

Job description

Position	Dermatology Clinical Nurse Specialist
Grade	Band 7
Location	Princess Alexandra Hospital
Hours	12
Responsible to	Matron
Accountable to	Divisional Head of Nursing

Our Organisation

The Princess Alexandra Hospital NHS Trust (PAHT) provides a full range of general acute, outpatient and diagnostic services at The Princess Alexandra Hospital in Harlow, the Herts and Essex Hospital in Bishop's Stortford, and St Margaret's Hospital in Epping.

We employ 3,500 staff and serve a local population of around 350,000 people living in west Essex and east Hertfordshire, centred on the M11 corridor and the towns of Harlow, Bishop's Stortford and Epping. Our extended catchment area incorporates a population of up to 500,000 and includes the areas of Hoddesdon, Cheshunt and Broxbourne in Hertfordshire.

Our Values

The Princess Alexandra Promise to our patients as identified by our 3 values which will contribute to improving our patient experiences:

Patient at heart – Always holding the patient and their wellbeing at the centre of our thoughts and efforts

Everyday excellence – Sharing and celebrating our successes, being honest when we get it wrong, giving us the ability to learn from both

Creative collaboration – Knowing strength comes from diversity, we combine our experiences, skills and talents, working together to find new and better ways to care

The Trust believes in investing in all our staff and rewarding high standards of care whilst building for excellence and in return we expect our staff to uphold the Trust values to the highest level.



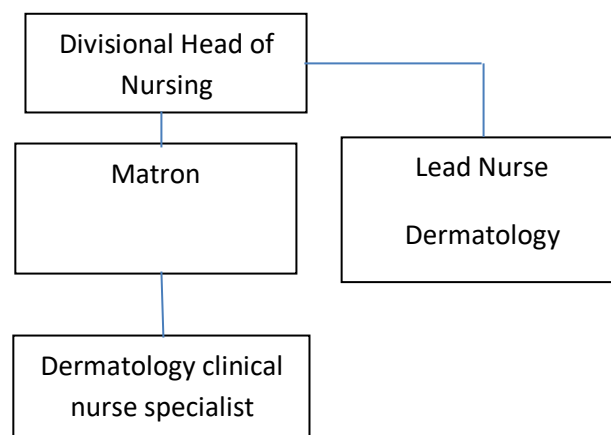
Job summary

The dermatology nurse specialist will function as part of the dermatology nursing team within the dermatology department under the supervision of a dermatology clinical nurse specialist. The post holder will be responsible for the assessment and delivery of care needs within the nurse-led services. The post holder will be required to teach, support and develop patients and junior staff as well as assist with the efficient running of the service. To ensure continuity of care, the post holder will follow-up patients in the outpatients' clinics and where appropriate, refer into the community.

To undertake skilled and specialist support work with patients following guidelines which have been agreed and set by the British Association of Dermatology/ Royal College of Nursing in conjunction with the service management team.

To be responsible for own caseload (treatment/liaison/reports/MDT) progressing and amending treatment programs within agreed parameters as necessary. This may involve making clinical judgments.

Organisational Position



Scope and range

- Responsible for the assessment and delivery of care needs.
- To make clinical decisions for a defined patient group
- Be an independent prescriber for a defined patient group or undertake medicines management including use of a patient group directive and clinical Management Plans.
- Required to teach, support and develop patients/parents/carers
- Supervise and support junior nurses and Health Care Assistants.
- Carry out other duties commensurate with the grade
- To assume responsibility for their workload ensuring that they adhere to the Trusts policies and procedures
- To work as part of a Multi-disciplinary team

Duties and responsibilities

To assist the dermatology team to provide a high-quality patient-centred service

- Act as an ambassador to the trust at all times
- Responsible for the assessment of care needs; development, implementation and evaluation of programmes of care.
- Be responsible for the dermatological interventions for all those patients on your caseload, and work under indirect supervision. The more complex cases may require joint working with your senior colleague.
- Implement the appropriate dermatological nursing intervention independently and supervise others in the role – allergy testing, Photodynamic therapy, Occlusive bandaging.
- Provide and receive complex and/or sensitive information from patients and carers, i.e; breaking bad news, explaining complex procedures and expected outcomes.
- Perform more complex elements of patient assessment from admission through to discharge. Plan and deliver high standards of care to individuals and groups of patients.
- To demonstrate initiative and the ability to recognise/identify changes in a patient's condition/treatment and report promptly to the senior registered nurse and medical staff as appropriate
- Counsels, advises and educates patients/carers with dermatological conditions to facilitate coping strategies/lifestyle changes.
- Maintain dermatology equipment and materials
- To accurately record all patient assessment, plans and intervention in the medical notes and on Cosmic
- Ordering blood investigations, interpreting and acting on results
- To be able to teach and supervise juniors in dermatologically appropriate disease severity scores including Psoriasis area severity index, DLQI, HADS, EASI scores.
- Following PAH trust training, to facilitate the safe transfer of people and equipment using approved moving and handling techniques



- Formulate a personal development plan and take part in the PAH trust appraisal process
- Maintain compliance with PAH trust mandatory training
- Maintain responsibility for own professional continuing educational needs
- To support departmental administration when appropriate, including participation in departmental audits
- Be conversant with the current evidence-based literature around practice.
- To contribute to the fieldwork education of nursing students.
- Provide support and education to patients and carers regarding all aspects of dermatology nursing care
- Establish sound working relationships with all members of the multi-disciplinary team.
- Actively participate in training and development maintaining a portfolio recording learning outcomes.
- Actively participate in quality improvement projects.
- Demonstrate the awareness of trust wide and local policies and procedures
- Undertake support and supervision of lower grade support staff
- Plan and prioritise own workload effectively
- Independently manage a disease or therapy focused nurse-led follow up service within set protocols; such as biologics, high risk drug monitoring, alopecia treatments, Patch testing, less invasive skin surgery – e.g. punch biopsies involving lower risk sites.
- Competent in recognising actinic keratosis, Bowen's disease and superficial basal cell carcinoma via dermoscopy to enable the supervision of photodynamic therapy treatments
- Able to undertake skin cancer screening for patients on high risks drugs or biologic therapy
- Participate in health promotion activities and raise professional and public awareness regarding skin disease, skin care and skin cancer prevention.
- To support departmental administration when appropriate
- Undertake the co-ordination and collection of end of month statistics
- Set up and review patient pathways

Personal Development

- To continually update knowledge regarding dermatological cancer treatments and keep up-to-date with current literature and research within the dermatology Cancer speciality
- To maintain your own personal and professional development in accordance with Revalidation requirements, attending mandatory study sessions as required
- To undergo and actively participate in your own performance appraisals
- To adhere to the NMC Code of Professional conduct working within and accepting responsibility for maintaining agreed levels of competence



Systems & Equipment

The PAHT clinical information systems

- Cosmic
- ICE
- CMS
- PATHWEB
- INFOFLEX
- CRIS
- IMPAX
- Big hand
- Information Asset system
- Case Note Management
- Alertive

Decisions & Judgement

- To use specific knowledge and skills to assess individual patient needs and progress, and participate and contribute to the development of individual treatment programs
- To work without direct supervision for the majority of the working week, providing skilled assessment and treatment for patients on your caseload as planned with your line manager. Telephone/Alertive access to a dermatology nurse or medic will be available if required.
- To work with and support all grades of dermatology staff in providing therapeutic input as deemed appropriate for the individuals assessed needs.
- To share specific knowledge and skills pertinent to the investigation or treatment of patients, including demonstration and instruction new staff to the team. To include the support and integration of all grades of nursing staff in the local approach.
- To make reasoned judgments within delegated levels of responsibility about nature of dermatology nursing input required and when to discharge patients from the caseload. Judgments may include when it is appropriate to refer patients to more senior staff.
- To feedback to dermatology team on patient progress, highlighting any problems or issues encountered with recommendation for resolution and independent action taken as appropriate and within the confines of knowledge and competencies.

Communication & Relationships

- Maintain clear, concise legible documentation maintaining confidentiality at all times
- Participate in departmental meetings as needed
- Act at all times in a manner that illustrates respect, dignity, privacy and confidentiality



- Participate in the induction and orientation of newly appointed staff, students and learners. Keep accurate and concise records, maintaining confidentiality at all times
- Report effectively to the multi-disciplinary team and external agencies on patient's progress in all areas of treatment
- Represent Dermatology nurses at multi-disciplinary meetings when required.
- Use the appropriate communication techniques relating to age, culture, ethnicity and disability to respond to the needs of the patient, family and carers
- Use tact, diplomacy and negotiating skills to achieve the best possible outcomes for the people involved.
- To attend multidisciplinary meetings in the absence of dermatology clinical nurse specialist to contribute to discussion and decisions made.

Physical Demands of the Job

- Using computers daily
- Travelling between sites of the Trust
- Complying with Trust moving and manual handling policy

Most Challenging/Difficult Parts of the Job

- It requires physical and emotional investments
- Balancing management responsibility and clinical caseload.
- Working with a diverse group.
- Dealing with frequent interruptions such as telephone calls from patients, relatives and other healthcare professionals
- Potential exposure to blood and bodily fluids.
- Providing immediate professional and personal support to team members facing challenging patient care issues and fluctuating patient caseload.
- Managing of caseload with unpredictable levels of patient referrals.

Duty of Candour

The Princess Alexandra Hospital NHS Trust fully endorses the principles of being open and embraces the Duty of Candour. The Trust is committed to an open and fair culture and the overall approach expected within the organisation is one of help and support rather than blame and recrimination. All staff are expected to follow this approach.

This job description may be subject to change according to the varying needs of the service. Such changes will be made after discussion between the post holder and the manager. All duties must be carried out under supervision or within Trust policy and procedure.



Person specification

Position	Dermatology Nurse Specialist
Grade	Band 7

Evidence for suitability in the role will be measured via a mixture of application form, testing and interview. Essential: E Desirable: D

Trust values	
Patient at heart – Always holding the patient and their wellbeing at the centre of our thoughts and efforts	E
Everyday excellence – Sharing and celebrating our successes, being honest when we get it wrong, giving us the ability to learn from both	E
Creative collaboration – Knowing strength comes from diversity, we combine our experiences, skills and talents, working together to find new and better ways to care	E

Education and qualifications	
RGN, 5 years post registration	E
ENB998 or equivalent teaching qualification	E
Study to Degree Level	E
Evidence of continued personal, professional development	E
Non-Medical prescribing/willing to work towards	E
Master's Degree (or working towards)	D

Experience	
Experience in dermatology at Band 6 in acute hospital setting	E
Working across professional boundaries	E
Demonstrable achievement in improving patient care, being forward thinking and innovative	E
Public speaking and presentation skills	D
Research and audit experience	D



Skills and knowledge	
Up to date knowledge of clinical and professional issues	E
In depth knowledge of dermatological diagnostics provided by nurse led service	E
Experience of audit, research and evidence based nursing care	E
Knowledge of ordering tests and referral processes	E
Up to date knowledge of clinical and professional issues	E
Skills related to therapeutic procedures	D

Personal qualities	
Excellent verbal, written, interpersonal & communication skills	E
Knowledge and understanding of dermatological cancers and their treatments	D
Understanding of the Cancer Standards	D
Experience in patient advocacy	E
Experience in caseload management	E
Experience in clinical supervision	E
Ability to conduct own projects successfully & follow them through	E
Computer skills Inc. Word/Excel & patient admin systems	E
UK/International diving licence	E

