

NHS LANARKSHIRE

JOB DESCRIPTION

1. JOB DETAILS

Job Title: Lead Haematology Clinical Nurse Specialist / Lead Systemic Anti Cancer Therapies (SACT) Nurse.

Immediate Senior Officer: Nurse Consultant & Service Manager

Directorate: Cancer and Haematology Services

Job Reference: NHSL24/040

2. JOB PURPOSE

As an autonomous clinical practitioner and highly skilled in the field of haematology, the post holder will utilise a high level of advanced clinical judgement, discretion and person centred decision making to provide safe, high quality care for people living within NHS Lanarkshire with malignant and non-malignant haematology conditions. The role involves complex decision making within the advanced practice model.

The role provides clinical leadership, highly skilled practice and advanced knowledge, integrating research evidence into practice and contributing to/leading on research. The post is clinically facing including inpatient and outpatient care with responsibility for a defined cohort of patients.

The role supports Haematology consultant workload to provide a consistent and safe service, including prescribing and management of safe systemic anti-cancer therapy (SACT).

Working collaboratively with the multidisciplinary teams across NHS Lanarkshire, NHS Greater Glasgow & Clyde and West of Scotland Cancer Network (WoSCAN) is a key component of the role to develop consistent and safe policy and protocol. Further promoting links with colleagues across tertiary and local services to provide expert knowledge, professional guidance and education across services.

Providing specialist education, training and advice to multi-disciplinary teams to thereby act as an educational resource and role model to promote evidence based practice and ensure high standards of care.

Monitor workload and activity through Haematology CNS Service review to address the needs of the local population and operational planning, as a creative and

innovative leader.

3. DIMENSIONS

NHS Lanarkshire is the third largest health board serving a population of 655,000 people across urban and rural communities. Haematology laboratories and outpatient clinics operate across three district general hospitals with three day units and one in-patient ward at University Hospital Monklands, Airdrie.

The Lead Haematology CNS role is multi-faceted and encompasses care of both stable and acutely unwell adult patients, providing competent nursing input whilst working as an integral member of the team. They will have responsibility for managing a caseload of people with complex haematology conditions that are predominantly malignant disease.

The post holder has a pivotal role in co-ordinating and managing the care of haematology patients across haematology cancer pathways. They will have authority to assess, diagnose, treat, transfer and discharge patients.

The post holder will work collaboratively (leading when appropriate) across NHS Lanarkshire and Greater Glasgow & Clyde to develop integrated and clinically effective services for patients with haematological cancers and disorders.

The post incorporates the role of Lead SACT Nurse for NHS Lanarkshire, including representation on and collaboration with local, regional and national SACT groups to inform NHS Lanarkshire SACT operational and strategic planning, governance, and quality improvement.

Line manager for a team of Haematology Clinical Nurse Specialists. Provide human resource advice and lead in appraisal, P.D.P, sickness absence management, disciplinary/grievance procedures, recruitment/selection, careers advice, workload issues/measurement and deployment of staff, all within the nursing/midwifery service.

Participate in clinical supervision for the Haematology Clinical Nurse Specialist Team and other members of the multidisciplinary team including junior medical staff.

Senior advanced practitioner responsible for providing a high level of expert care and management of patients and their families within the haematology service, making complex, autonomous decisions using advanced skills and knowledge.

Demonstrate competence within all four pillars of advanced practice and makes professional, autonomous decisions for which they are accountable.

Provide leadership, expert clinical support and advice to AHP, nursing and junior medical staff.

Make appropriate referrals to, and co-ordinate the contribution of other members of the multi-professional team.

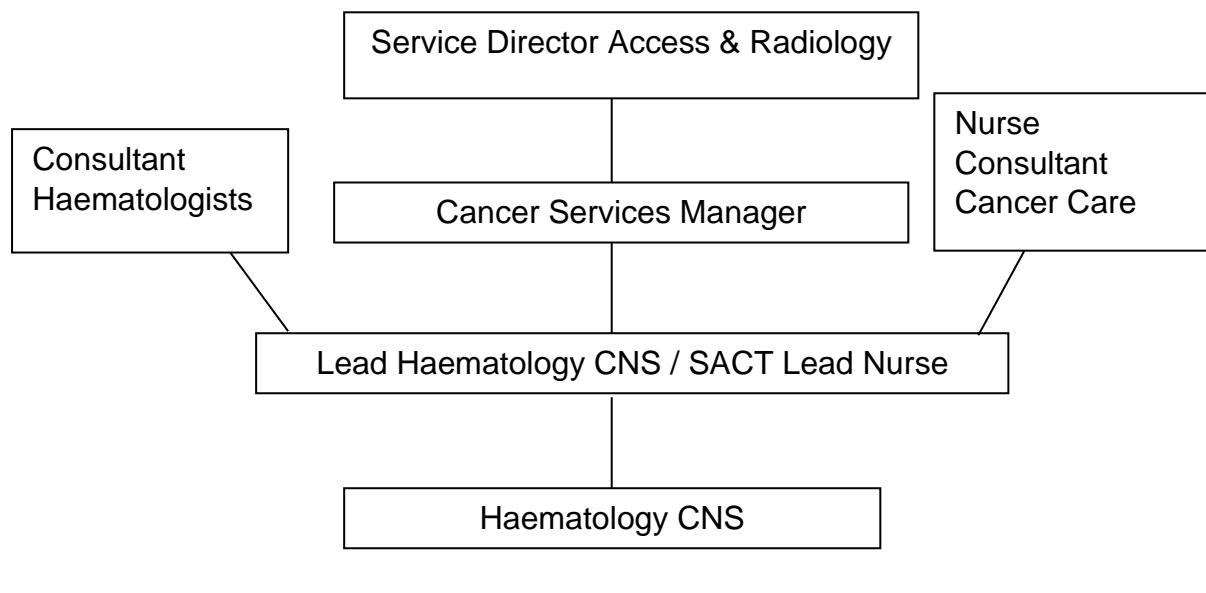
Provide specialist education, training to nurses, AHP's, students and junior medical staff.

Develop and support new ways of working using a high level of expertise that emphasises a more efficient and patient focused service.

Demonstrate a high level of expertise in critical thinking whilst providing safe, competent clinical decision-making skills within all four pillars of advanced practice.

Responsible for the on-going development of clinical practice and standards of care within the service, including the development of policies, procedures, protocols and guidelines in collaboration with multidisciplinary colleagues.

4. ORGANISATION CHART



5. ROLE OF THE DEPARTMENT

NHS Lanarkshire is responsible for improving the health and providing comprehensive health services to a population of approximately 650,000 people living within North and South Lanarkshire local authority areas. NHS Lanarkshire is comprised of acute services across 3 district general hospital sites.

The Haematology Department in NHS Lanarkshire comprises of a team of 9 consultants and 6 Clinical Nurses Specialists providing a pan-Lanarkshire haematology service. University Hospital Monklands holds a concentrated 16 bed in-patient unit. The clinical service provides level 2b/3 provision of care. Extensive haematological diagnostic services are supported across all three sites. The Scottish PNH Clinic is based at University Hospital Monklands.

6. KEY RESULT AREAS

Advanced Clinical Practice

- Receive and triage referrals to facilitate access to urgent and routine outpatient haematology assessment clinic appointments.
- Provide highly expert advice to health care professionals, patients and relatives in Specialty and clinical input to achieve safe patient care.
- Carrying own caseload, work as an autonomous practitioner, prioritising own workload.
- Using expert, advanced clinical decision making skills, independently plan complex, individualised management plans, including non-medical prescribing and arrange appropriate follow up review.
- Apply advanced clinical decision making skills and clinical judgement to undertake complex and sensitive holistic care assessments and plan, implement and evaluate care utilising advanced communication skills, including independently conducting ward rounds of haematology in-patients.
- Independently initiate investigations, interpret results and change treatment plans according to results; including authorisation of blood product infusions, radiological investigations and on-going follow up.
- Utilise advanced knowledge and skills to determine if patient is in terminal stages of their malignant disease and use enhanced communication skills to have patient-centred discussions that can be distressing or upsetting, and to inform decisions regarding end of life care and do not attempt resuscitation.
- Work collaboratively with national specialist haematology centres to plan and facilitate for a highly vulnerable group of people with critical haematology conditions.
- Conduct independent nurse-led clinics; autologous and allogeneic stem cell transplant, lymphoma, myeloma and myeloproliferative neoplasms; virtual and telephone review clinics within the lead haematology nurse-led clinic guideline/SOP.
- Performs diagnostic bone marrow procedures and fat pad aspirates after achieving patient consent and educates other ANP/CDF to perform procedure.
- Follows Regional non-medical prescriber SACT prescribing framework to independently prescribe and consent patients to receive Systemic-anti Cancer Therapies (SACT).
- Provide SACT leadership, guidance and clinical decision making support to the SACT nursing team for patients attending NHS Lanarkshire's three day units and inpatient ward.

- Provide expert guidance and prescribing support for haematology patients receiving supportive therapies in NHS Lanarkshire infusion service that may be in hospital or community care settings.
- On occasion, where there is an absence of haematology consultant, present cases within the multi-disciplinary team meeting and ensuring the agreed treatment plan is actioned and communicated to each patient.
- Signpost service users, as appropriate, to other cancer and support networks.

Professional Leadership and Consultancy

- Manages own time to meet the variable demands of the role, this includes clinical work, administrative elements, educational and mentorship.
- Demonstrate leadership within the complexities of the Haematology and SACT services, and support to MDT when required.
- Role model and expert advisor for clinicians, managers, colleagues and patients.
- Develop clinical policies and protocols for the care of patients with haematological conditions, in line with national guidance and facilitate integration of innovative approaches into practice
- Participate with and support the investigation of complaints providing clinical expertise to facilitate and implement learning.
- Providing expert SACT advice, education and guidance to facilitate safe SACT care, in line with Scottish Government Standards CEL-30 and CEL-21, supporting the Lead SACT clinician and Lead Pharmacist to facilitate and drive quality improvement, including SACT planning.

Education and Training Development

- Promote and deliver haematology education and development of staff across the organisation.
- Undertakes self-appraisal and personal development planning, and facilitates the development and support of new and existing staff and students.
- Ensures meets learning objectives, set each year, inclusive of direct clinical observations, case-based discussions, and multi-source feedback with consultant supervisor.

Service Development, Research and Audit

- Promote and evaluate the integration of evidence-based practice for patients with haematological conditions and to inform clinical effectiveness and Policy for NHS Lanarkshire.
- Regularly participate in and lead where relevant, clinical audit and research to

ensure that practice is evidence based.

- Support clinical research within haematology by working collectively with cancer research nurse in NHS Lanarkshire.
- Ensure robust knowledge of clinical research undertaken by haematology patient group; provide information, support, consent and collection of information in line with Good Clinical Practice for Research policies.
- Gather and present data to inform quality and service need.

7. ASSIGNMENT AND REVIEW OF WORK / DECISION AND JUDGEMENTS

The post holder will accept professional responsibility and accountability for autonomous patient care and nurse led clinics, organising, planning and managing workload effectively and independently in line with agreed clinical protocols and guidelines.

Manages self and others according to the NMC Code of Professional Conduct, NHS Lanarkshire policies and procedures.

The post holder will:

- Assess, diagnose, admit, discharge and refer independently. They have the freedom and authority to act and accept the responsibility and accountability for those actions.
- High level of critical thinking with the ability to explore and analyse evidence, cases and complex situations in clinical practice.
- Make highly complex clinical decisions in partnership with patients and their families, consultant haematologist, other clinicians and members of the MDT, including when to escalate and refer on. This will require analysis, interpretation and comparison of a range of available options.
- The post holder will deliver credible and consistent high level advice to inform Haematology service development and SACT governance as the Lead SACT Nurse.
- Provide expert SACT guidance and support for the SACT treatment team.
- The post holder will be guided by organisation and occupational policies, but in most situations will require establishing how these should be interpreted.

8. COMMUNICATIONS AND WORKING RELATIONSHIPS

Haematology patients have complex needs involving difficult conversations and engagement with the MDT including social care and third sector using all modes of communication to achieve the best outcome, often over a prolonged period of time.

The post holder will:

- Demonstrate excellent communication skills, being able to communicate at a level appropriate to patients, family, other clinicians and members of the MDT across all care settings.
- Demonstrate high levels of empathy and compassion for patients and their families when discussing difficult issues, can inform, guide and lead on decision making surrounding clinical management, symptom management or rapid deterioration in end of life care, including breaking bad news.
- Ensuring that complex clinical information is conveyed appropriately and consequently understood.
- Prepares and writes reports and makes presentations as required within NHS Lanarkshire and associated organisations
- Network locally and nationally with Primary, Secondary and Tertiary services and specialist professional groups

9. MOST CHALLENGING PART OF THE JOB

- Changing established practices and challenging existing role definitions
- Managing an unpredictable and diverse workload
- Prioritising and meeting competing demands from patients, relatives, members of the multidisciplinary team and management.
- Giving full concentration to a succession of patient presentations throughout the working day ensuring safety and accuracy of assessment and appropriate intervention.
- Developing and maintaining the advanced level of clinical and leadership skills and knowledge necessary to maintain autonomous practice and lead developments within the specialty and wider multidisciplinary team.
- Communication in difficult situations with distressed/anxious/worried patients and carers, for example breaking bad news.
- Able to work under pressure and manage stress appropriately.

10. SYSTEMS

The post holder will be trained and required to develop/maintain expertise in the use of the following systems:

- Maintain accurate records in accordance with NMC and NHS Lanarkshire Guidelines

- Knowledge and skills to operate specialist computer programming and databases for clinics and for audit
- Work within NHS Lanarkshire and departmental policies, procedures and protocols
- Use of TRAK administration system
- Laboratory and radiology results systems
- Datix
- NHS Lanarkshire intranet and email
- Internet – able to source up to date clinical information and guidelines i.e BCSH SIGN guidelines.
- Communicates via video link equipment with other NHS Scotland Health Boards
- Use of video link systems for clinical consultation i.e Attend Anywhere.

11. PHYSICAL, MENTAL, EMOTIONAL EFFORT

- The post holder will be mobile for most of each shift.
- Will use a Video Display Unit daily.
- Be able to respond speedily and accurately to emergency or unplanned situations.
- Precision manual skill and dexterity required to undertake cannulation, intravenous injections, and bone marrow aspiration.
- Concentration required when checking documents/patient notes and calculating drug dosages, whilst subject to frequent interruptions from patient/relatives/team members
- Concentration required to meet the changing pace and patient demands within the environment, with frequent disruptions in response to constantly changing clinical priorities
- Concentration required when observing patient behaviours, which may be unpredictable and occasionally severely challenging
- Dealing with difficult and sensitive Human Resources issues within the team, i.e. sickness/absence management, staff deployment, team disputes, personal issues.
- Working in isolation and multi site settings

- Effective utilisation of human resources
- Frequent exposure to a variety of extreme emotions, distress and complex long standing difficulties, e.g. bereavement, terminal care, degenerative conditions
- Frequent exposure to highly demanding and distressing situations, e.g. terminal care/ public protection
- Communicating with distressed/worried/anxious patients/carers on an ongoing basis
- Dealing with complaints from staff, patients, carers and or members of public in conjunction with Patient Affairs Teams or via Care Opinion.

12. ENVIRONMENTAL / WORKING CONDITIONS & MACHINERY AND EQUIPMENT

The post holder will be trained in and required to develop/maintain expertise in the use

of the following equipment:

- Operate the specialist tools for carrying out bone marrow aspirate and trephines
- Moving and handling equipment
- Patient assessment and monitoring equipment, including: Dynamap, blood glucose meters, thermometers, height, weight and BMI scales
- Intravenous infusion devices
- Resuscitation equipment
- Exposure to blood and body fluids, faeces, emptying bedpans/urinals, catheter bags frequently
- Exposure to physical and verbal aggression occasionally

13. QUALIFICATIONS AND/OR EXPERIENCE SPECIFIED FOR THE POST

- Registered General Nurse educated to Masters level with post registration expertise in the speciality and evidence of working at an advanced practice level within the specialty.
- Experienced nurse in an acute setting, including haematology and delivery of systemic anti-cancer therapies (SACT).
- SACT WoSCAN NMP Framework competencies Level 2
- Ability to practice autonomously applying evidence-base to make valid decisions and exercise sound judgement
- Master of Science in Advanced Practice

- Non-medical prescriber, with knowledge of systemic anti-cancer treatments
- Evidence of effective leadership.
- Evidence of practice development and commitment to continuous professional development in advanced haematological knowledge and practice
- Excellent interpersonal, communication, organisational and leadership skills
- Experience of evidence-based practice audit and research
- Advanced Clinical Assessment qualification
- Be able to demonstrate knowledge of NHS Scotland's Leadership Qualities Framework or equivalent Framework
- Management knowledge gained through experience and CPD
- Extensive knowledge of clinical guidelines and standards within the Health Care Agenda and Cancer
- Knowledge and experience of needs assessment and analysis/interpretation of related data
- Contribution to operational and or strategic planning

14. 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:

Date:

Head of Department Signature:

Date: