

NHS GRAMPIAN JOB DESCRIPTION

1. JOB IDENTIFICATION.

Job title:	Colorectal Nurse Specialist
Departments:	Division 4 – Clinical Support Services
Grade:	Band 6
Hours:	30 hours per week
Salary:	£37,831 - £46,100

2. JOB PURPOSE.

To function as a member of the multi-disciplinary team by coordinating and providing a high quality and effective specialist nursing service for patients with Colorectal Cancer throughout the course of their illness integrating both acute and palliative care.

Provide professional and clinical care advice to patients, carers and multi-disciplinary team.

The individual is expected to motivate staff to provide high standards of care by acting as a role model.

To assist in providing specialist education and training programmes for health care professionals.

To ensure practice is clinically effective and informed in accordance with the NMC Code of Professional Conduct. To implement and undertake research and audit activities to ensure evidence based practice in the specialist area.

To provide support for patients attending consultant led clinics.

To undertake nurse led clinics.

To be competent and current in discussing treatment options (including radiotherapy, chemotherapy and palliative measures such as radiological interventions) with patients.

3. ORGANISATIONAL POSITION.

Associate Director of Nursing

Cancer Nurse Consultant

Cancer CNS Team Leader

Colorectal Clinical Nurse Specialist (Band 7)

Colorectal Nurse Specialist – band 6 (this post)

4. SCOPE AND RANGE.

The post holder has responsibility for the provision of care for newly diagnosed and existing colorectal cancer patients in NHS Grampian. In addition, provision of care is required for a small number of patients from NHS Orkney and NHS Shetland.

5. MAIN DUTIES/RESPONSIBILITIES.

- Advanced Nursing Practice.
- Improves the process of care for patients with colorectal cancer throughout their pathway.
- Applies specialist knowledge, competencies and clinical decision making skills to enhance patient care.
- Assesses diagnoses and manages complex problems within agreed protocols.
- Acts as a specialist resource in colorectal cancer nursing by promoting the service and increasing the awareness of colorectal cancer in both acute and community settings to enhance standards of care.
- Responsible for ensuring that the quality of care is reviewed, assessed, implemented and monitored to maintain standards of care.
- Enables patients to take responsibility for their health and well-being by practicing in an open, transparent and inclusive manner thereby ensuring patients have the relevant information to participate in decisions about their care.
- Assist with the nurse led clinic for follow up of colorectal cancer post treatment.
- Providing patient and clinician support in colorectal clinics.

6. LEADERSHIP AND MANAGEMENT.

Provide advice and support to the nursing staff involved in caring for colorectal patients ensuring that patient needs are assessed, care planned, implemented and evaluated, and that there is consultation and involvement of patient/carers.

Contribute to specific initiatives within the multidisciplinary team, in the development, implementation and maintenance of policies, procedures, standards and protocols

In conjunction with the colorectal Clinical Nurse Specialist, ensure that all nursing staff and members of the multidisciplinary team are aware of, and work within, local, directorate and Division policies and procedures to ensure that safe working practices are maintained for both patients and staff.

In conjunction with the Colorectal Clinical Nurse Specialist, ensure that appropriate clinical skills and competencies are used effectively within the allocated financial resource ensuring clinical governance standards are maintained.

Contribute to the development of the future service planning for the service.

7. EDUCATION.

Contribute to the multidisciplinary specialist education and training programmes to promote a wider understanding of the service in both primary and secondary healthcare setting.

Promote and advise on health and life style activities for patients, carers, health care professionals and the general public.

Teach, advise and coach patients and carers with regard to the condition and treatment options.

Contribute to the provision of clinical practice for pre registration and post registration learners, to fulfil curriculum requirements and ensure that appropriate educational opportunities are provided.

Ensure that the on-going personal development needs and professional education and research are identified and met.

8. RESEARCH, AUDIT AND EVALUATION.

- Assist with clinical audit of colorectal cancer nursing services to inform practice and service development.
- Undertakes audit of patient outcomes and toxicities.
- Acts as a clinical collaborator for research programmes, which leads to continuous improvements in care.
- Critically analyses the relevance of appropriate research related to practice and encourages dissemination and utilisation at a local level.
- Evaluates the effectiveness of role in relation to patient outcomes, service needs and professional requirements
- In collaboration with colleagues, implement actions arising from NHS Healthcare Improvement Scotland, cancer reviews and cancer guidelines.

9. SYSTEMS AND EQUIPMENT.

- Computer and Microsoft packages-email, letter writing documents.
- Specialist database-collect and input patient data which allows post holder to determine
- Workload and activity.

- PowerPoint presentation for teaching purposes.
- Intranet/internet- access to local and national NHS sites, government sites, and nursing and medical databases to continually develop evidence based practice.
- Video linking.
- Laboratory and radiology- systems- access to clinical results.
- PAC's.
- Telephone & mailbox- answering machine, fax, bleep, photocopier.
- Medical devices, various infusion systems.
- Chemo Care
- Q Pulse

10. DECISIONS AND JUDGEMENTS.

- The post holder is expected to make clinical and professional autonomous decisions on a daily basis, including the provision of advice to the multi-disciplinary team.
- Clinical decision making with regard to patients' care, through monitoring of patients' condition and acting on clinical judgments.
- Assesses, plans, implements and evaluates individual patient needs and provides practical informational and emotional support, and symptom control for patients and their carers at all stages of the urology cancer pathway from pre-diagnosis, through diagnosis and treatment, to palliative care, end of life care and into bereavement.

11. COMMUNICATIONS AND RELATIONSHIPS.

- Members of the multi-disciplinary team involved in the planning and delivery of colorectal cancer services- Grampian, Orkney, and Shetland.
- Other cancer nurse specialists in acute and community settings.
- Hospital Specialist Palliative Care Team.
- Nursing Management.
- Voluntary Agencies.
- Social Work.
- Education Providers.
- Radiology Staff.
- Allied Health Professionals.
- Patient and public involvement groups.
- Regional and National Cancer Nursing Forums.
- Specialist colorectal team meetings.
- Cancer Treatment Helpline

12. PHYSICAL AND EMOTIONAL DEMANDS OF THE JOB.

- Supporting self and colleagues through stressful situations.
- Communicating with distressed/anxious patients and carers.
- Communicating complex issues with the multi disciplinary team.
- Concentration required due to the nature of the clinical nurse specialist role.
- Recognising and responding to ethical issues that may arise.

- Managing and dealing with queries from patients, carers and healthcare professionals.

13. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB.

- Coping effectively with an emotionally demanding caseload.
- Achieving a balance between the demands of direct patient care within existing role and job plan.
- Improving the process of care for patients with colorectal cancer across care settings and region.
- Improving communications between the professions involved in the care and treatment of patients with colorectal cancer.
- Addressing equality and diversity needs of patients and staff.
- Implementing change effectively in a multi disciplinary environment.

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

- First level registered nurse with current Nursing and Midwifery Council Registration.
- Extensive post registration experience including 2 years in Cancer care or equivalent.
- Educated to degree level -Masters Degree level is desirable.
- Advanced Clinical Skills examination or completed within 2 years in post.
- Evidence of teaching, supervision, audit and research.
- Commitment to lifelong learning and ongoing personal development.
- Effective listening and interpersonal skills.
- Time management skills and ability to prioritise workload.
- The post holder will be required to demonstrate excellent team working skills with ability to work using own initiative.
- Evidence of effective problem solving skills.
- IT skills

PERSON SPECIFICATION

Job Title: Colorectal Nurse Specialist – Band 6

Location/Hospital Aberdeen Royal Infirmary

Ward /Department: General Surgery

ATTRIBUTE	ESSENTIAL	DESIRABLE
Qualifications	First Level Registered Nurse with current NMC registration Degree level Nursing qualification or evidence of an ability to study at degree level.	Previous knowledge and experience of colorectal cancer care nursing Willingness to undertake Degree/MSc if not already completed Prepared to undertake clinical skills examination training and non-medical prescribing modules
Experience	Extensive experience at Band 5 or above. Experience in surgical nursing/colorectal nursing. Evidence of recent post registration study.	Cancer care nursing A knowledge of the care of patients with colorectal cancers and therapeutic interventions A knowledge of lower GI endoscopy procedures
Special Aptitude and Abilities	Ability to work autonomously IT skills To work effectively, prioritise workload and be flexible to meet the needs of the patient group and the service as a whole. Accurate written and verbal communication skills	
Disposition	Excellent communication skills Must be capable of using initiative to make sound and rational decisions. Calm, approachable and a good listener. Reliable Effective multi-disciplinary team working.	

Physical Requirements	Good health record within trust policy Physical dexterity to carry out clinical examinations	
Particular requirements of the post	Excellent interpersonal skills Collaborate with other members of the multidisciplinary team, Good time management skills Teaching skills	Previous participation in nursing/ multidisciplinary audit and research.
MAJOR RISKS IN DOING THIS JOB		
<p><i>Please indicate the major risks the job holder could face in doing this job e.g. Lifting patients/objects, working with hazardous substances, dealing with violence and aggression – as outlined in section 12 of job description</i></p> <p><i>If there are no major risks for the job holder please tick this box</i></p>		