#### **JOB DESCRIPTION**

|  |
| --- |
| JOB IDENTIFICATION |
|  Job Title: Robotic Clinical Nurse Specialist (Urology, Colorectal and TORS)Band**:** Band 7Hours: 37 (4 days over 7)Responsible to (insert job title): Lead Nurse Department(s): SurgeryDirectorate: South Sector, Acute ServicesOperating Division: GGC AcuteJob Reference: Last Update (insert date): 21 March 2025 |
| 2. JOB PURPOSE  |
| The Postholder will:* Train and act as First Assistant in Robotic Surgery.
* Have a remit which will include, but not limited to, supervised assisting e.g. urology prostate procedures, urology renal procedures, insertion of laparoscopic/robotic ports, docking and undocking robotic arms, providing surgeon with appropriate instruments, clipping of structures including vessels and closure of wounds.
* Supervised assisting in Colorectal procedures, including but not limited to; anterior resection, sigmoid colectomy, right hemicolectomy, Abdominoperineal resections, subtotal colectomy and completion proctectomy.
* The post holder will be expected to insert laparoscopic/robotic ports, docking and undocking of robotic arms, providing surgeon with appropriate instruments, assisting by retracting and applying controlled traction on organs and closure of wounds.
* Assist in head and neck robotic procedures by placing a gag in the oral cavity, introducing the robot and instruments via the mouth, assisting at the head end of the patient, and assisting during neck dissection
* Assist in open pelvic oncological surgery whenever feasible, as this would enhance understanding of key autonomic structures and further aid assisting the surgeon in the unlikely event of conversion from robotic to open surgery.
* Practice independently and be self-directed - will assess, inform and educate patients pre and post operatively. Educate junior medical and nursing staff, development and disseminate knowledge and skills to others
* Have continuing responsibility and accountability for the organisation, management and delivery of specialist nursing care to patients undergoing colorectal / head & neck surgeries; the assessment of care needs; the planning, development, implementation and evaluation of programmes of care and the setting of standards of care.
* Actively seek and participate in peer review of their own practice
* Appropriately define the borders of their practice in accordance with policies and procedures developed and agreed with post holder.
* Promote and participate in the implementation of the Nursing & Midwifery Strategy and Core Standards and contribute to achieving the GG&C’s objectives
* Works as a core member of the multidisciplinary team ensuring the seamless continuity of care for Robotic Patients
 |
| **3. SCOPE AND RANGE** |
| The postholder will: * Lead the development of Robotic Surgical Assistant and the implementation of policies, procedures and standards of care relating to the service.
* Actively influence local initiatives, regional priorities and national strategies based on research and evidence. The post holder will develop standard policies and procedures in conjunction with clinician and review as required.
* Support key working relationships with all members of the Multi-Professional Team, including Nursing and Medical staff, Allied Health Professionals and Support Workers.
* Be responsible and accountable, within the Multi-Professional Team, for the assessment, planning, delivery and evaluation of the specialist nursing care for patients undergoing robotic surgery.
* Assess, plan and implement patient treatment to provide holistic care in coordination with lead clinician, working across specialism’s i.e. surgery and anaesthetics to deliver holistic care to individual patients
* Ensure equity of optimum standards of health care through effective collaborative working within the Regional Managed Clinical Network for Colorectal Cancer Services and similar Urology and ENT groups.
* Provide leadership, guidance and support to Multi Professional colleagues involved in the delivery of Cancer Services.
* Initiate and undertake research and audit and participate in clinical trials
 |
| 5. ROLE OF DEPARTMENT |
| The role of the Robotic Surgery Team is to work within an established centre of excellence, using current research based evidence, to manage and deliver a high quality service to patients and their carers. This encompasses providing all aspects of physical, psychological and emotional care to those with colorectal cancer in the secondary care setting. |
| 6. KEY RESULT AREAS |
| * Acts as first assistant with extended skills to consultant surgeon during complex and intricate surgical procedures. The post holder will participate as Surgical Assistant ensuring performance of surgical tasks are delivered at advanced practitioner level, frequently sustaining long periods of concentration.
* Expert operational and theoretical knowledge of complex surgical equipment and devices.
* Ability to demonstrate and undertake expert hand and eye co-ordination during a range of complex surgical techniques where accuracy and dexterity is extremely important for the manipulation of fine tools.
* Able to respond appropriately to unexpected events such as robotic breakdown, unexpected surgical outcomes in order to maintain patient safety.
* Deliver structured pathways of care using effective interventions at time of diagnosis, through the patient’s journey of treatment, rehabilitation, palliation and terminal care based on the patient’s physical, psychological, social and spiritual needs.
* Use specialist knowledge and expertise to provide information and explanation of complex treatment options to support patients in making informed decisions
* Use of clinical competencies to assess and evaluate clinical needs within area of responsibility.
* Promote patient/carer independence through the provision of relevant information and education and educate through Surgical School sessions
* Act as the patient’s advocate through the application of ethical, legal and professional knowledge and specialist skills in the delivery of patient care
* Be able to work in extreme fluctuations of temperature wearing personal protective clothing using only artificial light sources.
* Has exposure to bodily fluids and body cavities.
* Participates in moving and handling of patients and equipment.
* Handles used sharps.
* Is frequently exposed to unpleasant working conditions including diathermy plume.
* Is required to work in conditions where breaks are unpredictable due to the nature and demands of the environment. Meal breaks are often disturbed by the unpredictability of the patients’ needs and emergency situations, which require immediate action.
* Works within confined spaces as other medical equipment is required for monitoring and supporting the patient’s surgery/diagnostic intervention
* Be accountable for own current practice and ongoing professional development in accordance with NMC guidelines
* Promotes effective electronic, manual and verbal communication systems
* Acts as an expert clinical resource to the Multi Professional Teams across primary, secondary and tertiary care settings
* Acts as an effective change agent incorporating information gained from research and audit into clinical practice
* Participates in the development of Multi Professional colleagues, facilitating the integration of general and specialist cancer nursing care through the sharing of evidence based practice
* Participates in the development of nursing colleagues, facilitating the integration of general and specialist cancer nursing care through the sharing of evidence based practice.
* Is accountable for own current practice and ongoing professional development in accordance with NMC guidelines
* Identifies areas of clinical practice, which may be improved through research and audit, and actively initiate and participate outcomes to achieve this
* Writes and develop written patient information to support all aspects of care
* Acts as a specialist resource for collaboration with support and voluntary organisations
* Demonstrates awareness of current Health & Safety Legislation and Policies.
* Participates in the identification and reduction/elimination of risk by devising appropriate management strategies
 |
| 7a. EQUIPMENT AND MACHINERY  |
| * Be accountable and responsible for the control and risk management of all equipment used in robotics including that which is highly complex and expensive
* Demonstrates and acts on the responsibilities placed upon the post holder under the Health & 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
* Has a comprehensive knowledge of all the equipment used in the area and ensure staff are trained and competent in its use

For example: * + Da Vinci Robot
	+ Resuscitation equipment
	+ Presentation equipment

**Note:** New equipment may be introduced as the organisation and technology develops, however training will be provided. |
| **7b. SYSTEMS** |
| * Be responsible for inputting information into electronic and written patient and staff records, complying with the Data Protection Act, Caldicott Guidelines and local policies regarding confidentiality and access to medical records. Ensure that staff are aware of the same.
* The post holder is expected to demonstrate the ability to maximise the use of information technology to benefit patient care, staff management and personal development.

For Example: Patient Records* Electronic Patient Records
* Manual Patient Records
* Electronic clinical database
* Hospital Information System (HIS)

Staff Records* Staff Appraisal and PDP
* Training and Education
* Annual/other leave

Management and Administration Records* Multidisciplinary Team Meetings
* Planning Meetings

Clinical Assessment Tools* Pain Assessment Charts

**Note:** New systems may be introduced as the organisation and technology develops, however training will be provided. |
| 8. ASSIGNMENT AND REVIEW OF WORK |
| Will have a Professional Personal Development Plan, including an assessment of clinical competence which will be reviewed annually by the responsible line manager. Governance of Clinical competence is undertaken by the Lead Nurse who will provide professional nursing advice and Specialty Consultant or designated person. They will manage assessment of clinical competence.The post is self-directed, organising own workload in relation to specialist workload to meet the needs of the service. |
| **9. DECISIONS AND JUDGEMENTS**  |
| * Uses own initiative and acts independently within the bounds of own expert knowledge and skills. Is guided by broad policies and guidelines (NHS GG&C, NICE, SIGN etc.)
* Uses specialist knowledge and skills to analyse and respond effectively to complex patient needs, identifying key issues and reaching safe and timely clinical solutions
* Triage patients self-referring to CNS with potentially life-threatening symptoms, providing expert advice face to face, by phone or by email.
* Challenges practice which may compromise safety/quality of patient care
* Uses specialist knowledge and clinical expertise to act independently within the parameters of research and evidence-based practice, professional and clinical policies, procedures and strategies.
* Uses specialist knowledge and clinical expertise to take opportunities to extend the boundaries of current nursing practice.
* At a strategic level, analyse service needs and make informed judgments on how service developments will be planned, organised and implemented
 |
| 10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB  |
| * Recognising potential barriers to communication and assess how to deliver information in a way which patients and their carers will understand, overcoming cultural, language, physical or learning disabilities.
* Developing a professional and supportive relationship with patients and their carers when they are physically and psychologically traumatised.
* Constantly working in a highly emotional environment.
* Interpreting and managing the expectations of patients, their families and the public within the highly emotive area of cancer.
* Prioritising and organising workload/time management for both independent practice and Multi-disciplinary Team working.
* Coping with difficult personalities in the Multi-disciplinary Team in order to enable effective patient care and good team working
* Maintaining staff morale within a clinically challenging environment.
* Acts as an effective change agent integrating information gained from research and auding into clinical practice.
 |
| **11. COMMUNICATIONS AND RELATIONSHIPS** |
| * Use an advanced knowledge of communication and counseling skills to effectively and empathically deliver complex and highly sensitive information, in highly emotional settings to patients, relatives and their carers.
* Demonstrate effective interpersonal skills to build cohesive relationships at all levels across primary, secondary and tertiary care settings.
* Encourage a learning culture to motivate staff and improve their knowledge and skills within the Urology, Colorectal and ENT Multidisciplinary Team. Provide a learning environment to facilitate the delivery of a high standard of care for patients with colorectal cancer.
* Effectively communicate within the Multidisciplinary Team verbally and in writing – formally and informally.
* Present audit and research results to the Multi Professional Team which can impact on practice.
* Acts as a patient/staff advocate through the application of ethical, legal and professional knowledge and skills
* Communicate with a wide range of professionals with the Managed Clinical Network (MCN) to ensure equity of service provision to colorectal cancer patients and their families.

 These include: Patients, relatives and carersMulti-professional staff in primary, secondary and tertiary careSocial ServicesAllied Health ProfessionalsVoluntary ServicesEducational Services – locally and nationallyOther CNSs - locally and nationallyProfessional Bodies - locally and nationally |
| **12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB** |
| This section may vary depending on clinical area. Examples may include:**Physical Skills and Demands:**Technical and manual dexterity/expertise required for invasive proceduresHighly developed physical skills to enable the manipulation of fine tools including scalpels, sutures and scissorsMoving and handling of patients from self-caring to total dependence.Due to the structure of the physical environment the post holder will have a mixture of sitting/ standing/ bending for the majority of the shiftMoving and handling of equipment.Frequent long periods of moderate physical effort and bending during surgical procedures.Exposure to body fluids/therapeutic products.Insertion of laparoscopic/robotic ports and clipping of vessels/structures.**Mental Demands:**Maintain intense concentration while performing surgery for long periods of timeConcentration is required at all times when caring for patients and undertaking clinical procedures**Emotional Demands:**Communicating with distressed / anxious / worried patients and relatives.Caring for patients and relatives following receipt of bad news and supporting them in identifying realistic expectations in relation to clinical procedures.Communicating with and caring for patients who have reduced understanding and insight due to cognitive impairments.Motivating and supporting junior staff / colleagues in the work environment.**Working Conditions:**Exposure to body fluids.Exposure to infections and temperature variations.Working to time restricted theatre list schedules. |
| 13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB |
| Registered nurse on the NMC registerSignificant comprehensive post registration experience within a theatre setting some of which must be at a senior practitioner level.Completion of relevant courses in Advanced Scrub Practitioner parts 1 & 2Understanding of the manifestations and implications of colorectal disease.Undertaking ‘in house’ training in laparoscopic port insertion and using haem-o-lok clipping deviceCompletion of these competencies is through formal sign off by senior colleagues who will continue to support the development of these skills beyond the minimal criteria. There is no formal time period and is dependent on completion of competencies. Evidence of education and training. Effective listening and interpersonal skills.Competent in standard IT packages e.g. Microsoft Word & Excel.A commitment to lifelong learning and demonstrates evidence of continuing professional development. |
| **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:  Head of Department Signature:  | Date: Date:  |