

JOB DESCRIPTION AND PERSON SPECIFICATION

JOB DETAILS

JOB TITLE: Cancer Nurse Specialist

BAND: Band 6

LOCATION: Birmingham

Children's Hospital

DEPARTMENT: Oncology

HOURS OF WORK: 22.5

ON CALL/OUT OF HOURS: NO

ACCOUNTABLE TO: (Principle Cancer Nurse Specialist)

RESPONSIBLE TO: Lead Cancer Nurse

DIRECTORATE: Specialised Medicine

We know that organisations which have strong values and behaviours do well and that employees are engaged, happy and motivated in their work. We've worked closely with staff to develop and embed our values and we will continue to ensure that they underpin the way we care for our patients and each other.

Our mission:

To provide outstanding care and treatment, to share and spread new knowledge and practice, and to always be at the forefront of what is possible.

Our vision:

To be a world-leading team providing world-leading care.

Our goal:

To be the best place to work and be cared for, where research and innovation thrive, creating a global impact.

Our values:

- Ambitious
- Brave
- Compassionate

JOB PURPOSE

The Band 6 Cancer Nurse Specialist post holder will play an active role in providing professional and clinical leadership and support to nursing and medical staff within BWCH relating to the specialist haematology/ oncology and palliative care and having an ambassadorial role when liaising with professionals from outside of BWCH, championing the key worker role and care of the child with cancer and the family

The role will incorporate and facilitate the development and practice of evidence based care within BWCH in line with current pathways, Cancer Standards, the WMPPN toolkit, and be involved in current audit, research and training and education.

The post holder will support the advancement of family focussed care through collaborative working with all members of the multidisciplinary team within the trust and outside agencies to support children with cancer and their families whilst they are in-patients at BCH and work towards a seamless discharge liaising with the wider multi professional teams and community.

Why does this job exist?

Please keep this brief as further information will be required throughout the JD

JOB INFORMATION

- The post holder will work in the hospital setting providing clinical leadership, promoting excellence in nursing practice and be able to work across organisational boundaries.
- The post holder will develop and coordinate the care of all Oncology and haematology patients working, advising and guiding across community and hospital settings.
- The post holder will participate in the formal and informal education of students and of staff involved in the care of all patients.
- The post holder will provide advice and expertise on the management of children and young people who are newly diagnosed or who have on-going health needs as a result of their cancer treatment and rehabilitation.
- The post holder will support families from the time of diagnosis and will facilitate the transition of adolescents from paediatric to the adult health care setting working closely with the wider multi professional teams including late effects and endocrinology.
- The post holder will work in close collaboration with multi-professional teams locally and nationally sharing expertise and guidance, to ensure the development of best practice in the care of children and young people with cancer.

CORE KEY RESPONSIBILITIES

PROFESSIONAL

- To take on the key worker role for children and young people with malignant and pseudomalignant disease

- To facilitate the smooth transition between hospital and community settings □ To maintain clinical expertise
- To provide essential liaison between the hospital and community, for children and families with malignant and pseudo-malignant disease.
- To provide clinical expertise in palliative care.
- To act as a specialist resource and support to the Primary Health Care Team (PHCT), Paediatric Oncology Shared Care Centres (POSCUs), Cancer multi-disciplinary teams (MDTs) at Birmingham Children's Hospital Foundation Trust (BCHFT), and the Radiotherapy Department at Queen Elizabeth Hospital
- To facilitate communication between both professionals and families.
- To assess the information needs of children, young people and families, provide information, and refer on to appropriate sources as required.
- To work as a Cancer Nurse Specialist within the allocated Cancer MDT. This includes maintaining specialist knowledge of the disease groups and modes of treatment within the MDT.
- To keep the MDT informed of key information pertaining to patients and families. To attend and actively contribute to MDT meetings, and to be able and willing to support or challenge fellow professionals as part of the decision making process. To be able to present patients to the MDT with recommendations for further action and onwards referral.
- To assess the needs of patients and families so that appropriate care and support is established and maintained as they move between hospital and community settings. This will include attendance at planning and review meetings for individual patients. Home and school visits will inform this process following an assessment of need and the agreement of the family.
- To develop and maintain expertise in working across organisational boundaries.
- To mobilise local services to support the patient and family during diagnosis, treatment, and into after cure or palliation.
- To maintain skills and knowledge relating to safeguarding, liaising as appropriate with the Young lives vs cancer and local social work teams and the BCHFT Child Protection Team.
- To ensure that practice is evidence based and to be able to suggest potential topics for audit. To participate in local and Trust-wide audit.
- To contribute to Trust teaching programmes.
- **CLINICAL:**
- To maintain clinical expertise and ensure that practice is evidence based and to be able to suggest potential topics for audit.

To take on the key worker role for children and young people with malignant and pseudo-malignant disease and facilitate communication between both professionals and families

Assess the information needs of children, young people and families. Provide information and refer on to appropriate sources as required.

Work as a Cancer Nurse Specialist within the allocated Cancer Mdt, maintaining specialist knowledge of the disease groups and modes of treatment. To ensure that key information pertaining to patients and families is communicated and referrals to appropriate agencies are completed.

To attend and actively contribute to mdt meetings, to be able and willing to support or challenge fellow professionals as part of the decision making process, with recommendations for further action and onward referrals.

Assess the needs of patients and families so that the appropriate care and support is established and maintained as they move between hospital and community settings. This will include attendance at planning and review meetings for individual patients within the clinical settings. This will include attendance at planning and review meetings for individual patients within the clinical setting and supporting them at the time of diagnosis through the disease trajectory and challenges of treatment

Develop and maintain expertise in working across organisational boundaries to empower and facilitate local services to support the patient and family during diagnosis, treatment and cure, into after cure or palliation

Maintain skills and knowledge relating to safeguarding, liaising as appropriate with the young lives vs cancer team and local social work teams

Ensure that practice is evidence based and to be able to suggest potential topics for audit. To participate in local and trustwide audit

Contribute to trust teaching programmes and national and international teaching and lecturing opportunities

- Palliative Care
- Work closely with the palliative care team and symptom control team in parallel planning, palliative care and discharge planning.
- Contribute to and participate in handover and on-going support of the palliative care patients and information sharing with the MDT team. Liaison with the palliative care team to ensure that the patient journey remains supported by the key worker role.
- Act as an expert resource on palliative care to families, BWC teams, POSCU's and the PHCT.

PEOPLE MANAGEMENT

- Management of B3 non clinical staff

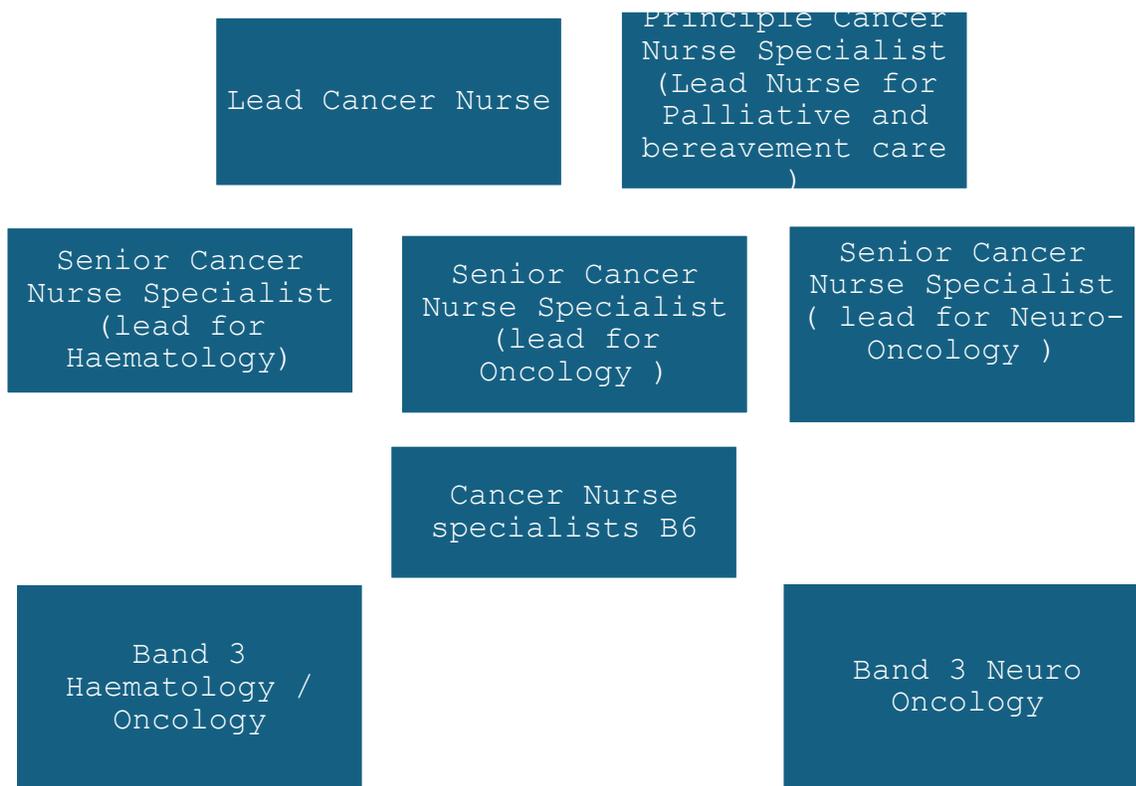
- To undertake performance management of allocated staff. This includes on-going supervision, carrying out PDR, managing sickness absence and performance issues.

SPECIFIC KEY RESPONSIBILITIES

Research

- To promote and support research initiatives and evidence based practice.
- Completion of / participation in research studies.
- Implementation of research findings.
- Implementation of the audit process to assess practice.
- Have / develop a sound knowledge of research methodology.
- Contribute to on-going research initiatives within the unit.
- Promote and develop personal / team projects.
- Publish completed work

ORGANISATIONAL CHART



COMMUNICATION AND WORKING RELATIONSHIPS

To work collaboratively across organisational boundaries, with the multi-disciplinary team and all professionals involved in the care and care pathway of the child and young person with cancer, ensuring that the needs of children, young people and families are met and Trust values and policies are maintained and respected.

To actively communicate with the Multidisciplinary team regularly through meetings and with individuals providing opportunity for two-way feedback and further dissemination of information through effective communication with the community and health and social care settings

ANALYTICAL AND JUDGEMENT RESPONSIBILITIES

The post holder will be required to analyse, interpret, and compare a complex and often complicated range of options available to children, young people and their families to support them in their cancer treatment and pathways enabling choices and support in their decision making which may also include palliative and end of life care.

PLANNING AND ORGANISATIONAL SKILLS

To work in partnership with the multi-professional team to identify and implement agreed evidence based practice

To conduct audits which monitor and evaluate standards of care for children and young people with a cancer diagnosis

To participate in the peer review process

To collaborate with colleagues in multi-professional team approach to ensure optimising care support and delivery.

TRUST LEADERSHIP AND MANAGEMENT RESPONSIBILITIES

Provide effective leadership and management to staff which promotes the Trust's values and high performance standards both individually and as a team, in the achievement of the Trust's objectives and priorities.

- To demonstrate clinical leadership skills, which promote the delivery of excellent clinical practice and effective service delivery to children, young people and families
- To manage resources effectively and influence delivery of services within the required resources
- To participate in decision-making and innovative practice
- Take responsibility for own personal and professional development
- Understand the Trust's key priorities and those of the Department and how these translate within your area/team.
- Ensure clarity and effectiveness in developing and designing roles and to seek opportunities to influence local and national policy development which meets the needs of this patient group
- Ensure management of staff is consistent with Trust's Values to the achievement of equality, equity and optimum performance.
- Complete annual Appraisals for all staff which reflect these priorities and ensure staff have access to appropriate training and development.
- Act as a positive role model at all times, maintaining high standards of professional appearance and conduct at all times
- Promote an effective team ethos and maintain moral within the team
- Promote equality, diversity and Human Rights in working practices by developing and maintaining positive working relationships, ensuring that colleagues are treated fairly and contributing to developing equality of opportunity and outcomes in working practices.

PERSON SPECIFICATION

JOB TITLE: Band 6 Cancer Nurse Specialist BAND: 6 LOCATION: Oncology

QUALIFICATIONS	ESSENTIAL OR DESIREABLE	METHOD OF ASSESSMENT (A/I/T)
List qualifications required – include level of qualification and the subject required		
Current registration with NMC. RSCN/RN(Child Branch) Degree level qualification or equivalent experience	E	A/I
Advanced Communication training completed / willingness to complete	D	A

KNOWLEDGE & NATURE OF EXPERIENCE	ESSENTIAL OR DESIREABLE	METHOD OF ASSESSMENT (A/I/T)
What level of experience is required for this post?		A/I
NMC registration sub part one children	E	A/I
Recognised Teaching and assessing/mentoring qualification	E	A/I
Evidence of continuous professional development Demonstration of current expert clinical skills caring for children with Cancer with minimum of 3 years as a senior band 5 nurse / Community Children’s nurse/ hospice nurse / Children’s Macmillan nurse/ Oncology Outreach Nurse	E	A/I

ANALYTICAL AND JUDGEMENT SKILLS	ESSENTIAL OR DESIREABLE	METHOD OF ASSESSMENT (A/I/T)
What level of analytical skills is required? What level of judgement is needed and in what context?		
Excellent understanding of local and national service delivery for children	E	A/I
Evidence of commitment to educational initiatives to ensure the delivery of evidence based clinical practice and high quality care	E	A/I
Ability to act as an educational lead with evidence of clinical leadership skills Evidence of multi-professional team working Effective time management skills for self and others	E	A/I

PROFESSIONAL / MANAGERIAL / SPECIALIST KNOWLEDGE	ESSENTIAL OR DESIREABLE	METHOD OF ASSESSMENT (A/I/T)
What level of professional/managerial/specialist Knowledge is required? Which subject is this in? How will it be evidenced?	E	A/I
What level of IT skills will be required?		
Understanding / willingness to learn to use the electronic systems used in the trust and by the team	E	A/I

Commitment to involvement within wider Trust issues	E	A/I
Evidence of Child protection skills and training level 3	E	A/I
PERSONAL SKILLS / ABILITIES AND ATTRIBUTES	ESSENTIAL OR DESIREABLE	METHOD OF ASSESSMENT (A/I/T)
E.g. time management		
Ability to work under pressure		
Team member		
Evidence of good attendance	E	A/I
Ability to motivate and support others	E	A/I
Evidence of good health	E	A/I
Professional appearance and attitude	E	I
Demonstrate alignment with the values and beliefs of the Trust	E	A/I
Demonstrate an understanding of the practices of equality and inclusion in the delivery of this role	E	A/I
Punctual and flexible across hours of work when required to meet service needs	E	A/I
Commitment and enthusiasm	E	A/I
Excellent interpersonal skills	E	A/I

OTHER REQUIREMENTS	ESSENTIAL OR DESIREABLE	METHOD OF ASSESSMENT (A/I/T)
Are there any other requirements specific to this job role that have not been included elsewhere in the PS?		
Ability to organise self and others to work flexibly to deliver clinical training that meets service need	E	A/I
Demonstrate alignment with the values and beliefs of the Trust		
Team working		
Demonstrate an understanding of the practices of equality and inclusion in the delivery of this role		

I understand and accept my accountabilities and responsibilities as outlined in this job description and person specification.

	Designation	Name	Signature
Post Holder			
Manager			

Date of JD/Person Specification: 29/07/2020

Date of Review:

Version: 1