Extensive knowledge and skills enabling practitioner to work competently as a lone practitioner.
 15. Good level of physical health and stamina, with a sense of humour also essential.
 16. Car Driver and basic car maintenance.
 17. An efficient manager of time, and of a clinical case-load.
 18. Independent Non Medical Prescriber or willingness to undertake training.

11. STANDARD ELEMENTS

Confidentiality:

Comply with all approved NHSWI Policies and Procedures.

Comply with NHSWI Communication Strategy and Media Strategy.

This involves taking the necessary precautions when transmitting information only disclosing it to those who have the right and need to know it.

All personal health information is held under strict legal and ethical obligations of confidentiality.

NHS staff must follow guidance (NHS Code of Practice on Protecting Patient Confidentiality) before disclosing any patient information. All staff must respect confidentiality of all matters that they may learn relating to their employment, other members of staff, patients and their families.

Health and Safety:

Assist in maintaining own and others' health, safety and security.

This involves:

- a) Complying with Board health and safety policies, procedures and participating in mandatory training.
- b) Maintaining a safe working environment and reporting any issues of concern as appropriate.

NHS Western Isles attaches the greatest importance to the health and safety of its employees. It is the Board policy to do all that is reasonable to prevent personal injury and hazard to health by protecting staff and others including the public from foreseeable hazards compatible with the provision of proper services to patients. The Board expects its entire staff to take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions at work. More detailed information is given in departmental safety policies where appropriate.

Ensure own actions support equality, diversity and rights.

This involves:

- a) Acting in ways consistent with the Board's policies and procedures.
- b) Treating those you come into contact with equitably and with respect.
- c) Recognising the need for aids or adaptations.

12. JOB DESCRIPTION AGREEMENT

I,, confirm that the job description and person specification attached have been discussed with me and are an accurate and up-to-date account of the duties and responsibilities and skills/qualifications required to undertake the post.

Date:

Date:

Job Holder's Signature:

Date:

Head of Department Signature:

Date:

Job Holder's Signature:

Manager's Signature:

PERSON SPECIFICATION

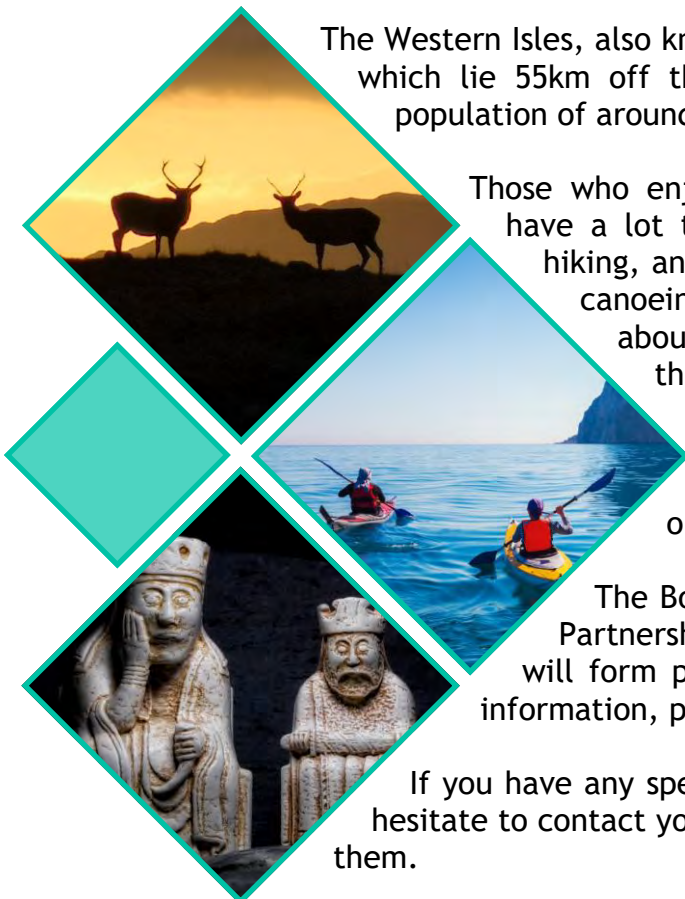


Job title: Cancer/Palliative Care Clinical Nurse Specialist
 Department: Macmillan, Community Nursing
 Location: NHS Western Isles Lewis & Harris

| Factor | Essential | Desirable |
|--------------------------------------|--|--|
| EXPERIENCE, QUALIFICATIONS, TRAINING | Registered Nurse with valid NMC registration Educated to degree level (Nursing or Health) Minimum 2 years post-registration experience Post graduate qualification in cancer/palliative care or working towards Evidence of cancer/palliative care experience. Evidence of continuing professional development to meet NMC requirements. Evidence of desire to work with people affected by cancer and palliative care Experience of multi-professional working | Evidence of Masters level learning or prepared to work towards Advanced Communications Skills Training or prepared to work towards Experience of working in both community and hospital settings. Non-medical prescriber. Experience of teaching |
| KNOWLEDGE AND SKILLS | Excellent communication, organisational and interpersonal skills Ability to work autonomously Ability to plan, organise and prioritise Demonstrate time management skills Ability to adapt to changes in work environment Ability to teach other members of staff IT skills Awareness of relevant policies e.g. Health and Safety and Infection Control | Leadership and motivational skills Experience of working with people affected by cancer and those with palliative care needs Teaching/presentation skills Experience of working with McKinley T34 syringe pumps Experience in venepuncture |
| DISPOSITION | Good interpersonal skills and team working Compassionate Self confidence to work autonomously and to ask questions | Sense of humour |

| | | |
|------------------------|--|--|
| | <p>Ability to work under pressure</p> <p>Willingness to develop own skills and development of team</p> | |
| EQUALITY AND DIVERSITY | Ability to challenge discriminatory practice | |
| OTHER | <p>Full, current driving licence</p> <p>Available vehicle for work use</p> | |

About the Western Isles



The Western Isles, also known as the Outer Hebrides, are a chain of islands which lie 55km off the west coast of Scotland. The islands have a population of around twenty-seven thousand people.

Those who enjoy outdoor activities will find that the islands have a lot to offer. Outdoor pursuits such as horse riding, hiking, and fishing are popular, as are water sports such as canoeing, surfing, and kayaking. Further information about outdoor and sporting activities can be found on the Outer Hebrides Tourism Information website.

The local Council website provides information regarding schools, jobs, bus timetables, and opening times of the leisure centre.

The Board works in partnership with Hebridean Housing Partnership (HHP), which means that Key Worker Status will form part of their Housing Allocation Policy. For more information, please visit the HHP website.

If you have any specific queries regarding your move, please do not hesitate to contact your Line Manager, who will do their best to answer them.

Links

visitouterhebrides.co.uk
welovestornoway.com
hebrides-news.com
hebrideanhousing.co.uk
cne-siar.gov.uk

About NHS Western Isles

The Western Isles Health Board employs over one thousand members of staff, excluding GPs and Dentists. There are three main hospitals situated in the Western Isles:

Stornoway—Western Isles Hospital (Ospadal nan Eilean Siar)

Benbecula—Uist and Barra Hospital (Ospadal Uibhist agus Bharraigh)

Barra—St Brendan’s Hospital

There are a number of GP and Dental Practices across the Western Isles. Community nursing services operate out of general practice premises and at community offices in key locations.

There are only two medical practices in Stornoway: the Broadbay Medical Practice on Francis Street (tel 01851 703588) and the Group Practice on Springfield Road (tel 01851 703145). Both have a pharmacy attached to the practice for the dispensing of prescriptions.

Web

wihb.scot.nhs.uk

The latest information about the Board’s response to the COVID-19 pandemic can be found on the Board’s dedicated website.

Web

coronavirus.wi.nhs.scot



Transport Information

The islands are accessible from mainland Scotland by ferry or by plane (please note that both services can be affected in the winter).

There are three airports on the Western Isles: Stornoway Airport, Benbecula Airport, and Barra Airport. The following destinations can be reached from these airports:

Stornoway Airport—Benbecula, Edinburgh, Glasgow, Inverness, Manchester

Benbecula Airport—Glasgow, Inverness, Stornoway

Barra Airport—Glasgow

All flights to and from the Western Isles are operated by Loganair.

If you live in the Highlands and Islands region of Scotland, you can apply for cheaper air travel through the Air Discount Scheme. Further information on the discounts available can be obtained via the Air Discount Scheme website.

There are nine ferry ports operating in the Western Isles. Routes run between the islands, as well as to and from the mainland. All routes are operated by Calmac. Further information on the individual routes, including timetables and prices, can be obtained via the Calmac website.



Links

Ferry Travel:
calmac.co.uk

Air Travel:
loganair.co.uk

Car Hire:
carhire-hebrides.co.uk
lewis-car-rental.com

Air Discount Scheme:
airdiscountscheme.com