

Job Description

Post	Stoma Care Clinical Nurse Specialist
Band	Band 7
Department	Stoma Care Department/Surgery
Responsible to	Lead Stoma Care Nurse Specialist
Professionally Accountable to	Matron, General Surgery Associate Director of Nursing for Surgery
Date evaluated	23/05/2023

Job Summary

The Stoma Care Nurse Specialist (SCNS) post holder will be responsible for delivering an enhanced level of autonomous practice and quality care applying expert knowledge, evidence, and research-based practice to patients in Northampton General Hospital, associated specialist care centres, outpatients and community who have an intestinal or urinary stoma.

The SCNS will be a key provider of specialist information and advice necessary for patients and their relatives/carers to make informed decisions about treatment options.

The SCNS will exercise independence within nurse led clinics and in community settings to provide specialist care and management within the field of stoma care.

The SCNS will work collaboratively with other members of the Stoma Care Team contributing to the management and development of the Stoma Care service ensuring patients experience safe, effective, personalised care.

The SCNS is expected to embrace the Trust's aim of 'Dedication to Excellence' and share our values of Compassion, Accountability, Respect, Integrity and Courage.

Key Working Relationships

Stoma Care Team members
Colorectal Consultants
Colorectal Nursing Team
Primary Care
NGH Ward Staff

Organisational Structure

As above

Main Duties and Responsibilities

Supporting Clinical Excellence:

The postholder will autonomously provide enhanced nursing stoma care to individuals who have or will have a stoma or an ileoanal pouch. This will be achieved by:

- Expert communication and utilising diagnostic skills allowing a thorough assessment.



Compassion



Accountability



Respect



Integrity



Courage

- In collaboration with the patient plan a program of care, ensuring physical, social, psychological, and spiritual needs are met.
- Empowering the patient through education, including health promotion, to implement the program of care independently. If independence is not possible then ensuring the program of care is implemented safely in conjunction with other nursing and specialist staff and with the co-operation of the patient and their relatives/carers.
- Evaluation of the specialist nursing care; clearly and accurately documenting the outcomes of consultations either electronically or handwritten in the paper clinical notes; with letters, communicating the outcomes of outpatient and community consultations, to other appropriate healthcare professionals; and maintaining an accurate record of all interactions with individual patients on the Stoma Care Team database.

The postholder will use their considerable enhanced knowledge and skills to triage their patients either face to face, over the telephone or through email. The postholders input will ensure patients are comforted that their concerns have been thoroughly reviewed and are either appropriately escalated to other healthcare professionals or reassured with the advice and/or treatment provided.

As an expansion of professional practice, the postholder will use their considerable professional expertise and evidence-based practice to mark the patient's abdomen pre-operatively to enable the surgeon to place the stoma in the best possible position thereby enhancing the patient's quality of life. During the procedure the post holder will utilise expert counselling skills due to the psychological and physical impact of the impending surgery.

The postholder will utilise enhanced counselling skills to provide empathetic support for patients and their families/carers who are experiencing a potentially life threatening and life changing illness and who may be distressed by the changes in their body image; utilising excellent communication skills when breaking bad news and explaining treatment options.

The postholder will ensure information conveyed to the patient is in a timely and understandable manner, using different communication methods to clarify understanding.

The postholder will confidently act as an advocate for their patients, assisting them to make informed choices concerning treatment.

The postholder will ensure the patient is discharged safely; the SCNS will have the confidence to halt a discharge in the patients' best interests if there are concerns regarding stoma management.

The postholder will have a thorough knowledge of stoma products and their uses and will critically evaluate the clinical effectiveness for each individual.

The postholder will monitor patient's compliance against treatment plans from verbal or written feedback from the patient and through interpretation of information from clinical findings and test results.

The postholder will use their enhanced knowledge to manage high output stomas and fistulas acting as a resource to other healthcare professionals on their management. The

postholder will contribute to the management of complex wounds when requested and if appropriate.

The postholder will work autonomously in nurse led clinics and community reviews for stoma patients.

The postholder will carry out several expanded professional practice roles, including, but not confined to the following:

- Colostomy Irrigation
- Granuloma Management
- Management of a stenosed stoma
- Management of rectal stenosis
- Administering medicines under PGD

The postholder will work alongside the Colorectal Cancer Multidisciplinary Team, the Gynaecology Multidisciplinary team, the Gastroenterology Multidisciplinary Team, and the Integrated Care System ensuring a seamless service for patients and their families/carers.

The postholder will receive and make direct referrals to and from General Practitioners, Consultants and other specialists and members of the multidisciplinary team.

The postholder will clearly and accurately document the outcomes of consultations either electronically or handwritten in the paper clinical notes; with letters, communicating the outcomes of outpatient and community consultations, to other appropriate healthcare professionals; and maintain an accurate record of all interactions with individual patients on the Stoma Care Team database.

The postholder will be responsible for arranging the prescription for ostomy products, ensuring that the patient has adequate supplies of equipment in the community and understands how to use the products enabling them to carry out treatment plans.

The postholder will be responsible for reviewing and monitoring patient's use of ostomy products in the community thereby promoting good evidence based practice and avoiding wastage of resources and NHS funds.

Professional Responsibilities:

The postholder will act at all times in accordance with The Code, NMC 2015 and future Codes as published.

The postholder will proactively engage with yearly appraisals.

The postholder will take responsibility for meeting the necessary requirements for revalidation and maintaining their nursing registration

The postholder is responsible for maintaining their clinical competence through mandatory training, maintaining their own professional and personal growth, and for keeping up to date with developments within the specialty.

The postholder is responsible for interpreting new knowledge in the specialist field to ensure that practice is up to date. They are responsible for using the information to affect

change in practice in line with research findings/national guidelines and they are responsible for ensuring the effective dissemination of new knowledge.

The postholder will demonstrate awareness of their responsibilities and accountability for service standards and the further development of the stoma care service.

The postholder will actively engage in the development of policies and clinical guidelines in collaboration with the Directorate Matron, supporting the development of the specialist stoma care nursing service.

The postholder will be prepared to undertake further education training to effectively develop the service.

Management:

The postholder will work collaboratively, with all healthcare professionals while acting as a professional role model.

The postholder will demonstrate insight and personal awareness of management role responsibilities and accountability for service standards and further development.

The postholder will manage and develop the stoma care nursing team to meet the ongoing demands of the patients within the field of stoma care nursing, in accordance with clinical governance and evidence-based practice.

The postholder will ensure effective use of resources, contributing to the management of the stoma care team budget, and proactively looking to identify cost saving measures – with implications for both the acute hospital budget and for the primary care setting.

The postholder will:

- demonstrate the ability to support and manage team dynamics, ensuring effective service delivery
- provide effective support and education to enable individuals to develop and maintain their potential

The postholder will demonstrate an understanding of strategic development which influence/change practice both locally and nationally and improve patient outcomes.

The postholder will be responsible for:

- ensuring that clinical practice meets Information Governance policies
- managing e-Rostering effectively
- ensuring staff adhere to the trust policy for booking and taking annual leave/time owing
- managing HR policies and proactive management of sickness and unauthorised absence
- undertaking recruitment and selection of staff to the team
- reporting risks and incidents using DATIX
- reviewing incidents reported related to Stoma Care for accuracy, verifying the actual level of harm that has occurred
- ensuring learning ensues in the event of an incident

Educator:

The postholder will proactively initiate and participate in innovative clinical education and facilitation of other staff members to encourage their development and skills and knowledge – this will be carried out in formal settings in collaboration with the Practice Development Team; by promoting opportunities for health care professionals to shadow the SCNS; and by encouraging health care professionals to engage with ad-hoc teaching opportunities

The postholder will provide specialist education within various institutions to deliver relevant, research-based teaching sessions ensuring seamless care for their patients in community settings.

The postholder will share evidence of good and innovative practice with other Stoma Care Nurse Specialists across the Association of Stoma Care Nurses UK network, thus contributing to the knowledge base of Stoma Care Nurses.

Research and Development:

The postholder will:

- assist in data collection for local research projects.
- in collaboration with team members, instigate audits to demonstrate insight into how quality of the Stoma Care Service can be developed to recognised national standards of care.
- collect data to demonstrate the activity levels and value of the specialist nursing service
- participate in local, national, and international research projects thereby promoting the development of evidence-based care.

Quality Assurance and Monitoring:

The postholder will demonstrate continual evaluation of practice within the Stoma Care Department, and in collaboration with other team members and the Directorate Matron make agreed changes.

The postholder will identify areas of service development practice which may be expanded or improved to ensure the best clinical outcomes for patients.

The postholder will instigate service developments and show innovation in the delivery of Stoma Care services within resources available and addressing Trust priorities.

The postholder will establish and maintain links with the other Stoma Care Nurse Specialists across the Association of Stoma Care Nurses UK network.

Collaboration:

The postholder will:

- promote collaborative working relationships and effective communication between all members of the multidisciplinary teams and front-line staff within the acute setting.
- accept appropriate referrals from primary, secondary, and tertiary settings.
- develop and promote collaborative working with General Practitioners and other members of the primary care setting.
- develop and promote collaborative working with key stakeholders in the Integrated Care System.

Statutory and Miscellaneous

- Takes responsibility to ensure that Professional Registration is up to date at all times and does not lapse or expire and to inform line management immediately with any concerns if registration lapses or expires (all registered staff).
- This post involves treatment to children and/or adults at risk, as defined by the Disclosure and Barring Service (DBS). It will therefore be necessary for the post holder to apply for and be in receipt of a satisfactory Enhanced DBS check.
- The Trust requires all new starters to subscribe to the DBS update service, where it is a requirement of the role.
- Be responsible for maintaining own vaccinations that are applicable to the role.
- Safeguard patient confidentiality at all times, including adherence to the Data Protection Act.
- Attend statutory and mandatory training and refresher courses as necessary.
- This post is subject to the terms and conditions of employment of Northampton General Hospital NHS Trust.
- Be aware of the responsibilities of all employees to maintain a safe and healthy environment for patients, visitors and staff.
- Ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiative within the area of work and the Trust's Equality, Diversity and Inclusion Strategy.
- Have a commitment to identifying and minimising risk, report all incidents and report to the manager any risks which need to be assessed.
- Sustainability is integral to the Trust achieving the NHS Net Zero target. All employees are therefore actively encouraged and supported to implement new ways of working within their field of expertise.
- Any other duties commensurate with the grade and in line with the requirements of the post.
- This job description reflects the present requirements of the post and it does not form part of the contract of employment. If the duties of the post change and develop the job description will be reviewed and will be subject to amendment, in consultation with the post holder. Appropriate notice of such changes will be given.

Confidentiality, Data Protection and Data Quality

General Data Protection Regulation (GDPR) safeguards the handing of information held in both electronic and manual filing systems and it is the duty of all staff employed by the Trust to:

- Uphold its principles; and
- Adhere to Trust policies and to maintain strict confidentiality at all times.

It is a requirement of employment with the Trust that you must comply with the obligation of confidentiality in line with our Staff Privacy Fair Processing Notice, Patient Privacy Notice and Information Governance policies and procedures.

All staff have a responsibility to ensure that personal data is accurate, held securely and consent is gained, where appropriate.

Safeguarding Children and Adults at Risk

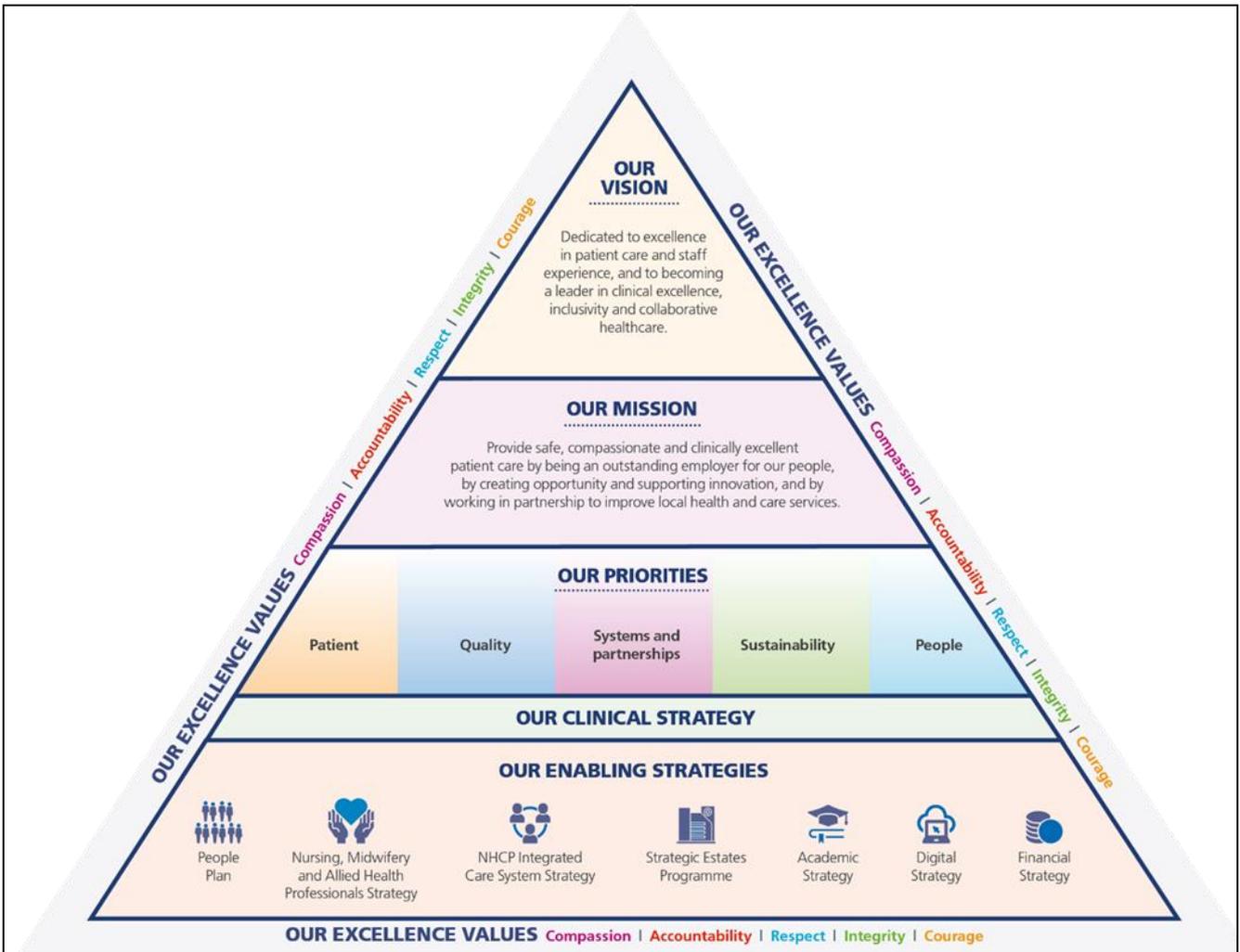
We are committed to safeguarding and promoting the welfare of children, young people and adults at risk. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. You will be responsible for safeguarding the interests of children and adults who you come into contact with during your work. To fulfil these duties you will be required to attend training and development to recognise the signs and symptoms of abuse or individuals at risk, to follow local and national policy relating to safeguarding practice and to report and act on concerns you may have appropriately.

Our Vision and Values

Northampton General Hospital NHS Trust and Kettering General Hospital NHS Foundation Trust are both part of the University Hospitals of Northamptonshire Group. Both hospitals are separate hospitals/employers with hospital board and leadership. We share a group executive team, leading on a shared vision, mission, priorities, strategies and Dedicated to Excellence Values.

Please visit the following websites for more information:

- [Northampton General Hospital NHS Trust](#)
- [Best of Both Worlds Northamptonshire](#)
- [University Hospitals Northamptonshire NHS Group](#)
- [Kettering General Hospital](#)



Our Excellence Values



▶ Compassion



▶ Accountability



▶ Respect



▶ Integrity



▶ Courage

We care about our patients and each other. We consistently show kindness and empathy and take the time to imagine ourselves in other peoples shoes.

We take responsibility for our decisions, our actions and our behaviours. We do what we say we will do, when we say we will do it. We acknowledge our mistakes and we learn from them.

We value each other, embrace diversity and make sure everyone feels included. We take the time to listen to, appreciate and understand the thoughts beliefs and feelings of others.

We are consistently open, honest and trustworthy. We can be relied upon, we stand by our values and we always strive to do the right thing.

We dare to take on difficult challenges and try out new things. We find the strength to speak up when it matters and we see potential failure as an opportunity to learn and improve.

Person Specification (Shortlisting Criteria/Role Requirements)	Essential	Desirable
Educations, Training and Qualifications		
Registered Nurse Level 1	X	
Educated to Degree level or equivalent level of education, training or experience	X	
Evidence of having studied and passed specialist stoma care modules at Degree or Masters Level	X	
Evidence of having successfully undertaken an Advanced Communication course		X
Nurse prescriber		X
Knowledge and Experience		
A minimum of 5 years' experience post registration	X	
Experience as Stoma Care Nurse at band 6 for a minimum of two years	X	
Experience of multi-professional working (MDT)	X	
Experience of leadership and management		X
Skills		
Excellent communication skills	X	
Experience of providing support, advice and information to patients and their carers	X	
Good interpersonal/negotiation skills including the ability to work effectively as part of the MDT	X	
Experience in teaching knowledge and skills to patients and their carers	X	
Experience in teaching knowledge and skills to health care professionals	X	
Ability to work under pressure whilst recognising own stressors and act accordingly	X	
Ability to work autonomously and exercise own initiative utilising time management and organisational skills	X	
To be computer literate	X	

Key Competencies/Personal Qualities and Attributes		
Passionate and committed to bring our Dedicated to Excellence values to life, improving the way we work with each other, particularly focusing on empowerment, equality diversity and inclusion of our staff, patients and service users	x	
Friendly	x	
Motivated	x	
Team worker	x	
Flexible	x	
Ability to foster therapeutic relationships while maintaining professional boundaries	x	