***NHS GREATER GLASGOW AND CLYDE***

***JOB DESCRIPTION***

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| 1. **JOB IDENTIFICATION**   **Job Title:** Band 7 Advanced Clinical Nurse Specialist – DBS & Movement Disorder  **Responsible to:** Lead Nurse, Medical Specialties, INS  **Department:** Neurology, Institute of Neurological Sciences  **Directorate:** Regional Services |
| **2.  JOB PURPOSE** |
| Working across role and organisational boundaries the Advanced Clinical Nurse Specialist (CNS) manages the complete clinical care for their patients utilising expert knowledge base and clinical competence to support multi-professional teams within NHS Greater Glasgow and Clyde, ensuring a high standard of clinical care, in accordance with the Nursing and Midwifery Council and Health and Safety Legislation.    As a clinical leader, the CNS has the freedom and authority to act autonomously in the assessment, diagnosis, treatment, including prescribing, of patients with multi-dimensional problems. This includes the authority to refer, admit and discharge within appropriate clinical areas.    A CNS can work in or across all clinical settings, dependant on their area of expertise. |
| **3.  ROLE OF DEPARTMENT** |
| The role of the Movement Disorder DBS CNS is that of a highly experienced clinical nurse responsible for providing direct advanced clinical care within specialist services in the Institute of Neurological Sciences. To assist in coordinating the provision of seamless care, in conjunction with medical staff and to liaise with other members of the Multi-disciplinary Team to facilitate investigation, treatment, transfer or discharge of the patient as efficiently and effectively as possible.    The postholder will independently utilise a broad range of advanced knowledge, skills and theory in the initial management of medical and nursing needs of patients with movement disorders.    A fundamental part of the CNS is to assess, diagnose and manage the identified physical, clinical and psycho-social needs of movement disorder patients and provide a high quality, safe and supportive environment in order to care for patients. The CNS will have skills in the early detection and intervention of clinical deterioration in existing or new medical conditions.  The CNS will independently assess/admit elective and non-elective patients, order and analyse test results, prescribe appropriate treatment and monitor effectiveness. The CNS will review patient notes ensuring each patient has a comprehensive management plan, ensuring a robust discharge planning system is in place.    The post holder will:   * Provide direct expert advanced clinical care through assessment, initiation of treatment, formulation and alteration of treatment and monitoring of care programmes. * Facilitate the development of clinical practice through research and audit; * Evaluate care through quality assurance initiatives and assessment of clinical outcomes. * Be an expert Specialist DBS and Movement Disorder clinical resource for other healthcare professionals.     The CNS has developed to meet department and patient demands, consequently the A CNS may be responsible for duties historically carried out by members of the medical team. It is essential that the CNS must competently perform the necessary technical, invasive, physical assessments and plan care for this defined patient group. |
| **4.  ORGANISATIONAL POSITION** |
| Clinical Service Manager  Consultant Neurologist / Consultant Neurosurgeon/DBS Team  Consultant Neurologist / Consultant Neurosurgeon/DBS Team  Clinical Service Manager  Lead Nurse  Lead Nurse  Advanced CNS B7  Advanced CNS B7  CNS B6 (Annexe 21)  Under Annexe 21 Full Band 7 |
| **5.  SCOPE AND RANGE** |
| Advanced Clinical Nurse Specialists are educated at Masters Level in advanced practice and are assessed as competent in this level of practice. As a clinical leader they have the freedom and authority to act and accept the responsibility and accountability for those actions. This level of practice is characterised by high level autonomous decision making, including assessment, diagnosis, treatment including prescribing, of patients with complex multi-dimensional problems. Decisions are made using high level expert, knowledge and skills. This includes the authority to refer, admit and discharge within appropriate clinical areas.    Advanced Clinical Nurse Specialists have developed a highly specialist knowledge across a range of work practices and procedures underpinned by theoretical and practical knowledge and experience.    The post-holder will be expected to work across role and geographical boundaries, providing complete clinical care for their patient as part of a multidisciplinary team.  They will:   * Assess, diagnose and manage the clinical (medical and nursing) needs of a wide cohort of patients autonomously and with other members of the interdisciplinary team * Responsible for ensuring the delivery of evidence based care. * Provide clinical leadership and advice to nursing staff and other members of the multidisciplinary team. * Work autonomously within a multidisciplinary team. * Responsible for setting, implementation and evaluation of standards of nursing practice.   It is expected that applicants will be required to undergo a period of training and this post accounts for the recruitment of this position through an Annexe 21 process, whereby the successful applicant will be given a period of time to meet the required competencies.  Within the scope of the B7 role, it is expected that it will take a period of time to establish competency in the following:   1. Educated at a masters level in advanced practice. 2. Development of highly specialist knowledge in the field of Deep Brain Stimulation and movement disorders. 3. Autonomous assessment, diagnosis and management of clinical need. 4. Ability to make autonomous, highly specialised decisions including assessment, diagnosis, and treatment. 5. Provision of clinical leadership and ability to provide advice to other members of the disciplinary team. 6. Responsibility for the implementation and evaluation of nursing practice.   During the period of Annexe 21, the CNS will have direct supervision from an Advanced Clinical Nurse Specialist. |
| **6.  MAIN TASKS, DUTIES AND RESPONSIBILITIES** |
| **Clinical**   * Take and record a patient’s history including medical, family and social history, talking to the patient, relatives or other carers as appropriate. There may be significant barrier to understanding and acceptance due to sensitive or contentious information given and received. * Conducts a comprehensive clinical examination of the patient including a physical examination of all systems and a mental health assessment. * Screen patients for disease using clinical and other findings such as laboratory results or x-rays. * Make diagnostic decisions, under supervision, based on interpretation of clinical and other findings such as laboratory results or x-rays. * Conduct invasive and non-invasive diagnostic and therapeutic procedures where appropriate. * Interprets and analyses previously ordered results of tests/investigations and works collaboratively with other healthcare professionals when needed. Acts on the results to confirm diagnosis and thereby optimise treatment and management outcomes. * Implements non-pharmacological related interventions/therapies, dependent on situation and technical requirements of care.   *Required for B7 Advanced CNS*   * Applies high level decision-making and assessment skills to formulate appropriate differential diagnoses based on synthesis of clinical findings. * Prescribe treatment including medications as a Non-medical Prescriber based on a sound knowledge of pharmacology * Formulates an action plan for the treatment of the patient, synthesising clinical information based on the patient’s presentation, history, clinical assessment and findings from relevant investigations, using appropriate evidence based practice. * Has the authority to request, where indicated, appropriate diagnostic tests / investigations using judgement and clinical reasoning, based on differential diagnoses. * Has the freedom and authority to admit and discharge from identified clinical areas, dependent on patient need at time of review. This includes the freedom and authority to refer to all appropriate health care professional groups and agencies, working collaboratively with them.   **Professional**     * Practice within the Legal & Ethical framework as established by Nursing Midwifery Council (NMC) and National Legislation to ensure patient interests and wellbeing are met. * Work within the National Health Service (NHS), NHS Greater Glasgow & Clyde and Health & Safety Executive (HSE) Legislation, Policy, Guidelines and Procedures. * 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. * Performance is monitored on an ongoing basis and is appraised annually.   *Required for B7 Advanced CNS*   * Innovate, develop and lead evidence based clinical practice and professional development. * Lead in the development of appropriate local policy and guidelines. * Contribute to the development of local policies in relation to the implementation of national and regional strategies.       **Education and Research/Audit**     * Maintain professional practice through continuing education, professional updating and when/where available, involvement with professional specialist groups. * Participate in identifying needs of patients and carers in relation to the specialty, in conjunction with others where appropriate. * Actively promote and disseminate research-based practice. * Participate in relevant research / audit projects to service and practice needs and in line with nursing research strategy. * Ensure the provision of an appropriate learning environment in line with NES Quality Placement Standards.   *Required for B7 Advanced CNS*   * Provide guidance, supervision and support for staff undertaking research, audit or teaching activities. * Plans and organises teaching and mentoring of undergraduate nursing students, graduate nurse practitioner students, and other members of the healthcare team as appropriate (eg physiotherapy, radiology, FY2 medical staff). * Audit current practice and negotiate appropriate changes to practice. * Evaluate effectiveness of role in relation to patient outcomes, service needs and professional requirements     **Organisational/Managerial**:     * Organise own time in line with agreed job plan. * Accountable for the effective management of resources including stores supplies pharmacy and maintenance of equipment. * Contribute to strategic issues relating to the nurse practitioner service and the specialty. * Contribute to the wider Corporate agenda where appropriate.   *Required for B7 Advanced CNS*   * Act in a collaborative and advisory role to share knowledge and expertise to help deliver high standards of patient care. * Promote the development of a flexible and skilled nursing workforce. |
| **7a. EQUIPMENT AND MACHINERY** |
| * Airway adjuncts including endotracheal / tracheostomy tubes, oral / nasopharyngeal airways and ambu bags. * Monitors. * Volumetric pumps. * Syringe drivers * Blood glucose monitoring * Needles / syringes and blood sampling bottles * Suction equipment * Manual handling aids including hoists, boards and slide sheets * Resuscitation trolley * ECG Machine * Bladder scan |
| **7b. SYSTEMS** |
| * Responsible for ensuring that staff are aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain a safe working environment for patients, visitors and employees. * Responsible for inputting information into electronic patient record where applicable and also into patients 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 comply with policy. * Promote the use of Information Technology to benefit personal development and patient care. * Develop and implement policies and protocols for own area of work. * Propose appropriate changes to working practices and procedures for own area of work * Responsible for the safe use of equipment, for maintaining appropriate levels of stock in own area of practice, and for ensuring appropriate equipment or supplies are purchased. * Responsible for the safe use of equipment. |
| **8.   DECISIONS AND JUDGEMENTS** |
| * Instigate, obtain or arrange and interpret appropriate investigations/examinations. * Based on assessment the A CNS can refer patients for specialist opinion. * Uses own initiative and acts independently within the bounds of own existing knowledge and skills. Is guided by broad policies and guidelines (NHSGGC, NICE, SIGN etc). * Demonstrates sound judgement in assessing the emotional and physical care of the patient in a holistic manner. * Works autonomously within a multidisciplinary team. * Support and develop staff to broaden their skills, knowledge & experience in the interests of succession planning. * Exercises 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. * Works collaboratively to meet the demands of the service.     *Required for B7 Advanced CNS*   * Makes highly complex clinical decisions including diagnosis and clinical management based on an in-depth broad expert knowledge, and interpretation and synthesis of clinical and other findings such as laboratory investigations and x-rays. Decisions may include the admission or discharge from hospital. * Formulate an action plan for the management of the patient based on a synthesis of clinical information including the patient’s history, clinical assessment, results from relevant investigations and based on appropriate evidence based practice. * Plans a package of care for individual patients including prescribing pharmacological and non-pharmacological interventions/therapies as appropriate. * Responsible for the development of action plans to address any system failures |
| **9.   COMMUNICATIONS AND RELATIONSHIPS** |
| * Acts as a patient/ staff advocate through the application of ethical, legal and professional knowledge and skills. * Provides effective verbal and written communication to all members of the multidisciplinary team within own department and relevant departments, which service the clinical area. * Use of electronic systems i.e. TrakCare, Clinical Portal, ChemoCare etc. Data entry electronic or written i.e. medical and/or nursing notes. * Makes referrals to a wide range of other healthcare professionals and specialities which may include the admission or discharge of patients from hospital (eg Radiology, SAS, Primary Care Colleagues). * Provides support, empathy and reassurance when communicating in a hostile or highly emotive atmosphere. * Contribute to a supportive environment in the interest of staff morale. * Develop external professional networks that promotes both the profession and organisation.     *Required for B7 Advanced CNS*   * Engage in effective communication with patients, relatives, visitors and staff, often delivering complex and highly sensitive information where there may be barriers to understanding and acceptance of information received, utilising skills of persuasion and negotiation to obtain agreement and co-operation. * To present an alternative choice of care to patients. |

**10. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB**

**Physical Skills**

* Technical and manual dexterity/expertise required for invasive procedures.
* Performing venepuncture, cannulation and administering of intravenous drugs.

**Physical demands**

* Moving and handling of patients from self-caring to total dependence.
* Moving and handling of equipment.
* Eight hour shifts active at all times, mostly standing and walking. Frequent short periods of moderate physical effort.

**Mental demands**

* Requires concentration to analyse and interpret information and formulate a care pathway.
* Frequent interruptions, page, telephone and other disciplines.

**Emotional demands**

* Dealing with distressed patients and relatives, exposure to distressing, emotional, traumatic situations on a frequent basis.
* Leading and motivating the team and providing reassurance in challenging circumstances.

**Working conditions**

* Workload is unpredictable as may need to change activity due to patients or department’s needs.
* Exposure to body fluids/therapeutic products on a daily basis.
* Assist with or undertake EPP in defined areas therefore requiring appropriate Occ Health Screening and clearance.

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| **11. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB** |
| * Eliciting information and making decisions on case management based on highly complex holistic information e.g. patient symptoms, diagnostic results, social circumstances. * Planning and implementing individual patient care within the context of an interdependent healthcare team. * Achieving a balance between the demands of direct patient care within existing resources and job plan. * Communicating with and supporting distressed/anxious/worried relatives /patients. * Works within a specialty with unpredictable levels of activity. * Providing a professional advisory role to a wide variety of contacts e.g. patients, relatives, carers, junior and senior nursing, medical and paramedical colleagues. * To participate in reporting, documenting and evaluation of the work of the Advanced Clinical Nurse Specialist and to demonstrate its importance both to patients and members of the interdependent healthcare team. * Keep professionally up to date * Dealing with verbally and physically abusive patients and members of the public.   *Required for B7 Advanced CNS*   * Making independent clinical decisions based on own clinical assessment and interpretation of other findings such as laboratory results and x-rays. * Continually reappraise the effectiveness of resources against the unpredictability of service demands. * Acts as an effective change agent integrating information gained from research and audit into clinical practice. |
| **12,  KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB** |
| Registered Nurse on the NMC Register with post registrationsenior nursing experience.    Significant post registration experience within movement disorder or deep brain stimulation setting.  A commitment to lifelong learning and demonstrates evidence of continuing professional development/knowledge acquired through training and experience.  Successful track record in working in multi-disciplinary team settings and promoting collaborative approaches to delivering excellent patient care.  Immediate Life Support.  *Required for B7 Advanced CNS*  Advanced Clinical Nurse Specialists are educated at Masters Level in advanced practice and are assessed as competent in this level of practice. As a clinical leader they have the freedom and authority to act and accept the responsibility and accountability for those actions. This level of practice is characterised by high level autonomous decision making, including assessment, diagnosis, treatment including prescribing, of patients with complex multi-dimensional problems    Be recorded as a Nurse Independent/Supplementary Prescriber (V300) with the NMC    An appropriate Masters level qualification in Advanced Practice which has enabled competence in:   * *Clinical assessment* * *Clinical reasoning, judgement and diagnostic decision making* * *Anatomy and pathophysiology* * *Non medical prescribing- V300* * *Leading, delivering and evaluating care* * *Practice learning/transferable work based learning*     Can demonstrate experience in managing staff, leading a team, providing education and training and establishing a supportive, learning environment. |