

JOB DESCRIPTION

Job Title:	Dermatology Surgical Nurse Practitioner
Base:	Amersham Hospital
Agenda for Change banding:	Band 7
Hours of Work:	Full-time/ part time
Details of Special Conditions:	
Managerial Accountability & Professional Accountability	Dermatology Nursing Manager & Dermatology Matron

MAIN PURPOSE OF THE POST

The post holder should:

- Be a registered nurse with significant experience in Dermatology, who possesses the specialist skills and qualifications to assess and treat patients within their specific remit.
- Act as an autonomous practitioner in forming clinical decisions and complex management plans in the diagnosis, assessment, and treatment of patients.
- Work closely with the multidisciplinary team and collaborate with colleagues to ensure that high quality evidence-based patient care is provided.
- Lead the development of a clinical service within dermatological specialist nursing field and provide specialist education and training to others relating to this service.

Specific Clinical & Managerial Responsibilities

- Be a highly skilled practitioner who can be an autonomous practitioner when undertaking surgical skills in relation to Dermatology conditions.
- Have qualifications in Surgical Skills, Advanced History Taking and Non-Medical Prescribing or be willing to undertake and successfully complete this educational path.
- Receive direct referrals, assess, diagnose, treat and discharge patients within remit of the role and agreed protocols in Nurse-Led specialist treatments.
- Develop the nurse-led dermatology surgical services, initiate changes and audit the services effectiveness.
- Provide expert clinical advice to patients to assist with their treatment and discharge plans.
- Provide education relating to Nurse-Led clinic service to other healthcare providers.
- Undertake line management (appraisals, sickness monitoring and development) of junior staff who assist with Dermatology Surgery.

Generic Clinical Responsibilities

- To independently receive and make referrals and lead the management of the caseload for dermatology patient treatment, diagnosis and follow-up across health care settings.

- To undertake nurse-led treatments and follow-up clinics as required for patients that require active follow-up.
- Assess patients for problems associated with skin disease and to identify strategies and solution in managing these symptoms.
- To be professionally and legally accountable for all work undertaken and to practice at an advanced level of professional autonomy and accountability that is within national guidelines, BHT Trust policies and NMC Codes of Conduct.
- To work autonomously in the assessment and development of clinical management plans in the outpatient setting and communicate recommendations verbally and in writing to consultants, GPs, hospital staff and the primary healthcare teams to ensure seamless delivery of care.
- To utilise advanced clinical reasoning skills and evidence based knowledge in the management of patients with highly complex presentations and to be clinically competent to utilise expert skills and knowledge in a variety of clinical settings.
- To make independent clinical decisions and initiate investigations, care/treatment and technological intervention within an agreed framework.
- To direct and use the results of specialist investigations to assist formulation of diagnosis and plan patient management from a range of interventions.
- Following completion of the non-medical prescribing course and registration with the NMC, undertake non-medical prescribing in accordance with the Trust non-medical prescribing policy.
- To undertake nurse-led clinics/ treatments applicable to the post and specialty.
- Develop and conduct skilled nursing intervention within a medical dermatology caseload, addressing issues such as skin assessment, treatment and care co-morbidities, and education within an agreed framework.
- To maintain up-to-date client records in accordance with service policy and to contribute to maintaining minimum dataset.
- To monitor, evaluate and review dermatology nursing practice and to modify approaches to clinical care as necessary.
- To participate in the development of clinical expertise in dermatology nursing enabling nurses to develop advanced assessment, decision-making and prescribing skills through mentorship and supervision.
- To participate in the development of nurse-led ambulatory dermatology care in collaboration with medical and multidisciplinary colleagues.
- To be an authoritative expert assessor/advisor on the management, psychological /spiritual/ social /practical and ethical needs of dermatology patients care and to work in partnership with a range of health professionals to improve their skills in these areas.
- To work in close collaboration with dermatology consultant colleagues locally and nationally.
- To work in collaboration with clinical teams/general management, in order to ensure there is a defined pathway of care for dermatology patients, facilitating timely care and treatment of patients.

- To utilise expert re-assessment to ensure that the management of planned interventions with other MDT members is maintained via the development of a systematic process of follow-up patients across the Trust and wider health care system.

Generic Managerial Responsibilities

- To support the Dermatology Nursing Manager by providing senior leadership in the day-to-day running of a specific area of the dermatology service. Providing assurance to the Dermatology Nursing Manager that this area is meeting the Trust values and vision for patient care, staff development, and service provision (People, Quality & Finance).
- To undertake line management and appraisals for junior dermatology nurses and supports their professional development.
- To develop formal links through partnerships with local universities and relevant professional bodies.
- To maintain a national profile in dermatology.
- To participate in relevant departmental, nursing, Trust, and regional meetings.
- To provide clinical supervision to other staff and engage in own supervision.
- To identify appropriate outcome measures and service impact measures, which evaluate accurately patient response and service development needs.
- To flexibly manage responsibility for own complex clinical caseload, Trust and external teaching/lecturing, service development, and quality assurance.
- In collaboration with management and external agencies to identify clinically focused research priorities.
- To develop own managerial and administrative functions in conjunction with role developments.
- To demonstrate an expert ability to communicate highly complex and sensitive information to patients, carers, and staff, where there may be barriers to communication or may include information about long-term/permanent disabilities. This must be done whilst ensuring confidentiality at all times.

Service & Educational Development Responsibilities

- To lead the development of a clinical service within the dermatological specialist-nursing field and provide specialist education and training to others relating to this service.
- Evaluate the service delivery relating to this service and initiate change for identified areas of development.
- Audit service, review clinical effectiveness and submit necessary data as required.
- To participate and contribute to the development of the Dermatology service as a whole and influence strategies within Trust.
- To participate in the development of a strategy for the professional development of all specialist medical dermatology nursing staff working within BHT.

- In collaboration with multidisciplinary colleagues within BHT and the community participate in the development of pathways of care and service redesign.
- To work closely with consultant colleagues and academic institutions to participate in education, research and practice to continually develop an equitable, standardised, high-quality medical dermatology service.
- To contribute to the developments and innovations between the Trust, and relevant external agencies, locally and nationally.
- Understand the advancement of dermatology practice, maintain up-to-date knowledge in the specialist field, using the information to affect change in practice and ensure the effective dissemination of new knowledge.
- To participate in formulating plans to meet the dermatology nursing training and education needs of staff, at an individual, team, and organisation level.
- To participate in new programmes of education and training to facilitate changes in practice.
- To provide learning opportunities for nurses and other health care professionals via mentorship and supervision. This includes providing inter-professional support for staff of all disciplines.
- To develop a culture of empowerment for staff to become accountable for their practice through professional education.
- To lead in the implementation of medical dermatology nursing strategy across the Trust, incorporating national and international standards into local practice.

Generic Responsibilities

- Be accountable for his/ her actions and act in accordance with the NMC Code of Professional Practice.
- Takes responsibility for own continuing professional development and performance.
- Act in accordance with all Trust and Statutory Guidelines & Policies.
- Be familiar with the Health & Safety at Works Act and be aware of its implications and ensure that local departmental policies are followed.
- Attend an annual staff appraisal and develop a personal development plan.
- Ensure NMC Revalidation is up to date.
- Attend all statutory and mandatory training as and when required to do so.
- Maintain effective communication links with all disciplines.
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ORGANISATION

Matron



Dermatology Nursing Manager



Dermatology Surgical Nurse Practitioner

ADDITIONAL INFORMATION

Trust Values



Health and Safety at Work Act

The post holder is required to take responsible care for the health and safety of him/herself and other persons who may be affected by his/her acts or omissions at work. The post holder is also required to co-operate with Buckinghamshire Healthcare NHS Trust to ensure that statutory and departmental safety regulations are adhered to.

Confidentiality

The post holder has a responsibility to maintain confidentiality and ensure the principles of the Data Protection Act 2018 (DPA) and all applicable laws and regulations relating to Processing of Personal Data and privacy, including where applicable the guidance and codes of practice issued by the Information Commissioner are applied to patient, staff and Trust business/information.

Equal Opportunities

The Trust welcomes all persons without regard to age, ethnic, or national origin, gender or sexual orientation, religion, lifestyle, presenting illness, marital or parental status or disability. We aim to provide a non-judgemental service at all times.

Managing Risk: Maintaining skills and learning from problems

Reducing risk is everyone's responsibility. All staff in the Trust must attend training identified by their manager, or stated by the Trust to be mandatory. The Trust uses risk assessments to predict and control risk and the incident reporting system to learn from mistakes and near misses and so improve services for patients and staff. All staff are expected to become familiar with these systems and use them. The Trust has designated the prevention and control of infection as a core issue in the organisation's clinical governance, managing risk and patient safety programmes. In consequence, all employees are expected to:

- i) Follow consistently high standards of infection control practice, especially with reference to hand hygiene and aseptic techniques,
- ii) Be aware of all Trust infection control guidelines and procedures relevant to their work.

COVID-19 Vaccinations

The [Health and Social Care Act 2008 \(Regulated Activities\) \(Amendment\) \(Coronavirus\) Regulations 2021](#) that require all persons working or deployed in any CQC registered activity to be fully vaccinated against COVID-19, were rescinded from 15 March 2022.

If you are successful at interview, you will still be asked your vaccination or medical exemption status, as part of the pre-employment screening process undertaken by Occupational Health, but this will not impact your offer of employment.

Safeguarding of children and vulnerable adults

During your employment with the Trust, you have a responsibility to safeguard children and vulnerable adults. You are required to complete statutory and mandatory training and take appropriate action as set out in the Trust's policies and procedures.

Governance

Post holders will aim to ensure that areas of the trust under their responsibility comply with "Standards for Better Health" Core and Developmental Standards and bring deficiencies to the attention of their Director"

Information Management/ Data Quality

The post holder must ensure that Trust records are documented, secured, stored and disposed of appropriately and in accordance with the Data Protection Act 2018 (DPA) and all applicable laws and regulations relating to Processing of Personal Data and privacy, including where applicable the guidance and codes of practice issued by the Information Commissioner. In addition, information recorded must be fit for purpose - accurate, relevant, up to date and complete.

Freedom of Information

The post holder must be aware that any information held by the Trust in theory could be requested by the public, including emails and minutes of meetings. It is therefore essential that records are accurately recorded and maintained in accordance with the Trust's policies.

Travel to other sites

You may be required to travel to other Trust locations. Please complete travel expenses using the online system. Details of allowances can be obtained from the Human Resources Department.

Smoking statement

Smoking is not permitted in any premises or grounds managed, leased or owned by the Trust. Smoking is not permitted in Trust vehicles or in any vehicle parked on Trust premises.

General

The duties outlined above are not intended as a restrictive list and may be extended or altered to include other tasks that are commensurate with the grade. Should you have any queries or concerns relating to the contents of this letter, please contact the Recruitment team, Amersham Hospital, Whielden Street, Amersham, Bucks, HP7 0JD.