

The ROYAL MARSDEN
NHS Foundation Trust

Clinical Nurse Specialist



At The Royal Marsden, we deal with cancer every day, so we understand how valuable life is. And when people entrust their lives to us, they have the right to demand the very best. That's why the pursuit of excellence lies at the heart of everything we do.



Life demands excellence



Dear candidate,

Thank you for applying to join the nursing team at The Royal Marsden. This candidate pack contains all the information you need to apply for the post.

The Royal Marsden has a vital role in championing change and improvement in cancer care through research and innovation, education and leading-edge practice. We are incredibly proud of our international reputation for pushing the boundaries and for our groundbreaking work ensuring patients receive the very latest and best in cancer treatment and care.

At the centre of the hospital are our dedicated nursing staff. Being part of the nursing team at The Royal Marsden means being at the forefront of cancer nursing across the world.

With over 1100 registered nurses we are able to offer a wide range of internal appointments and a range of flexible working possibilities.

We also offer a blend of NHS and Private Care opportunities, as well as community nursing roles. Nurses are also heavily involved in the hospital's research agenda and we encourage continued professional development both through The Royal Marsden School and external centres.

At The Royal Marsden, our patients are at the heart of everything we do, and pivotal to this are our nurses, whose dedication and compassion ensures that patients receive the very best care throughout their treatment. I wish you every success with your application to join our team, and be part of this amazing work.

A handwritten signature in black ink that reads "Mairead Griffin". The signature is written in a cursive, flowing style.

Best wishes
Mairead Griffin, Chief Nurse

Job title

Clinical Nurse Specialist

Directorate

Clinical Services

Grade

Band 7

Hours of work

30

Location

The Royal Marsden NHS Foundation Trust
Chelsea and Surrey

Reports to

Divisional Clinical Nurse Directors

Accountable to

Divisional Director Cancer Services/Clinical Services (as appropriate)

Liases with

Patients and carers
Specialty Multi-Disciplinary Team
Other Clinical Nurse Specialist colleagues
Trust Nursing Staff, Nurse Consultants
Advanced Nurse Practitioners
Divisional Management Team
Colleagues in referring Trusts and organisations
South West and West London Cancer Network Teams

1. Overview of the post:

The Clinical Nurse Specialist will be expected to demonstrate a higher level of practice in both her/his direct care of patients and in her/his ability to plan and develop services to support cancer care. Through the key skills of leadership, innovation, and clinical expertise s/he will facilitate and deliver care, which is patient centered, delivered with compassion, safe, and effective (see figure below).

The CNS is a core member within the multidisciplinary care team (MDT) and through demonstration of these higher-level skills s/he will work collaboratively with clinicians and service managers to promote, develop, review and redesign the relevant services which are responsive and tailored to patient's needs.

Description of the service – Pain Management Team:

The pain management service aims to provide comprehensive high-quality pain management for patients attending the Trust.

The objective of the team is to provide a service that is integrated with oncologists, surgeons, palliative care, and other healthcare practitioners.

We provide specialist advice for patients who have pain either as a result of their cancer or their cancer treatment. This encompasses both acute and chronic pain and is achieved by nurse-led inpatient ward rounds and consultant-led outpatient clinics.

We aim to be proactive in our management approach so that pain can be treated early, before more deep seated, persistent problems arise. Treatment plans are then tailored to the patient's individualised needs.

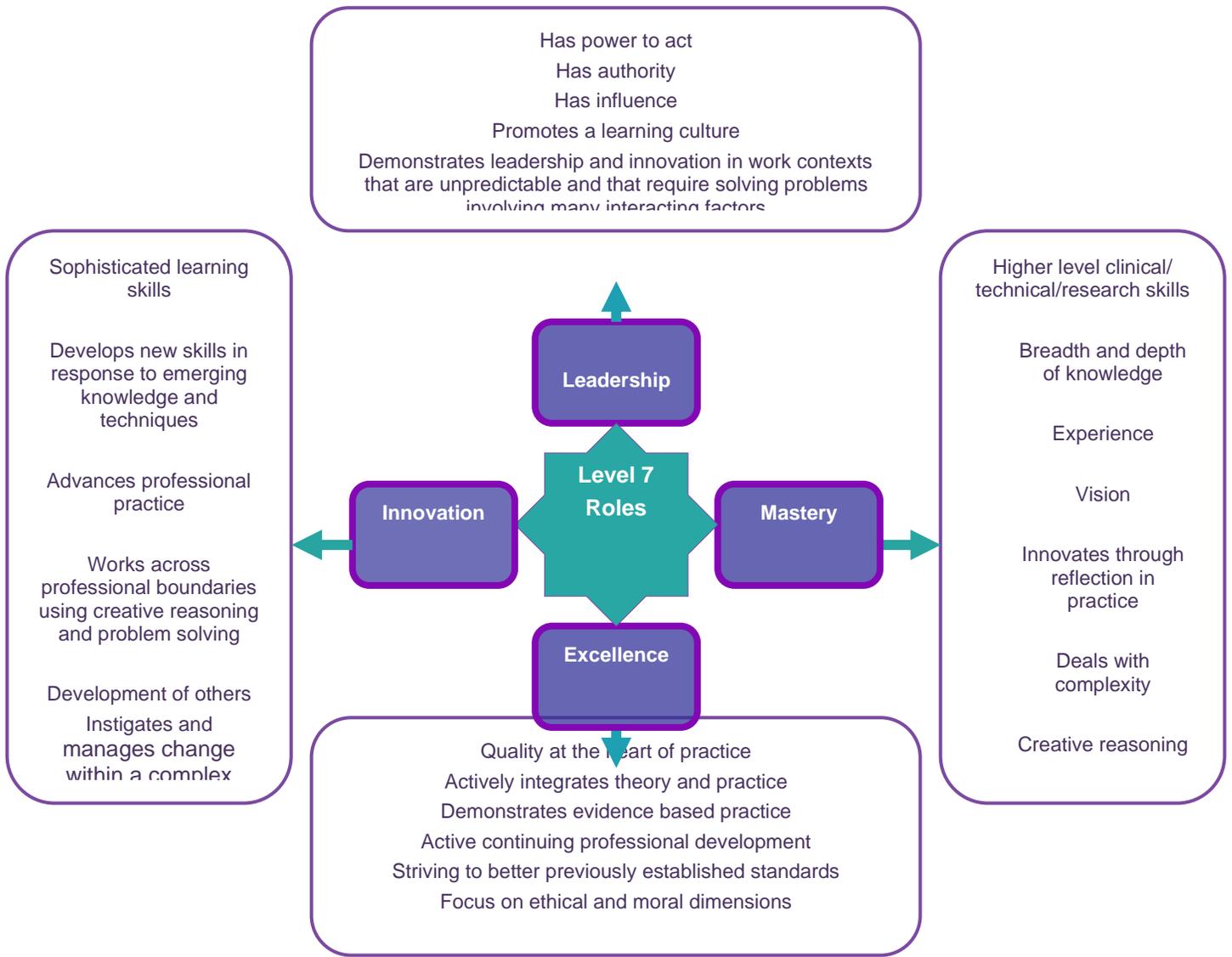
Basic Requirements for Pain Management CNS:

- Registered Nurse (with active NMC registration)
- First level degree in related subject
- Evidence of Master level learning or prepared to work towards
- Post-basic qualification in cancer/palliative care or relevant subject
- Pain Management Course Level 6/ 7
- Evidence of continued professional development
- Recognised teaching qualification or working towards

2. Job Purpose

- To assist in the provision of professional and clinical leadership and expertise in the care of the patient under your care, acting as a resource and consultant to provide information and support to patients, carers and staff.
- To develop or contribute to the formulation of policies.
- To develop or contribute to the formulation of patient information.
- To liaise effectively with all members of the multi-disciplinary health care team so as to achieve a synchronised specialist service.
- To provide informal and formal teaching, for patients, staff and carers as relevant e.g. academic courses provided by The School.

The key components of the CNS role to be adapted into existing job description templates will be illustrated under the categories: clinical excellence; innovation; and mastery & leadership. The CNS will place quality at the heart of practice by delivering evidence based individualised care, through holistic needs assessment, planning and evaluation of care.



Key Responsibilities of the Pain Management CNS:

Clinical Excellence

- The CNS will use advanced communication skills in all aspects of patient assessment, care and support.
- To act as a key worker for a clinical caseload incorporating the responsibilities of the key worker role, working to coordinate care and provide easy and timely access for ongoing support for patients.
- To lead in-depth discussions about the patients' particular diagnosis, all treatment options, including research-based treatments with sensitivity, knowledge and expertise to enable patients to make an informed choice. To act as patient advocate when

appropriate and respect patient confidentiality and privacy with respect for diverse cultural backgrounds and requirements.

- To influence the patient care pathway, refer to other professionals, and sign-post patients to other agencies and services as appropriate.
- To provide clinical expertise, specialist advice and support across service and organizational boundaries.
- To sustain a high-quality specialist service for the patient throughout their journey
- In conjunction with the clinical team, to undertake risk stratification for patients having cancer follow up.
- To maintain accurate and concise records of clinical service.
- To assess people's information needs and provide relevant information to meet those needs.
- To enable people to access, identify, appraise and interpret information, to facilitate determination of their own future.
- To promote self-management through education and guided support.
- To demonstrate the difference the role makes to patient care, experience, and outcomes by the use of relevant quality metrics. To promote the service and clinical excellence by publishing and presenting innovations, audit and research locally and nationally.
- To influence and participate in development of policy and clinical guidelines internally and externally.
- To actively integrate theory and practice.

Mastery

- To Demonstrate and apply high level clinical, technical and research skills through breadth and depth of knowledge.
- To use creative reasoning, critical thinking, experience and vision to advance care and influence patient outcomes.
- To demonstrate continuous evaluation and reflection of own practice and make changes where appropriate.
- To take personal responsibility for life-long learning and personal development through clinical supervision, appraisal and appropriate professional and Trust standards / frameworks for skills and behaviours and actively engage with learning and development opportunities.
- To work to the Nursing and Midwifery Code: Standards of Conduct, Performance and Ethics for nurses and midwives and relevant NMC guidelines.

Innovation

- To develop new skills in response to emerging knowledge and techniques.
- To work across professional boundaries using creative reasoning and problem-solving to facilitate new ways of working to influence improvements in the patient care pathway.
- To instigate and manage changes in clinical practice within a complex environment. To evaluate and report on the impact of change including any impact on the patient care pathway. To provide and support education in practice to enable others (MDT, nursing roles, etc.), to develop their clinical practice through a range of methods, including workplace-based teaching, one to one training and mentoring.
- To deliver classroom based / group training as appropriate.
- To promote patient and public experience feedback through local initiatives to drive innovation and change.
- To identify areas of specialist nursing practice that need to be researched and discuss progression of this with the Clinical Nurse Director and Head of Nursing Research. To undertake a nursing research study when possible and to publish the outcome and disseminate the learning.

Leadership

- To promote a culture that supports patient centred care and patient empowerment.
- To act as a role model and mentor demonstrating high standards of care and providing clinical leadership to others.
- To provide specialist education and training to other professionals involved in patient care.
- To lead the development, management and promotion of the relevant specialist nursing service ensuring the delivery of high quality, cost-effective care.
- To embed patient and public involvement within the sphere of practice.
- To collate and interpret quantitative and qualitative data to provide evidence of productivity, outcomes and quality. To utilise data to support business cases and reports as appropriate.
- To contribute to the identification of service goals and appreciates how these links with performance targets and quality indicators.
- To supports the implementation and monitoring of adherence to relevant site-specific evidence based clinical guidelines for cancer nursing practice. To work collaboratively with the clinical lead for the service and actively contribute to the identification of service objectives, annual report and annual work plan for the service.
- To actively participate in multi-professional meetings, ensuring the patient remains central to the discussion and representing the distinct nursing component of care while still ensuring working as a member of the team.
- To ensure that people affected by cancer are aware that they are interacting and supported by a senior healthcare professional and have access to the range of cancer resources and services available to them (financial, information, support, etc.)

- To actively engages with the cancer management team, the London Cancer Alliance and other partners as appropriate to continuously raise the profile of cancer nursing and promote patient centred services for patients affected by cancer.

3. General

- 3.1. The post holder has personal responsibility for safety as outlined in the Trust's safety policy and the Health and Safety at Work Act 1974.

This job description is a reflection of the present position and is subject to review and alteration in detail and emphasis in the light of future changes or developments.

4. Confidentiality

- 4.1 All information concerning patients and staff must be held in the strictest confidence and may not be divulged to any unauthorised person at any time, unless to do so is in the best interest of the individual. In this instance the post-holder should be appropriately advised by a Senior Manager. A breach of confidentiality will result in disciplinary action in accordance with the Trust's disciplinary procedures and may lead to dismissal.

Computer data should only be accessed if this has been authorised and is necessary as part of your work. Unauthorised access to computer data or helping others to access such data will result in disciplinary action being taken in accordance with the Trust's disciplinary procedure and may lead to dismissal.

The post-holder must abide by the requirement of the Data protection Act (1984) at all times.

5. No Smoking

- 5.1 The Trust has implemented a No Smoking policy which applies to all staff.

6. Standards of Dress

- 6.1 All staff are expected to abide by the Trust's guidance to staff on standards of dress.

7. Equal Opportunities

- 7.1 All staff are expected to abide by and promote the Trust's Equal Opportunities Policy.

MINIMUM PERSON SPECIFICATION: BAND 7 CLINICAL NURSE SPECIALIST

	ESSENTIAL	DESIRABLE	EVIDENCE
EDUCATION AND QUALIFICATIONS	<ul style="list-style-type: none"> • Registered Nurse with active NMC registration. • First level degree in related subject • Evidence of master’s level learning or prepared to work towards • Post-basic qualification in cancer/palliative care or relevant subject • Pain management course • Evidence of continued professional development. • Be willing to undertake Trust CNS role development programme or be able to demonstrate equivalent competencies. 	<ul style="list-style-type: none"> • Research qualification • Level 2 psychological skills training as per recognised course or working towards • Advanced Communications Skills Training or working towards • Recognised teaching qualification or working towards 	<ul style="list-style-type: none"> • Application form, CV • NMC registration check • Professional Portfolio

<p>RELEVANT EXPERIENCE</p>	<ul style="list-style-type: none"> • Relevant post registration experience, at Band 6 or above, in cancer or palliative care • Experience of teaching/Presentation • In-depth specialist experience • Able to conduct reflective practice and participates in clinical supervision facilitated by a level 3 / 4 practitioner. • Experience of multi-professional working • Evidence of advanced communications skills • influence change • ability / experience of developing skills of others through a range of teaching / training methods. 	<ul style="list-style-type: none"> • Previous experience of working as a clinical nurse specialist • Experience of audit and research • Leadership and management experience 	<ul style="list-style-type: none"> • Interview, • References • Application form • Presentation
<p>SKILLS AND ABILITY`</p>	<ul style="list-style-type: none"> • IT literate • Teaching/assessment and presentation skills • Organisation and negotiation skills • Ability to motivate self and others. • Ability to work autonomously and as part of a team. • Flexible attitude to working. 		<p>Interview</p>
<p>PERSONAL CAPABILITIES</p>	<ul style="list-style-type: none"> • Diplomatic • Demonstrates a compassionate attitude towards situations. • Calm and objective • Assertive, confident, yet approachable 		<p>Interview</p>

The above attributes have been identified by management to be necessary for this post and will be used when short listing applicants for interview.