



Eileanan Siar
Western Isles

Macmillan Advanced
Clinical Nurse
Specialist Team Lead

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Job Advert



Macmillan Advanced Clinical Nurse Specialist/Team Lead Band 7 - £40,872 to £47,846 per annum Plus £1,117 Distant Island Allowance per annum 37.5 Hours per Week Permanent Post

NHS Western Isles is looking for an Advanced Clinical Nurse Specialist/Team Lead to join the Macmillan Team, Lewis & Harris. The team work in conjunction with their colleagues in Uist & Barra. This post is an excellent opportunity to join a welcoming and highly motivated team working in a remote, rural and island area.

The role will cover cancer and palliative care with the post holder undertaking advanced level assessment in order to address complex health care needs by using expert knowledge and clinical judgement to diagnose, initiate interventions and refer to other colleagues or services as appropriate.

The post holder will provide clinical leadership of the Macmillan Team in Lewis & Harris and support the Macmillan Lead Nurse in the development of cancer and palliative care strategy in NHS Western Isles.

The post holder will be accountable to the Macmillan Lead Nurse and will be expected to deputise in their absence. The post is based in Western Isles Hospital, Stornoway.

The post holder will be an experienced Registered Nurse educated to degree level with evidence of master's level education. They must have experience in cancer or palliative care as a clinical nurse specialist.

For further information regarding this post please contact: Gail Allan, **Macmillan Lead Nurse, Cancer, Palliative Care and Neurological** gail.allan1@nhs.scot

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

All NHS Western Isles vacancies appear on the NHS Scotland website: <https://apply.jobs.scot.nhs.uk/> along with a job description.

Any further queries please contact Tel: 01851 762000.

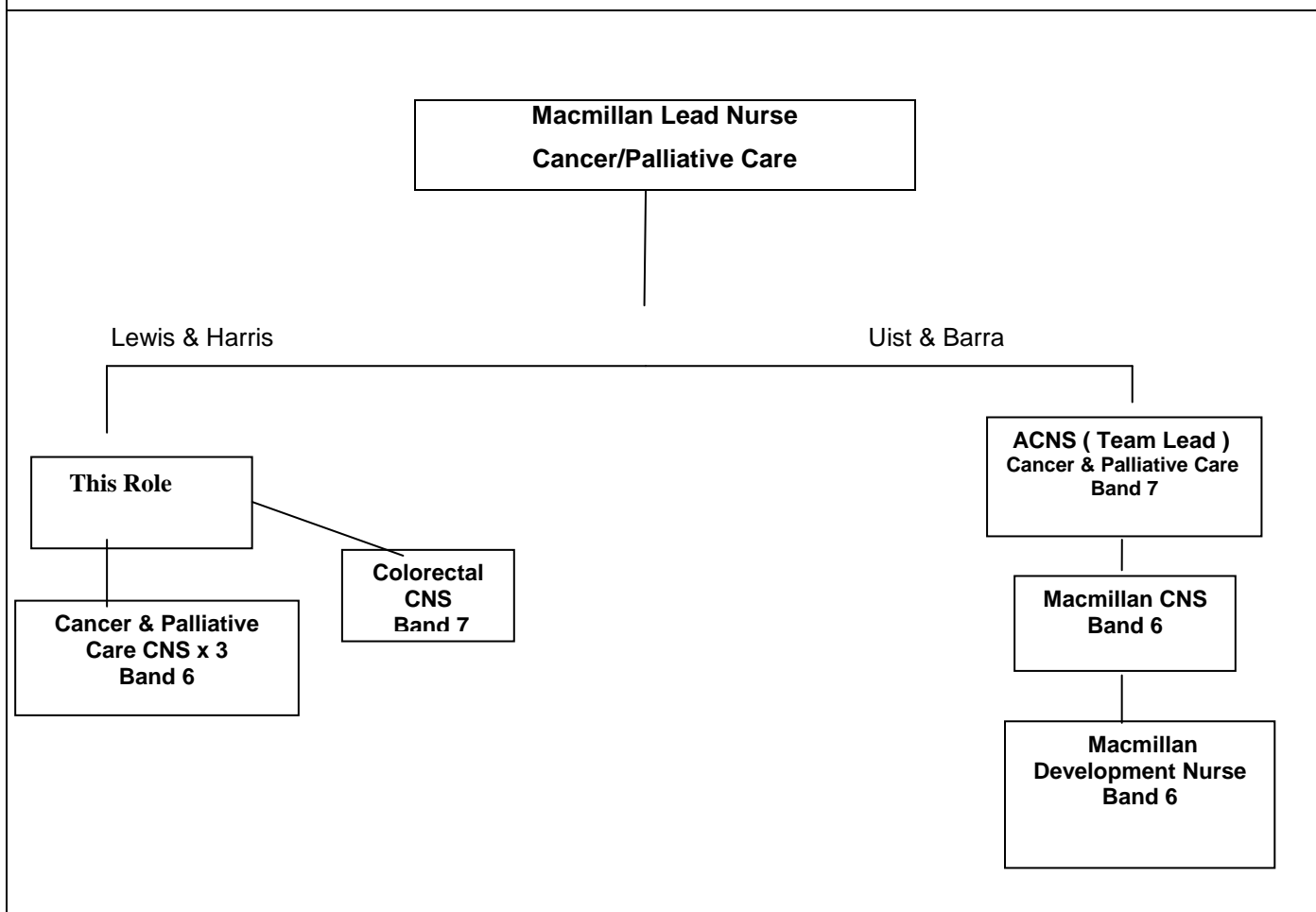
1. JOB IDENTIFICATION	
Job Title:	Advanced Clinical Nurse Specialist - Team Lead Lewis & Harris
Band:	7
Hours:	37.5
Responsible to	Macmillan Lead Nurse
Department(s):	Macmillan
Directorate:	IJB
Operating Division:	Specialist Nursing
Job Reference:	
No of Job Holders:	
Last Update (insert date):	Aug 2021

2. JOB PURPOSE
<p>The post holder will use clinical expertise, leadership and management skills to ensure co-ordination of the care of patients with cancer and/or palliative care needs, providing a seamless service for patients and their families.</p> <p>The post holder will undertake advanced level assessment in order to address complex health care needs by using expert knowledge and clinical judgement to diagnose, initiate interventions and refer to other colleagues or services as appropriate.</p> <p>Lead the co-ordination of care using evidence based practice to ensure effectiveness of outcomes</p> <p>The post holder will support the development of a model of care to provide support, assessment and education for this group of patients.</p> <p>The post holder will provide clinical leadership of the Macmillan Team and support the Macmillan Lead Nurse in the development of cancer and palliative care strategy in NHS Western Isles</p> <p>The role will be 80% clinical and 20% Team Lead role</p>

3. DIMENSIONS

- To act as an advanced practitioner demonstrating a high level of practice and knowledge whilst participating in direct evidenced based patient care for people with cancer/palliative care needs
- Clinical advocate and develops service within clinical governance structure
- Supports the Lead Nurse in development of the service
- Provides leadership and management to the Macmillan Team

4. ORGANISATIONAL POSITION



5. ROLE OF DEPARTMENT

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

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.

6. KEY RESULT AREAS

Clinical /Specialist Knowledge

- Demonstrates understanding of the impact of cancer and palliative care on family dynamics and uses advanced knowledge to assess and provide appropriate support and advice in complex situations.
- Demonstrates advanced decision making skills regarding nursing assessment, care interventions, referral and service provision.
- Utilises advanced critical thinking and analytical skills, incorporating critical reflection, drawing on a diverse range of associated knowledge disciplines, higher level clinical judgement and problem solving in decision-making to determine person centred, evidence-based therapeutic interventions including, physical examination, ordering and interpreting diagnostic tests, assessment of the clinical 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 and 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, 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.
- Leads and advises the care team on 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 emergencies.

Leadership and Management

- To plan and support the Macmillan Team in recognising the constant need to re-assess and adjust interventions in response to risk, progress and changing circumstances as well as sudden, unpredictable circumstances
- Manage the nursing team by ensuring compliance by self and others with professional standards, legislation, national and organisational policies, leading recruitment and selection, attendance management, ensuring grievance and disciplinary matters within own department are identified, actioned and reported to appropriate manager.
- Works collaboratively in supporting 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 Lead Nurse on 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.

Education and Research

- Utilises research findings in the delivery of specialist patient care and disseminates relevant information to staff through teaching programmes and by example.
- Initiate and develop audit of service delivery to improve patient care and identify training.
- Audit the effectiveness of the service provided and, where appropriate, act upon findings in order to improve the service.
- Acts to ensure patient involvement in as many service improvement initiatives as possible by collating patient experiences, patient questionnaires etc
- Contribute to the education and development of staff to ensure staff knowledge is maintained to a high standard to enable evidence based care to be delivered

7a. EQUIPMENT AND MACHINERY

The post holder will be expected to be responsible and knowledgeable in the safe use of all clinical and non clinical equipment used within the area ensuring this is checked and maintained and where problems are identified these resolved so that all equipment is fit for purpose.

Note: New equipment may be introduced as the organisation and technology develops, however training will be provided.

7b. 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 and 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
- Check and authorise payment via SSTS for payment of staff salaries and expenses
- Complete all documentation related to staff changes and recruitment and forward to payroll, personnel and line manager as appropriate.
- Maintain records re staff attendance at all training events and including mandatory training, leave and absences

- Completion of PDP's and appraisals
- Datix and risk reporting systems
- PECOS ordering system
- Health and Safety

8. ASSIGNMENT AND REVIEW OF WORK

- Referrals are received through various referral protocols of multidisciplinary teams, patient/carers/families
- Workload is self-generated, prioritised and reviewed by the post holder according to patient and service needs and post holder will support the team in this process
- Anticipate and develop strategies to resolve service challenges / needs
- Education, learning and development needs are identified via TURAS and PDP
- Attends and participates in meetings and will be asked to deputise for the Lead Nurse in meetings when appropriate
- The post holder will work collaboratively with the Lead Nurse on development of the service
- Objectives, work performance and professional development will be reviewed by the Lead Nurse

9. DECISIONS AND JUDGEMENTS

- Provides clinical leadership and line management to the Macmillan Nursing Team, Uist & Barra
- Makes independent clinical decisions on 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 their own actions without direct supervision
- Clinically recognise own limitations in care provision and refer to other health professionals accordingly
- Demonstrates advanced skills in the assessment, support, treatment and follow-up care pathways accounting for psychosocial and physical care aspects during the patients episode
- Works collaboratively to meet the demands of the service
- Has the independence to refer to the specialist medical services, e.g. - Request admission to Hospital, 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
- Support and develop staff to broaden their skills, knowledge and experience

10. 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
- Managing balance of clinical versus non clinical aspects of role
- Act as an effective change agent integrating research and audit into practice and promoting quality improvement

11. COMMUNICATIONS AND RELATIONSHIPS

The post holder must possess excellent interpersonal skills and participate effectively across service boundaries

- 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.
- Act as advisor and consultant to colleagues, both medical and nursing, at all levels.
- Participate in meetings as appropriate with colleagues/managers/team leaders/Lead cancer nurse for the purpose of developing, planning, managing, and implementing a quality cancer/palliative care nursing service and nursing policies.
- Liaison with specialists in main cancer where patients may be attending for specialist treatments to ensure good collaborative working practices.
- Observe confidentiality in accordance with NMC and NHS Western Isles policies
- Prepare and deliver formal and informal presentations/lectures/educational material to both professional and non professional audiences.
- Liaising with palliative care consultant and other members of the health care team around palliative and end of life care issues

- 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, co-ordinated 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 and by email.
- Participates 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.

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

Physical and Environmental

- 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
- Manual Handling techniques as per guidelines
- Administer medicines, injections, syringe pumps
- Using IT equipment- keyboard, virtual technology for meetings
- Working within a range of NHS and non NHS settings.
- Exposure to bodily fluids.

Mental

- 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
- Required to have wide ranging knowledge of palliative and end of life care management
- 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

- 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.

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

1. First level registered nurse educated to degree level
2. Minimum 5 years post-registration experience
3. Evidence of masters level qualification
4. Experience in cancer or palliative care as a clinical nurse specialist
5. Teaching experience
6. Advanced communication skills
7. 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.
8. Communication, education and diplomacy skills to provide advice regarding clinical management to professional colleagues.
9. Competent in all clinical skills relevant to Clinical nurse specialist in Cancer and Palliative care;-
 - Has an extensive knowledge of cancer pathology and its treatments e.g. surgery, Chemotherapy, Radiotherapy, hormonal manipulation drugs, with both curative and palliative intent.
 - Has extensive knowledge and skills in the psychological and socio-economic effects of cancer/palliative care on patients, families and carers.
 - High level of competence in the assessment and management of cancer/palliative care symptoms
 - Psychological assessment and intervention skills (non-directive interventions), exploratory skills (active listening, questioning, verbal and non-verbal communication, reflection), self understanding and action skills.
 - 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
10. Masters level qualification in Advanced Practice or working towards:
 - Clinical assessment for advanced practice
 - Clinical reasoning, judgement and decision making
 - Non medical prescribing- V300
11. I.T. skills including use of virtual technology
12. Extensive knowledge and skills enabling practitioner to work competently as a lone practitioner.
13. Car Driver
14. An efficient manager of time, and of a clinical case-load.
15. Knowledge and ability to successfully lead and manage change in working practices.

14. STANDARD ELEMENTS

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.



15. 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:

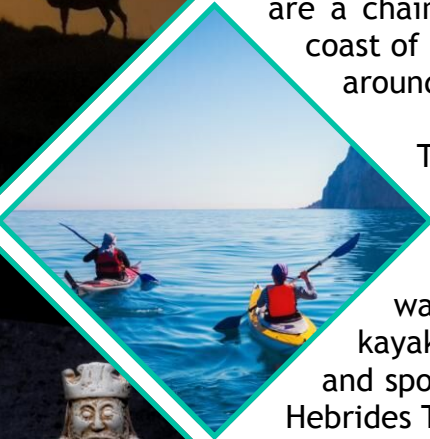
Head of Department Signature:

Date:

Date:18.10.2021



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