

Job Title	: Senior Nurse Specialist in Uro-Oncology
Department	: Urology
Care Group / Directorate	: Renal & Urology
Band / Grade	: 8a
Responsible to	: Urology Lead Nurse
Accountable to	: Head of Nursing Urology
Number of direct reports	: TBC
Budgetary Responsibility	: N/A
Location	: 1x Beckenham Beacon (cross cover may be required between the post in DH)

King's College Hospital NHS Foundation Trust is one of the UK's largest and busiest teaching Trusts with a turnover of £1 billion, 1.5 million patient contacts a year and around 15,000 staff based across 5 main sites in South East London. The Trust provides a full range of local hospital services across its different sites, and specialist services from King's College Hospital (KCH) sites at Denmark Hill in Camberwell and at the Princess Royal University Hospital (PRUH) site in Bromley.

King's is committed to delivering Sustainable Healthcare for All via our Green Plan. In line with national Greener NHS ambitions, we have set net zero carbon targets of 2040 for our NHS Carbon Footprint and 2045 for our NHS Carbon Footprint Plus.

Our values at King's, are that we're a kind, respectful team;

Kind. We show compassion and understanding and bring a positive attitude to our work

Respectful. We promote equality, are inclusive and honest, speaking up when needed

Team. We support each other, communicate openly, and are reassuringly professional

The trust-wide strategy Strong Roots, Global Reach is our Vision to be BOLD, Brilliant people, Outstanding care, Leaders in Research, Innovation and Education, Diversity, Equality and Inclusion (EDI) at the heart of everything we do. By being person-centred, digitally-enabled, and focused on sustainability, we can take Team King's to another level

King's is dedicated to embracing the broad diversity of our staff, patients and communities and stand firmly against all forms of prejudice and discrimination. This includes, but is not limited to, racism, ableism, homophobia, biphobia, transphobia, sexism, ageism, religious discrimination, and any other prejudiced behaviour that undermines the rights, wellbeing and identity of our staff, and patients.

As part of our commitment to EDI, we have five staff network groups that represent and advocate for staff:



Job Summary

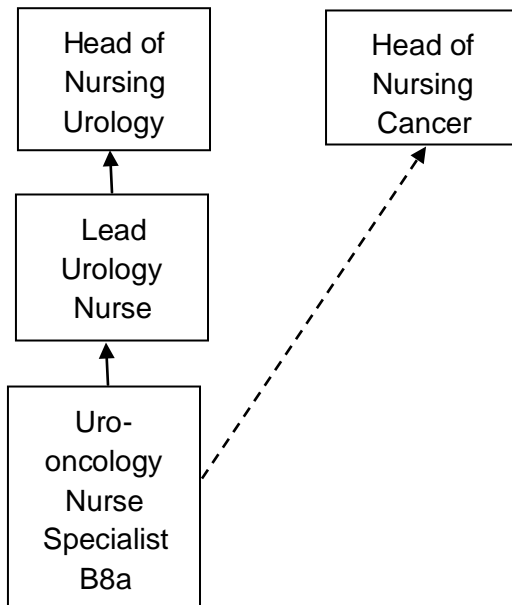
The post is a result of collaborative cancer patients improvement programme aimed to provide people with cancer with an excellent experience of care and commitment to support cancer care as the trust top quality priorities. The post holder will play a key role in developing nursing expertise in uro-oncology to improve experience of the local population with prostate, bladder, testicular and renal cancer.

- To further develop the uro-oncology service (including optimizing patient pathways, improving the patient experience, developing proactive support models for patients).
- To establish a designated support group for uro-oncology patients
- To independently manage a caseload of patients/clients.
- To ensure that patients and their families are fully informed and supported by providing clinical and social support
- To lead the development of evidence based clinical nursing practice in line with current research and guidelines
- To establish clear lines of communication with primary healthcare teams in order to increase knowledge and facilitate the care of this group of people in the community
- To work with the other members of the urology care nursing team, and to provide cross cover when required.

Key Working Relationships

Urology Cancer CNSs	Ward Nurses
Urology MDM membership	Cancer Supportive Services
Cancer AHP`s	Palliative Care
Cancer HofN	Community partners
Acute Oncology Services	SELCA tumour specific group
OPD team	Pharmacy

Organisation Structure Chart



Main Duties and Responsibilities

Clinical Practice

- To provide and manage an expert specialist nursing service for people with specialist needs
- To provide expert nursing advice and support to patients, their families and other healthcare professionals following diagnosis and through treatment
- Take responsibility for delivery of Personalised Care Key Performance Indicators (KPI's) following the trust Personalised Care Guidance for delivery and submission of the data (Personalise care link: <https://www.england.nhs.uk/cancer/living/> London personalised care KPI's link: https://www.healthylondon.org/wp-content/uploads/2020/03/Londonhttps://www.healthylondon.org/wp-content/uploads/2020/03/London-personalised-cancer-care-KPIs_Sept-2020.pdfpersonalised-cancer-care-KPIs_Sept-2020.pdf)
- Regularly attending MDT meetings and act as patient advocate, increasing visibility of a patient to the cancer team based on the individualised needs assessment
- To accept responsibility as the named key worker, ensuring clear documentation in the patients' notes and consistency of delivery of ongoing needs assessment
- To ensure continuity of a high standard of evidence based nursing care, assessing health, health related and nursing needs of patients, their families and other carers by identifying and initiating appropriate steps for effective care. This can include:
 - ☐ Managing a patient caseload
 - ☐ Ordering diagnostic tests
 - ☐ Making and receiving referrals
 - ☐ Admitting and discharging patients for specified conditions and within agreed protocols
 - ☐ Running clinics

□ Prescribing medicines and treatments

- To accept responsibility for own patient caseload, ensuring all patients have an accurate plan of care, which reflects the assessment undertaken and incorporates the issues and recommendations made ensuring clear documentation in the patient's record and hand held records
- To be actively involved in inpatient care, liaising with ward staff to ensure high quality nursing care
- Where appropriate to lead nurse led out patient services ensuring nurse consultation with all newly diagnosed patients
- To follow-up patients as appropriate and ensure all relevant information is available to enable patients to make an informed choice about their treatment.
- To co-ordinate a seamless service through the development of enhanced Multidisciplinary team (MDT) processes and communication.
- To lead the identification and development of clinical protocols and strategies to enhance both the continuity and standard of specialist care whilst ensuring equity of access to the service.
- To work collaboratively with as other MDTs at Denmark Hill or Princes Royal Hospital site and with teams at GSTT, where care needs require
- To ensure operational policies are reviewed annually in accordance with national standards
- To ensure all care is given in accordance with agreed protocols.
- To liaise with the ward staff to ensure appropriate and timely discharge/follow-up arrangement in place for patients.
- To identify, implement and maintain a suitable mechanism for MDT referrals to the Clinical Nurse Specialists.
- To work with the MDT to develop, implement and evaluate integrated care pathways and systems of MDT documentation.
- To liaise with local community, social services, paramedics and voluntary organisations in order to develop existing services for clients, carers and health professional.
- To actively involve service users in providing feedback of their experience of the current service and suggestions for improvements.
- To lead on the development of appropriate patient group directive to facilitate/enhance the discharge process.
- To actively involve service users in providing feedback (Kings Cancer Patients Real Time Survey) of their experience of the current service and suggestions for improvements.
- Take active part in analysing NCPES report and developing action plan with the MDM using quality improvement methodology.
- To participate in relevant fora at Care Group, Trust, PCG?PCT, Cancer Network or National/International level to represent the service perspective

Education and Research

- To provide information for clients, carers and health professional about all aspects of specialist care.

- To ensure appropriate information and education literature, including services provided by Macmillan Information Centre on the Denmark Hill Site, is available to help patients, make informed choices as to their treatment plan and continuing management developing and regularly updating literature.
- To initiate, lead and develop programmes of education to enhance the nursing contribution and quality of care to nurses both across the Trust, Nationally and Internationally.
- To act as a clinical expert and advise on educational opportunities that will facilitate the development and support of their specialist knowledge and skills to ensure they develop their clinical practice.
- To contribute to the development of nursing practice within the team. Additionally, where appropriate, to act as a practice supervisor to Trust and honorary contract employees.
- To work with and support ward managers and other clinical staff to identify areas where changes to practice are required. Also where opportunities exist to improve treatment and support for patients.
- To actively participate in educational events provided by the Trust and primary care sector.
- To attend meetings and conferences as appropriate ensuring that you are fully conversant with current issues both within the Trust and within the specialist services locally and nationally.
- To lead on clinical audit, in particular ensuring patient experience surveys are completed and action plans developed.
- To lead nursing research initiatives and support research activity within individual Divisions and also through collaboration with other agencies.
- To identify, apply and disseminate research findings relating to specialist nursing practice.
- To participate and assist with any Trust approved research projects conducted within the department.
- To publish and present relevant clinical practice and service developments.

Management

- To play an integral role in the operational and strategic development of specialist service, both in and outpatients.
- To develop policies and protocols to improve patient care.
- To liaise effectively with all other disciplines within the Trust and at local level.
- To initiate and participate in the management of change to improve standards and communication links from Acute trust through Primary Care.
- To actively contribute to any relevant initiatives within the care group and provide support to senior colleagues and Head of Nursing.
- To contribute positively to the leadership of nursing within the care group acting as an effective role model.
- To work with the support managers and clinical staff to identify areas where changes in practice are required.
- To introduce measures to actively manage and reduce risk to patients. Ensure the formal reporting and recoding of adverse incidents in line with Trust policy.
- To support the Heads of Nursing in implementing Trust initiatives and strategies.

- To network with the team of clinical nurse specialists within the Trust to evaluate, develop and promote the specialist-nursing role.
- To utilise and maintain information systems to aid audit and to provide regular actively analysis report.
- To maintain records and send reports set by various bodies pertaining to the specific speciality.
- To maintain contemporaneous and accurate treatment records, submitting relevant statistics, reports and activity data as requested.
- To evaluate the service in terms of clinical effectiveness, clinical excellence and value for money.
- To ensure the best use of available resources is used within agreed budget to provide a cost effective service.
- To forge effective links within primary secondary and tertiary care to ensure effective communication.
- To ensure compliance with the Trust's Equality and Diversity Policy, supporting the delivery of the Trusts Race Equality Scheme and the Trust's duty to positively promote race equality and equality of opportunity for disabled people ensuring services are responsive to the needs of equality groups.

Personal Professional Development

- To achieve a range of clinical competencies as required within the Trust and Care Group.
- To keep up to date with current literature and research in nursing and the speciality.
- To maintain your own personal and professional development in accordance with PREP requirements, attending mandatory study sessions as required.
- To undergo and actively participate in your own performance appraisals.
- To keep up to date with NMC, relevant specialist Faculty and Trust guidelines and protocols.
- To adhere to the NMC Code of Professional conduct working within and accepting responsibility for maintaining agreed levels of competence.
- To be working towards a masters degree.

People Management and Performance

- Lead, coach and manage the performance of the team in line with good people management practices. Ensuring excellence is recognised and underperformance is addressed.
- Participate in regular performance appraisal meetings and ensure each member of the team has a clear set of objectives and development plans.
- Ensure the team is compliance with all statutory, mandatory training together with any professional training requirements, ensuring they are up to date and fully compliant.
- Manage team absences including sickness in line with Trust policy ensuring the appropriate return to work meetings occur, e-roster is updated and productivity is at keep to the highest possible level.
- Identify and fill any vacancies that arise within the team in line with the Trust's recruitment policy and process.
- Identify talent and support the internal talent management process in order attract and retain and succession plan for your people.

- Review skills mix at regular intervals in order to identify any potential opportunities to maximise resource utilisation / allocation, ensuring job descriptions are kept up to date.
- Ensure overall wellbeing of the team is maintained. Continuously support in improving the morale of the team and implementing a culture of zero-tolerance for bullying and harassment.

General

- The post holder has a general duty of care for their own health, safety and wellbeing and that of work colleagues, visitors and patients within the hospital, in addition to any specific risk management or clinical governance accountabilities associated with this post.
- To observe the rules, policies, procedures and standards of King's College Hospital NHS Foundation Trust together with all relevant statutory and professional obligations.
- We want to be an organisation where everyone shares a commitment to delivering the very best care and feels like their contribution is valuable and valued.
- At King's we are a kind, respectful team:
Kind. We show compassion and understanding and bring a positive attitude to our work
Respectful. We promote equality, are inclusive and honest, speaking up when needed
Team. We support each other, communicate openly, and are reassuringly professional
- To observe and maintain strict confidentiality of personal information relating to patients and staff.
- To be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues.
- This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post holder.
- All employees must hold an 'nhs.net' email account which will be the Trust's formal route for email communication.
- Everyone is responsible for promoting inclusion no matter their role or team. At King's, we want to create an environment where everyone feels valued, respected and welcomed
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Safe Guarding

The Trust takes the issues of Safeguarding Children, Adults and addressing Domestic Abuse very seriously. All employees have a responsibility to support the organisation in our duties by;

- attending mandatory training on safeguarding children and adults
- familiarising themselves with the Trust's processes for reporting concerns
- reporting any safeguarding child or adult concerns appropriately

Infection Control Statement

The post holder has an important responsibility for and contribution to infection control and must be familiar with the infection control and hygiene procedures and requirements when in clinical areas.

The post holder has an important responsibility for and contribution to make to infection control and must be familiar with the infection control and hygiene requirements of this role.

These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures which will be made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.

PERSON SPECIFICATION

Senior Nurse Specialist in Uro-Oncology – Band 8a

	Essential	Desirable
Education and Qualifications		
NMC Level 1 or Level 15 Registered Nurse	X	
A clinical expert either through formal qualification (Degree/Masters) and/or extensive clinical experience pertinent to the area.	X	
Knowledge and Experience		
Ability to impart complex information to patients, relatives and carers, with different levels of understanding.	X	
Advanced clinical assessment skills	X	
Ability to build up a rapport with patients and the MDT	X	
Relevant, demonstrable experience in speciality area	X	
None Medical Prescribing Qualifications	X	
Proven experience of service development	X	
Experience of running research and audit programmes	X	
Experience of delivering presentations	X	
Skills and Competencies		
Strong leadership skills	X	
Excellent communication/counselling skills	X	
Ability to work independently and as part of a team	X	
Computer literacy	X	
Patient centred approach	X	
Counselling skills	X	
Project management skills		X