

The Newcastle upon Tyne Hospitals NHS Foundation Trust

Job Description

1 Job Details

Job title Specialist Nurse Renal Young Person Care

Pay band 6

Directorate: Board of Medicine & Emergency Care

Ward/dept/office base: Renal Services

Hospital site: Freeman & RVI

Essential Requirements

- Registered nurse (appropriate to branch)
- NMC registration
- Diploma/Degree level study, or equivalent specialist study / experience.
- Some post registration experience within related specialist area of practice.
- Extended clinical practice underpinned by training supervision & assessment.
- Evidence of ongoing continuous professional development.
- Evidence of good communication and interpersonal skills
- Effective report writing skills
- Motivation and enthusiasm
- Able to work independently and as a member of a team.
- Meets Nursing and Midwifery Council requirements for mentorship if relevant to role.
- Effective organisation and time management skills
- Knowledge and understanding of relevant NHS policy or project specific policy context.
- Good IT skills.
- Knowledge of adult/child safeguarding.

Desirable requirements

- Research or audit experience.
- Change management skills and involvement in project work.
- Evidence of effective leadership skills/knowledge e.g. Leadership course (LEO).
- Evidence of contribution towards education and training programmes.

2 Job Purpose

- The Newcastle upon Tyne Hospitals NHS Foundation Trust define a nurse specialist as a qualified nurse where the primary purpose of role is to provide guidance and support based on advanced level knowledge to patients, carers and health professionals concerning a specific disease/condition.
- Within the sphere of specialist practice:
 - Is working towards advanced knowledge and skills within specialist sphere

- of practice.
- Contributes to the facilitation of the planning, delivery and evaluation of care pathways for a designated group of patients.
- Support the development of nursing practice within the specialist field and contribute to the body of nursing knowledge.
- Contributes to training and education within specialist area.

3 Dimensions

- Suitable post for a registered nurse who is interested and able, to work towards the development of expert knowledge and high level clinical practice within a specialised area.

4 Organisational arrangements

Reports to:	Team Lead/Matron
Professionally accountable to:	Nursing and Patient Services Director via Head of Nursing and Matrons/Team Lead
Staff responsible for:	see post specifics

5 Knowledge Training and Experience

- Working towards highly developed specialist knowledge, underpinned by theory and experience demonstrated by:
 - Registered nurse (appropriate to branch)
 - NMC registration
 - Diploma/Degree level study, or equivalent specialist study / experience.
 - Some post registration experience within related specialist area of practice.
 - Extended clinical practice underpinned by training supervision & assessment.
 - Evidence of ongoing continuous professional development.
 - Evidence of good communication and interpersonal skills
 - Effective report writing skills
 - Meets Nursing and Midwifery Council requirements for mentorship if relevant to role.
 - Effective organisation and time management skills
 - Knowledge and understanding of relevant NHS policy or project specific policy context.
 - Good IT skills.
 - Knowledge of adult/child safeguarding.

6 Skills

Communication and relationships

- Communicates complex/sensitive information with patients, carers and the wider-disciplinary team on condition related information to ensure their active involvement in the care planning, treatment delivery and informed consent

process.

- Assist patients and carers to develop understanding of health condition and promotes self management.
- Acknowledge and accommodate barriers to communication and understanding including speech, hearing, language and emotion. Persuasion may be required.
- Working towards the provision of specialist advice to a range of health care professionals within the scope of specialist practice.
- Compiles comprehensive nursing records in accordance with Trust guidelines.
- Liaise with other nursing staff and members of the multidisciplinary team in order to achieve optimum levels of care in relation to specialised area of practice.
- Access external networks with peers to share good practice.
- Is working towards the development to present complex and sensitive information within a variety of both formal and informal settings to individuals and groups of sizes over 20 and different professional levels.
- Communicates with patients, carers and the wider multi-disciplinary team.
 - Receives and delivers complex, confidential and sensitive information (e.g. child protection or adult safeguarding).
 - Contributes to the assessment of complex issues and facilitates decision making relating to patient care, safety treatment options and outcomes.
- Communicates with other wards and departments as well as external agencies.
- Maintains accurate and up to date nursing and medical records, and ensures others do so.
- Contributes to the provision of specialist advice:
 - to individual patients and carers
 - to members of clinical team
 - to support groups
 - to allied professionals / multi-disciplinary meetings
- Will be expected to contribute to scholarly activity and communication.

Analytical and Judgemental Skills required for the post

- Will be expected to assess and interpret a range of complex clinical information and take appropriate action to ensure that individual patients' needs are met.
 - Adjusts treatment plans and patient pathway.
 - Applies developed clinical judgement to identify appropriate clinical interventions.
 - Recognise situations that may be detrimental to the health and well being of the individual and take appropriate action including emergency action when required.
 - Applies risk benefit analysis principles.
- Contributes to the progress against expected outcomes and makes changes as required.
- May be the first point of contact for a complaint;
 - Informs Team Lead/Matron of any complaints, incidents or accidents that occur in their area of practice in accordance with Trust policy.
 - Report incidents at ward level to the person with continuing responsibility for the ward or department.
- Contributes to audit and service evaluation within specialist area.

Planning and organisational skills required for the post

- Ensure the delivery of evidence based nursing care to patients in relation to specialised area of practice.
- Organise own work on day-to-day, week-to-week and month-to-month basis

(flexibility required).

- Contributes to the planning of complex, ongoing specialist nursing service provision, including education and training which will need formulating and adjusting.
- Work with ward/department sisters/charge nurses, to support the delivery of seamless care.
- Respond appropriately to unexpected events in order to maintain service delivery.

Physical dexterity skill requirements

- Highly developed physical skills with a need for accuracy to undertake for example:
 - Intravenous drug administration.
 - Venepuncture and intravenous cannulation.
- Basic keyboard skills to access blood results.
- PAS & electronic patient record for patient information.

7 Key result areas

Patient / client care

- Contributes to the development of specialised care to defined caseload supporting patients along clinical pathways and protocols of care.
- Supports patients to be partners in their own health care through education, discussion and explanation of care.
- Works as a member of the multidisciplinary team to advise and support colleagues in the delivery of specialised patient care across professional boundaries.
- Undertake or advise on the management of a specific aspect of care for a group of patients.
- Work in partnership with others to;
 - Ensure highest standards of patient care and safety.
 - Co-ordinate the care for patients in specialised area of practice.
 - Contributes to the delivery of a planned specialised programme of nursing care.
- Demonstrate advanced professional/clinical knowledge and applies this to practice.
- Act as a role model for other practitioners.
- Ensure best practice is shared and celebrated.
- Ensure privacy and dignity is achieved for all patients.
- Ensure a safe and comfortable environment for patients, staff and visitors.
- Prevent hospital acquired infection by ensuring the highest standard of infection control, cleanliness and healthcare environment.
- Contributes to Trust projects as requested.

Policy and Service Development

- Adheres to the Nursing and Midwifery Council's Code of Conduct.
- Implements policy or service change within sphere of specialist practice.
- Will contribute to development of clinical practice to meet policy or service development for specialist area.

Financial and Physical Resources

- Is aware of financial implications of own decisions.

- Exercise a personal duty of care with expensive equipment provided by the Trust.
- Monitor and ensure the appropriate use of clinical supplies and equipment within specialty.
- May provide advice on the purchase of specialist equipment.

Human Resources

- Conform to Trust Policies, Procedures and Guidelines.
- Complies with Trust Health and Safety Policies.
- Will attend mandatory updates.
- Promote Equality and Diversity rights.
- Comply with Dignity and Respect at Work Policy

Management

- May be required to contribute to sickness management, staffing resource and appropriate nursing and support staff performance reviews as required for post.
- Ensures appropriate supervision of new staff, student nurses and other visitors to the clinical team.
- Support recruitment and retention of the best nursing staff to their ward/department.
- Will contribute to effective management of service and caseload to specific area of practice.

Education

- Takes a lead role in informing the education of patients and carers.
- Contributes to specialist education and training across the organisation to colleagues and students.
- Act as a resource to support the professional development of other staff.
- Advise on the promotion of health and the prevention of illness.
- Contribute to development and education within the multidisciplinary team and actively participate in all aspects of the ward/department training programme and team meetings.
- Foster a culture of life long learning and continuous professional development both personally and within the directorate team.
- Contributes to the corporate development of nursing/midwifery through a contribution to the wider organisation agenda.

Leadership

- Acts as a positive role model providing nursing leadership within speciality area.
- Demonstrate the highest professional standards and support the development of clinical expertise.
- Contributes to the development of practice within specific areas of practice, this may be within Directorate or across organisation.
- Contributes to practice development within specific sphere of practice.

Information Resources

- Maintains and updates patient and staff electronic records.
- Use information systems to access input patient information and access patients' results.
- Access information using the Internet, which is relevant to patient conditions to inform evidence based practice within speciality.

- In line with Nursing and Midwifery Council guidance and Trust policy ensures that the highest standards of record keeping are implemented and maintained.

Research and Development

- Support the implementation of clinical assurance measures and participates within area of specialist practice.
- Contributes and may lead clinical audit within speciality.
- Regularly contributes to R & D activity.
- May be involved in clinical trials.
- Considers application of research findings relating to sphere of practice.
- Disseminates research and audit findings and monitors the effects so that standards of care are maintained and improved.
- Ensures delivery of best practice within specialist area of practice.

8 Freedom to act

- Working towards/ lead specialist for defined area of practice.
- Work within the Nursing and Midwifery Council's Code of Conduct and Scope of Professional practice.
- To accept, manage and discharge referred cases based on criteria for specialist area.
- Works as an autonomous practitioner and within the larger nurse specialist and multidisciplinary team.
- Adhere to policies, procedures and guidelines, which govern practice at National and Local level.
- Working towards becoming a lead expert within own speciality using advanced knowledge to adapt plan of care to suit individual needs within defined parameters and objectives.

Clinical Governance

- Ensure that care is evidence based and that potential sources of risk are identified and dealt with in proactive manner.
- Ensure that resources are used effectively and efficiently within own clinical area and nurse specialist team.

9 Effort & Environment

Physical

- Combination of sitting standing and walking is required (see post below).
- May be required to move and handle patients or objects in line with Trust guidelines using appropriate aids, including hoists.

Mental

- Frequent concentration required:
 - When undertaking complicated drug calculations.
 - Assessing and advising patients.
 - Administering treatments.
 - Updating patient records or writing reports.
 - Admitting and discharging patients.
 - Recording and interpreting vital signs.

- Scheduling patient visits.
 - Analysing and evaluating audit data.
- Work pattern predictable

Emotional

- Support distressed patients and relatives who are given unwelcome news (see post specifics below).
- Will be expected to provide support to colleagues in a personal and professional capacity.
- Occasionally, support and manage patients who display severely challenging behaviour.

Working conditions

- Expected to:
 - Frequently handle blood and bodily fluids (see post specifics below).
 - Occasionally undertake the disposal of elimination products.
 - Frequent exposure to VDU screen.

Agreed post holder

Agreed manager

Date

The Newcastle upon Tyne Hospitals NHS Foundation Trust

Job Description

1 Job Details

Job title	Specialist Nurse Renal Young Person Care
Pay band	6
Directorate:	Board of Medicine and Emergency Care
Ward/dept/office base:	Renal Services
Hospital site:	Freeman & RVI

Role descriptor

- This is a core job description for a Band 6 Nurse Specialist.
- Post specific details on the first page. Additional core elements of the nurse specialist Band 6 role being detailed within the core job description and MUST not be changed.
- This job description is subject to change as requested by the Newcastle upon Tyne NHS Foundation Trust.

Post Specifies

- In addition to the core components of a Band 6 Nurse Specialist the post holder will:
 - 1. Patient Group:** The post holder will work with patients aged between 16 - 25 years for whom they will carry out support and clinical review. The post holder will have their own case load of patients and will be expected to assist in the development and delivery of a comprehensive support service for young people in both adult and paediatric renal services.
 - 2. Geographical location/boundaries:** The post holder will be based on Freeman site but will work across the organisation, as required. The postholder will be expected to liaise between all relevant members of the multidisciplinary teams in adult and paediatric renal services, primary care and other community-based services, and services close to the patient's home which might be elsewhere in the region.

3. KSE: Require the following specific knowledge, skills and experience: for example:

Recognised specialist qualification or equivalent experience relevant to this role

Demonstrate advanced communication skills either through recognised training programme or previous experience. Post holders who do not have formal training programme will be expected to achieve this within six months of appointment

Understanding of relevant National Service Frameworks appropriate to renal young person care / transition care

4. Specific tasks The post holder will:

- assist in the development and delivery of a comprehensive support service for young people in both adult and paediatric renal services.
- review young people in regular clinics alongside established health care professionals
- act as an advocate and source of support for young people within the renal unit, including supporting self management, managing medical, nursing, social, psychological and emotional issues that might be experienced by the young people and referring for specialist support or signposting to additional support where and when appropriate.
- provide support to the paediatric and adult renal teams in dealing with the complex needs of young people.
- attend and contribute to appropriate multi-disciplinary meetings.
- ensure up to date evidence based practice by close liaison with community youth work teams and to maintain an awareness of national youth work agenda.
- create opportunities for young people to participate in service development and actively share their views within the Trust.
- contribute to the development of the young person's multi-professional team objectives, and also be aware of the impact of service changes across the organisation.
- be aware of available resources and support the multi-professional team in the control of expenditure, and assist with seeking external funding sources for the development of renal services to young people.

5. Complexity / sensitivity:

- a. This post involves giving and receiving highly complex information.
- b. This post involves giving and receiving highly sensitive information
- c. This post requires occasional physical effort.
- d. This post requires frequent emotional effort.

6 Additional Information:

This post requires the post holder to work flexibly to meet the needs of the service.

The postholder will be expected to work independently according to a plan agreed with service heads and within the overall framework of the services policies and procedures.

To assist in the development and delivery of a comprehensive support and clinical review service for young people between ages 16 and 25 under the care of renal services in NuTH, including those young people with renal disease approaching progression from paediatric services to adult renal care, patients recently progressed from paediatric services to adult renal care, and patients presenting with kidney disease between those ages.

7 Organisational arrangements

Reports to: Team Lead / Matron

Staff responsible for: Not responsible for but will be expected to support other members of the MDT

8 Key relationships:

- All members of MDT
- The postholder will be expected to liaise between all relevant members of the multidisciplinary teams in adult and paediatric renal services, primary care and other community-based services, and services close to the patient's home which might be elsewhere in the region.
- Other specialist key workers in the region / country if necessary

Agreed manager (print)

Date.....