



**Eileanan Siar
Western Isles**

**Macmillan
Development Nurse**

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**Western Isles Health Board
The best at what we do**



Job Advert



Macmillan Development Nurse
Band 6 £33,072 – £40,736 per annum
Distant Islands Allowance £1,117 per annum
37.5 hrs per week
Fixed Term or Secondment 2 years

Are you interested in cancer and palliative care? An exciting opportunity has arisen to develop your skills in this field by joining the Macmillan Nursing Team. The post is based in Western Isles Hospital working across Lewis and Harris. This post is an excellent opportunity to join a welcoming and highly motivated team working in a remote, rural and island area.

The post holder will be an experienced Registered Nurse educated to degree level with an interest in developing skills in cancer and palliative care. This post is for Band 6, 37.5 hours per week for 24 months as fixed term or secondment.

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.

For any further queries please contact 01851 762027

1. JOB IDENTIFICATION

Job Title: **Macmillan Development Nurse (Post funded by Macmillan)**

Band: **6**

Hours: **37.5 hrs**

Reports to: **Macmillan Clinical Nurse Specialist (Band 7)**

Department: **Macmillan Team, Lewis & Harris**

Job Reference:

No of Job Holders: 1 (Secondment or fixed term contract for 24 months)

2. JOB PURPOSE

To work in a role as a Macmillan Development Nurse with the Uist & Barra Macmillan Nurse Team supporting the provision of specialist care and services to people with cancer and /or palliative care and their families under the guidance of the senior members of the team.

The post holder will be supported to develop their knowledge and skills in cancer and palliative care.

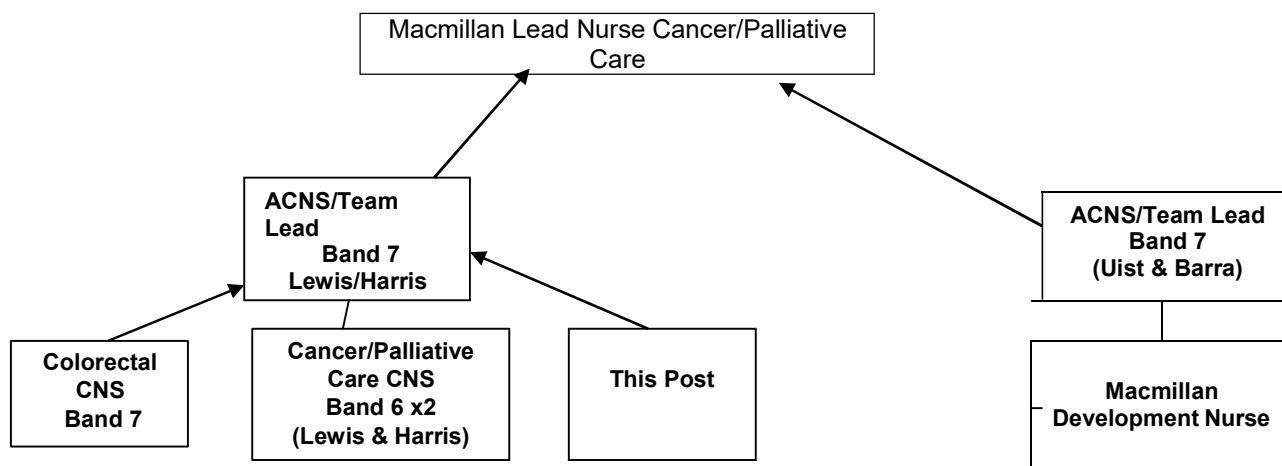
The post holder will be supported to develop their skills in undertaking independent assessments, clinical decision making, monitoring and improving standards of care through supervised practice, to address the complex healthcare needs of those with cancer and/or palliative care needs.

Development of post holder's ability to work across professional and organisational boundaries across the sphere of Health, Social Care and third sector organisations.

Reports to Macmillan Clinical Nurse Specialist (Band 7)

N.B In the event of NHS Scotland being placed on an 'Emergency Footing' and or NHSWI declaring a 'Major Incident', or similar critical service demand, the role will be subject to change based on the exigencies of the service and post holder competence.

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

- Develop knowledge and skills in cancer and palliative care
- Develops an understanding of the impact of cancer/palliative care on family dynamics and improve knowledge to assess and provide appropriate support and advice in complex situations.
- Develops a high level of independence and decision making skills regarding nursing assessment, care interventions, referral and service provision.
- Develop the 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.
- Develop knowledge and skills to assess, examine, diagnose and manage symptoms and side effects of cancer treatments.
- Develop knowledge and skills to support management of people with palliative and end of life care needs.
- 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.

- Develop 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.
- Work 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.
- Supports the development/implementation of anticipatory care planning for appropriate patients.

Leadership and Management

- Will be supported to manage 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
- Works collaboratively with the team in learning from significant event analysis and develops, implements and evaluates action plans in conjunction with the team.
- Develop 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
- Give and receive feedback in a constructive, open and honest manner

Education and Research

- Maintain 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
- Participate in national relevant research / audit projects, where appropriate for service and practice needs
- Evaluate effectiveness of role in relation to all national and local guidelines, patient outcomes, service needs and professional requirements.

Communication and Relationships

- Act as patient advocate and facilitating discussion between patients/families/health care professionals to achieve best possible outcomes for patients.
- Develop experience and skill in dealing with complex issues (e.g. breaking bad news, poor prognosis, and bereavement) and early recognition and intervention of actual/potential problems.
- 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.
- Develop relationships 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.
- Develop relationships with specialists in palliative care from NHS Grampian and other centres.
- Develop 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)

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
- Utilise computerised systems to support practice e.g. MORSE, SCI-Clinical, Email, results reporting.

7. DECISIONS AND JUDGEMENTS

- Will be supported by the Macmillan Clinical Nurse Specialist to make 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
- Works collaboratively with the Macmillan Clinical Nurse Specialist in the assessment, support, treatment and follow-up care pathways accounting for psychosocial and physical care aspects during the patients episode
- Works collaboratively with the Macmillan Clinical Nurse Specialist when making 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.
- 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 develop a wide ranging knowledge on many types of cancer and its 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.
- 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.
- 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.
- Concentration, decision-making and organisational skills to cope with competing demands (emergency situations, answering constant telephone enquiries).
- 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
2. Educated to degree level (Nursing or Health)
3. Minimum 2 years post-registration experience
4. Evidence of cancer/palliative care experience
5. Good communication skills
6. Knowledge of relevant NHS Western Isles and professional policies, procedures and guidelines relating to national and local cancer and palliative care services.
7. Knowledge of cancer pathology and its treatments e.g. surgery, Chemotherapy, Radiotherapy
8. Knowledge and skills enabling practitioner to work competently as a lone practitioner.
9. Experience of managing own time, and of a clinical case-load.
10. I.T. skills, Email, word processing, virtual technology
11. Car Driver.

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:

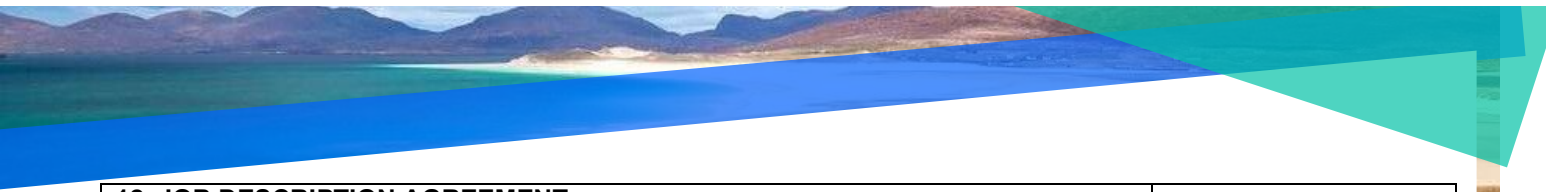
- a) Complying with Board health and safety policies, procedures and participating in mandatory training.
- b) Maintaining a safe working environment and reporting any issues of concern as appropriate.

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:
Job Holder's Signature:	Date:
Head of Department Signature: Date:24.02.2021	
Job Holder's Signature:	
Manager's Signature:	

PERSON SPECIFICATION



Job title: Macmillan Development

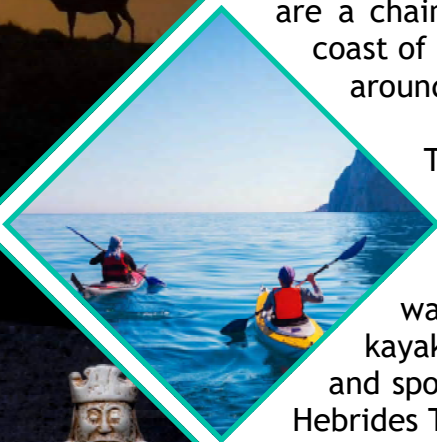
Nurse Department: Macmillan, Community

Nursing Location: NHS Western Isles (Uist & Barra)

Factor	Essential	Desirable
EXPERIENCE, QUALIFICATIONS, TRAINING	<p>Registered Nurse with valid NMC registration</p> <p>Educated to Degree Level</p> <p>Minimum 2 years post-registration experience.</p> <p>Evidence of cancer/palliative care experience.</p> <p>Evidence of continuing professional development to meet NMC requirements.</p> <p>Evidence of desire to work with people affected by cancer and palliative care</p>	<p>Evidence of study, or qualification, in cancer and/or palliative care</p> <p>Experience of working in both community and hospital settings.</p> <p>Non-medical prescriber.</p>
KNOWLEDGE AND SKILLS	<p>Good communication skills</p> <p>Ability to work unsupervised</p> <p>Ability to plan, organise and prioritise</p> <p>Demonstrate time management skills</p> <p>Ability to adapt to changes in work environment</p> <p>IT skills</p> <p>Awareness of relevant policies e.g. Health and Safety and Infection Control</p>	<p>Experience of working with people affected by cancer and those with palliative care needs</p> <p>Experience of working with McKinley T34 syringe pumps</p> <p>Experience in venepuncture</p>
DISPOSITION	<p>Good interpersonal skills and team working</p> <p>Compassionate</p> <p>Self confidence to work autonomously and to ask questions.</p>	<p>Sense of humour</p>
OTHER	<p>Full, current driving licence</p> <p>Available vehicle for work use</p>	



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