

JOB DESCRIPTION

JOB DETAILS

Job Title:	Psychological Nurse Specialist
Department / Ward:	Psycho-oncology
Division:	Clinical Support and Specialist Surgery (CSSS)
Base:	The Christie NHS Foundation Trust

ORGANISATIONAL ARRANGEMENTS

Accountable to:	1. Psycho oncology Lead Nurse 2. Clinical Lead Psycho oncology
Other Accountabilities:	Divisional Associate Chief Nurse (DACN)
Responsible for:	Student Nurses

JOB PURPOSE

To work as an autonomous practitioner in the psycho-oncology service practicing to clearly defined protocols, developing the scope of professional practice to meet the needs of the service. The post holder will manage a caseload of both inpatients and outpatients. The post holder will provide expert clinical knowledge and advanced skills for the management of mental health problems for patients aged 18yrs and above including older adults. The post holder will provide specialist education, training and information for patients and other health care professionals. In addition, the post holder will coordinate the day-to-day delivery of effective clinical practice to improve patient safety and experience, participate in the quality management of the Psycho-Oncology department with a specific emphasis on risk and governance issues, rota management and departmental training and education.



DUTIES AND RESPONSIBILITIES

Clinical

1. Perform comprehensive assessments of patients' mental health and psychological needs and plan, implement, and evaluate care delivery according to changing health care needs to ensure continuity of effective patient care.
2. Perform advanced clinical skills in psychological and mental health assessment, diagnosis, and interactions to enhance the patient experience.
3. Provide guidance to nursing colleagues regarding the management of patients with specific mental health needs.
4. Collect, collate, evaluate and report information, maintaining accurate patient records in line with clinical governance and risk-management.
5. Involve patients and carers/relatives in the planning and delivery of care and development of services to enhance the patient/carer experience.
6. Work collaboratively with other professionals and agencies to ensure patient needs are met.
7. Use advanced communication skills in a variety of settings.
8. Monitor health, safety and security of self and others and promote best practice in the clinical area.
9. Promote patient and public involvement activities in the specialist area, leading to service improvement.

Managerial

1. Ensure the effective and efficient use of physical and financial resources in conjunction with finance and the service manager
2. Lead on the writing of protocols relevant to the Psychological Nurse Specialist role.
3. Contribute to and coordinate the development and implementation of policies, procedures and guidelines within the Trust in line with national guidance; and contribute to these activities at network and national level.
4. Organize daily work schedule and off duty rotas ensuring appropriate and effective skill mix and deployment of staff appropriate to patient needs
5. Be aware of Health and Safety issues and ensure relevant risk assessments



for the department are undertaken.

6. Report and record all incidents and complaints according to the agreed policy, investigating promptly and compassionately
7. Ensure all existing Trust policies and procedures are adhered to and new ones are implemented as necessary
8. Report to Clinical Lead or DACN on clinical matters/activity and staff development.

Professional

1. Highlight areas of improvement/development within the department and undertake relevant projects
2. Keep abreast of issues influencing the Trust both internally and externally and ensure senior colleagues and the team have a good understanding of the same.
3. Undertake clinical supervision of health care professional colleagues on an individual or group basis
4. Be fully aware of the divisional objectives and the Trust's corporate plan
5. Demonstrate a pleasant and approachable manner and help create and promote good working relationships
6. Show professional and courteous manner whilst practicing excellent communication skills at all levels
7. Show respect for members of the team and endorse the philosophy of giving mutual support
8. Being aware of one's own limitations, maintain confidentiality and adherence to NMC Professional Code of Conduct
9. Cooperate in own performance review by indicating learning goals and support needs
10. Actively seek mentorship / supervision to enable reflection and development within the role
11. Exercise effective leadership using sound organization skills and judgement, upholding equality and diversity of colleagues and patients



Education and Development

1. Provide specialist, expert clinical knowledge to clinical colleagues, patients, and carers/relatives both within and outside the Trust
2. Identify learning needs, plan, implement and evaluate programs of education to meet identified needs
3. Participate in the education of pre and post-registration health care professionals/medical staff
4. Educate and support staff in the general hospital in how to manage medically ill inpatients with psychiatric disorders such as depression, anxiety disorders, delirium, dementia
5. Sustain up to date skills and knowledge and maintain awareness of professional issues
6. Ensure own compliance and compliance of others with regard to mandatory training

Research & Audit

1. Identify need for, and undertake, research/clinical audit/benchmarking, to improve effectiveness of patient care
2. Contribute to relevant research projects in Psycho-Oncology being conducted at Trust, Network, or national level
3. Disseminate research and audit findings through presentation to professional groups and publication
4. Evaluate service delivery- identify areas for improvement and initiate change.

Date Prepared: 20/2/24
Prepared By: Tiam Moon Lau
Agreed By:
Employee's Name and Signature:
Manager's Name and Signature:
Date Reviewed:
Reviewed By:

Date:
Date:



PERSON SPECIFICATION

Job Title: Psychological Nurse Specialist

	<u>ESSENTIAL</u>	<u>DESIRABLE</u>	METHOD OF ASSESSMENT
QUALIFICATIONS	<ul style="list-style-type: none"> • RMN • Degree in Nursing or health related study • NMC Registration 	<ul style="list-style-type: none"> • Master's Degree • Experience in delivering psychological therapy • Experience of non-medical prescribing 	Certificates
EXPERIENCE	<ul style="list-style-type: none"> • Post registration experience in acute care for adult psychiatric nursing including undertaking risk assessments • Post registration experience including working at a senior clinical level • Experience in liaison psychiatry or a relevant clinical specialty involving serious physical illness 	<ul style="list-style-type: none"> • Experience of working within an oncology setting • Experience of working with a complex care team • Experience of working within a given resource and ability to demonstrate imaginative and effective use of resources • Participation in service development and implementation of change 	Application Form Interview References



SKILLS	<ul style="list-style-type: none"> • Good interpersonal and communication skills • Able to analyze data and provide written reports • Able to work autonomously • Evidence of effective team working across professional and organizational boundaries • Experience in teaching and providing supervision to others (including non-mental health professionals) • Exhibit leadership skills • Intermediate IT skills 	<ul style="list-style-type: none"> • Evidence of involvement in quality improvement activities. 	Application Form Interview References
KNOWLEDGE	<ul style="list-style-type: none"> • Specialist knowledge of the Mental Health Act and Mental Capacity Act • Knowledge of professional and NHS issues and policy relating to specialist area • Evidence based knowledge in relevant clinical specialty • Evidence of continuing professional development • Able to demonstrate wide knowledge of current trends in nursing and application to practice 	<ul style="list-style-type: none"> • Knowledge of Psycho-Oncology 	Application Form Interview References

Date Prepared: 30/11/22

Prepared By: Tiam Moon Lau

Agreed by: Employee

Date Agreed:

Date Reviewed:

Agreed By: Manager

Date Agreed:

Reviewed by:



GENERAL STATEMENTS:

RISK MANAGEMENT

It is a standard element of the role and responsibility of all staff of the Trust that they fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.

RECORDS MANAGEMENT/DATA PROTECTION

As an employee of the Trust, you have a legal responsibility for all records (including patient health, financial, personal and administrative) that you gather or use as part of your work within the trust. The records may be paper, electronic, microfiche, audio or videotapes, x-ray images. You must consult your manager if you have any doubt as to the correct management of the records with which you work.

HEALTH AND SAFETY REQUIREMENTS

All employees of the Trust have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Employees are required to co-operate with management to enable the Trust to meet its own legal duties and to report any circumstances that may compromise the health, safety and welfare of those affected by the Trust undertakings.

CONFIDENTIALITY AND INFORMATION SECURITY

As a Trust employee you are required to uphold the confidentiality of all records held by the trust, whether patient records or trust information. This duty lasts indefinitely and will continue after you leave the trust employment.

All Information which identifies individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the Data Protection Act 2018 and should be managed in accordance with this legislation.

TRUST POLICIES

The Trust operates a range of policies, e.g. Human Resources, Clinical Practice (available on the Trust intranet). All Trust employees must observe and adhere to the provisions outlined in these policies.



EQUALITY, DIVERSITY AND INCLUSION

The Christie NHS Foundation Trust is committed to advancing equality, diversity and inclusion for all our patients, other service users and staff. We want to ensure that everyone who works at the Christie or uses our services is welcomed, valued and treated with dignity and respect.

It is your responsibility to understand and work in line with the Trust's equality, diversity, inclusion and human rights policies. You should value others and treat everyone you come into contact with at work with fairness, dignity and respect at all times and uphold their human and other rights.

INFECTION CONTROL

Healthcare workers have an overriding duty of care to patients and are expected to comply fully with the best practice standards. You have a responsibility to comply with Trust policies for personal and patient safety and for prevention of healthcare-associated infection (HCAI); this includes a requirement for rigorous and consistent compliance with Trust policies for hand hygiene, use of personal protective equipment and safe disposal of sharps. Knowledge, skills and behaviour in the workplace should reflect this; at annual appraisal you will be asked about application of practice measures known to be effective in reducing HCAI

ENVIRONMENTAL SUSTAINABILITY

All employees of the Trust have a responsibility to ensure they have an awareness of environmental sustainability issues which affect the Trust and to contribute to the achievement of the reduction of the Trust's environmental and energy performance footprint e.g. (but not limited to) the use of energy consumed in workspaces (heat/light/paper consumed) and to recycle consumable products wherever possible using appropriate facilities.

FLU VACCINATION

All Trust staff must take part in the Trust's annual flu vaccination programme and ensure they receive the influenza vaccination on an annual basis.

