

DERMATOLOGY CLINICAL NURSE SPECIALIST

INFORMATION FOR CANDIDATES

ABOUT THE TRUST

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east.

The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are The Princess Royal Hospital (PRH) in Telford and The Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ more than 6,000 people, and hundreds of colleagues and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at The Royal Shrewsbury Hospital, Friends of The Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at The Royal Shrewsbury Hospital.



OUR VISION AND VALUES

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

Our Vision:

“To provide excellent care for the communities we serve”

Our Values:



OUR VISION

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

OUR VALUES

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective, and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is, so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.

COLLEAGUE BENEFITS

GENERAL

27 days annual leave entitlement at joining, increasing with length of service, plus 8 bank holidays

Flexible working policies

Generous maternity pay and 2 weeks full pay paternity leave

Colleague recognition scheme and long service awards

Option to buy and sell additional annual leave

Greener travel initiative, including cycle to work scheme and lift share

Childcare information and support available, including onsite nurseries

Discounted bus passes with Arriva

FINANCIAL

Access to various local and national discounts via various external websites

- Blue Light Card
- Health Service
- Discounts NHS

Generous Pension scheme

Access to a financial support booklet

Pre-retirement courses

Free Will writing service

Savings and Loan schemes

HEALTH AND WELLBEING

PSYCHOLOGICAL SUPPORT

- Coaching
- Mental Health First
- Aiders Chaplaincy

PHYSICAL SUPPORT

- Fast track physiotherapy service Free
- eye test vouchers

HEALTHY LIFESTYLES AND EMOTIONAL SUPPORT

- Slimming World referral scheme Staff
- cervical screening service Long Covid support
- Access to wellbeing/rest rooms
- Menopause support including advocates, webinars, toolkits, clinics, and bi-monthly meet ups Men's
- Health - Bi-monthly forums and men's MOT
- Sleep School Wellbeing Support

Discounts with local gyms

LEARNING AND DEVELOPMENT

COACHING AND MENTORING

Opportunities to grow, develop and perform at your best

LEADERSHIP ACADEMY

Leadership and management training for all levels of staff

ACCESS TO ELEARNING COURSES

Many eLearning modules to learn from with access available at home

APPRENTICESHIPS

There are a growing number of apprenticeship opportunities at SaTH across all disciplines

Secondment and acting-up opportunities

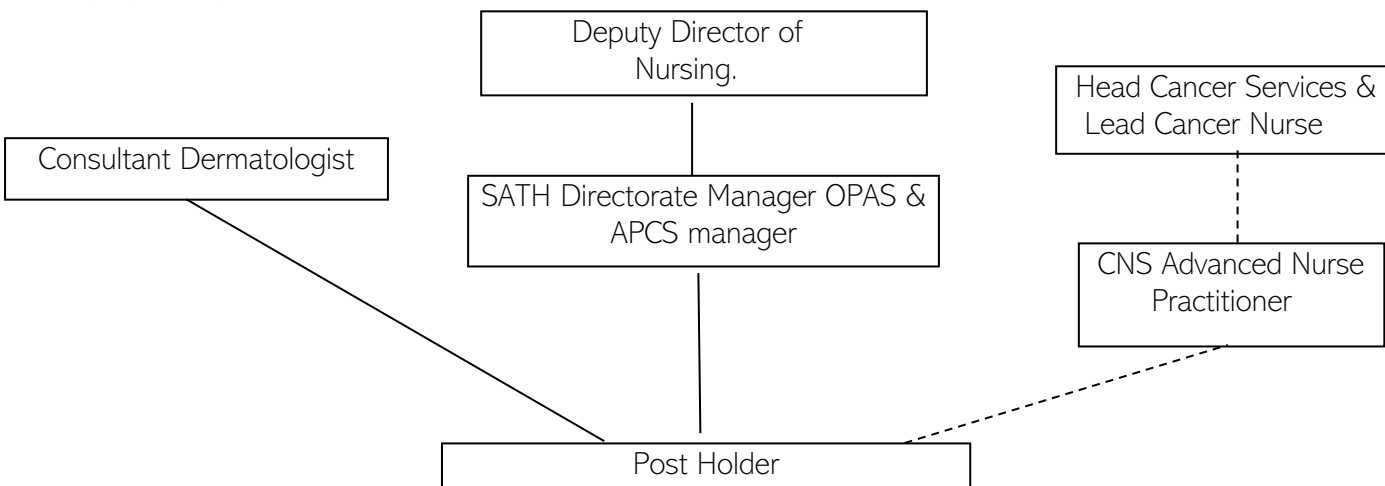
Support to complete qualifications such as NVQ, Masters etc. whilst on the job



JOB DESCRIPTION

Job Title	Dermatology Clinical Nurse Specialist
Band	Band 7
Directorate	Medicine and Emergency Care
Accountable to	CNS Advanced Nurse Practitioner / Matron
DBS Required?	Yes, Enhanced DBS

JOB OVERVIEW



Job Purpose:

- Promote expert practice, facilitating the development of clinician's skills by acting as a role model, mentor and supervisor to provide a visible, accessible and authoritative presence regarding common inflammatory skin diseases (e.g. acne, eczema, psoriasis) in the clinical setting and will work with the multi-disciplinary team to provide a comprehensive service including expert care that the patients, relatives and staff can rely on for support and advice.
- With the support of the Dermatology Team, develop common referrals and follow up protocols, guidelines and patient information for implementation across care settings where patients with common inflammatory skin diseases are managed. These will be coherent with national protocols and guidelines.
- Will be the lead for the Dermatology Nursing Service across Primary and Secondary Care, representing SaTH, Shropshire County PCT and Telford and Wrekin PCT.
- Flexible, innovative leader able to adapt to service demands and provide specialist clinical nursing leadership to the dermatology service.
- Act as a specialist education resource for allied healthcare professionals providing expert advice, support and guidance on the care and clinical management of common inflammatory skin diseases.
- Organise, deliver and participate in teaching sessions for the multi-professional teams such as health visitors, district nurses, practice nurses and general practitioners.
- Establish operational working partnerships with key local government services with regard to health promotion and raising skin disease awareness.
- Plan, co-ordinate and participate in regular departmental research studies and audit programmes in line with national guidelines and identify and implement service changes.
- Maintain and update the skin diseases information leaflets.

Clinical Practice – holistic care

- Act as resource for all patients with common inflammatory skin diseases, providing advice, support and information as necessary.
- Following diagnosis of a common inflammatory skin disease:
 - Reinforce and supplement information provided to the patient by the Consultant, on the diagnosis and management. Support patients to make informed choices on treatments and clinical management options. This may be complex and of a highly sensitive and emotive nature.
 - Undertake key worker role; providing access to support and advice in between appointments and treatments.

- Undertake a holistic assessment at key stages in the patient pathway co-ordinating care and referring to other disciplines as necessary. To offer emotional, psychological and practical support and symptom control to the patient and their family/carer throughout their illness.
- Supervise in-patient care and provide support for patients admitted with inflammatory conditions.
- For patients who require patch testing, liaise with the Nurses running the Patch Test clinic to ensure seamless care.
- Where there has been disfigurement following treatment, liaise with Red Cross skin camouflage service.
- Liaise with other specialities as necessary e.g. patients with psoriasis may also attend the Rheumatology Department with joint problems.
- Ensure patients receive information and support at key stages of the patient pathway. This will include information about diagnosis, treatment and prognoses, information regarding benefits advice and national /local patient support groups.
- Provide emotional and psychological support at key stages in the patient pathway signposting/referring for level 3 and 4 psychological support as necessary.
- Ensure a record of all the above is documented in patients case notes

Advanced clinical practice/practitioner role

Work autonomously but within competencies and within a defined development plan which includes a period of supervised practice: -

- Develop and participate in nurse led clinics (SaTH and APCS) which could include a range of service related activities such as: -
 - Minor skin surgery (including suturing)
 - Cryotherapy
 - Photodynamic therapy
 - Instruction for applying topical therapies
- Develop and participate in nurse led follow up clinics which include patients with:
 - Common inflammatory skin diseases
 - Patients taking systemic therapies which require monitoring e.g. roaccutane, methotrexate, ciclosporin, azathioprine.
- Develop and participate in nurse led new patient clinics which include patients with *selected* common inflammatory diseases.
- Underpin activity within nurse led clinics by leading on the development of protocols and

guidelines, which are coherent with national guidance.

- Aid the establishment of a robust referral procedure for dermatological problems into the service.
- Take responsibility for reviewing and updating protocols/guidelines and Patient Information Leaflets to ensure they reflect evidence based practice.
- Work with administration staff with data collecting and patient satisfaction questionnaires.

Education & Health Promotion

- Establish and maintain effective communication systems across the acute and primary care settings.
- Lead, develop and deliver educational programmes for healthcare professionals in primary and secondary care.
- Provide a specialist information resource for all disciplines seeking advice regarding the management of patients with skin disease.
- Liaise with Stafford University to provide opportunity for student nurses to have placement within the dermatology nursing service.
- Develop partnerships with relevant organisations in the NHS and partner organisations such as local authority i.e. health promotion, child health services and GP practice nurses and health visitors to develop strategies to address understanding of common inflammatory diseases and their treatments within the community, for all age groups.
- Educate patients and their carers about skin diseases – “the Expert Patient”.

Management

Support and work with the dermatology team:

- Clinical:
 - Take on lead role in monitoring patients taking systemic therapies. Ensuring relevant monitoring tests are undertaken and the results are seen. Informing the patient’s supervising consultant dermatologist of abnormal results and action any subsequent treatment decisions.
 - Working to agreed treatment protocols, manage and make treatment decisions for patients with common inflammatory skin diseases.
 - Identifying patients not responding to therapies in the agreed treatment protocols. Referring these patients back to the supervising consultant dermatologist for advice.
 - Point of contact for other disciplines that have patients for discussion. e.g. rheumatology, general medicine.

- Operational:
 - Service improvement and development.
 - Development of policies, guidelines and patient pathways for Trust that are coherent with national guidance.
 - Co-ordination of monitoring of patients on systemic therapy.
 - Co-ordination of departmental audit, research studies and subsequent meetings to review results.
- Develop methods to collect activity data on own practice through liaison with audit teams.
- Develop strategies to seek feedback on user issues through co-ordinating Patient Surveys. Develop and implement any necessary action plans, after consultation with the Dermatology Team.
- Lead on patient communication issues and co-ordination of patient pathways.
- Maintain patient records to ensure that relevant information is documented.
- Organise time effectively to ensure effective management of workload.

Professional responsibilities

- Ensure skin nursing practice is in keeping with NMC Standards and reflects national and local policy / guidelines.
- Provide Nurse Leadership to the skin service.
- Identify areas of service that require service improvement support and liaise with Operational Managers in seeking support where necessary.
- Attend Trust Clinical Nurse Specialist/Head of nursing meetings.

Professional Development

- Maintain individual professional development to ensure specialist knowledge is up to date.
- Demonstrate advanced communication skills (completion of recognised advanced communication skills course)
- Ensure a planned, co-ordinated and cohesive approach to developing the Advanced practice/practitioner role meets the (Acute) Trust's framework for 'the Development of skills and roles for Nurses, Midwives and Allied Healthcare Professionals.'

- Participate in annual appraisal to ensure personal objectives meet service and also the Corporate objectives are achieved

Physical, mental and emotional demands of the post:-

Physical	
Moving medical notes	Several short periods a day
Assisting/supporting patients whilst walking	Several short periods a week
Travel/locate new areas	Large part of working day - several days per week
Maintain dexterity and ensure high degree of precision and hand and eye coordination	Several short periods a week
IT/keyboard skills	Several short periods per day, occasional requirement for prolonged use.
Mental effort	
Flexible working within workload which is only partially predictable	Large part of working day
Decision making re- patients condition/ treatment/medication changes/referral for consultant opinion, intervention by others e.g. members of MDT, Social services, voluntary agencies.	Large part of working day
Respond to interruptions from colleagues / patients or carers.	Several times a day
Responding to telephone.	Large part of working day
Concentration required to listen so that accurate patient information is received.	Large part of working day
Concentration required to listen so that accurate patient information is relayed.	Large part of working day
Education of patients regarding management of symptoms and medication compliance	Several times a day
Education of Health, Social Care and Voluntary agency staff regarding management of symptoms and medication compliance	Several times a month
Dealing with patients with complex physical and psychological needs (including mental health issues)	Short period of working day
Developing and sustaining working relationship with patients, relatives and community services	Large part of working day
Concentration required to interpret guidance regarding delivery of dermatology services and completion of reports / proposals for implementation.	Several times a month
Emotional Effort	
Supporting patients through initial diagnosis	Several times a week
Supporting patients in managing long term/ chronic illness.	Several times a week
Dealing with emotional (angry / bewildered) relatives	Several times a week



PERSON SPECIFICATION

The following pages contain a description of the qualifications, skills, experience, knowledge and other attributes a candidate should ideally possess to successfully perform this role.

QUALIFICATIONS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • ENB 998 (Teaching and Assessing in Clinical Practice) / City and Guilds 730(7) Cert Ed • Experience of research and development • Evidence of implementing research based practice • First level nurse • Extensive post registration experience within the NHS • Significant proven experience at Band 6 in dermatology out patient service • Relevant degree level or above or prepared to work toward towards • Degree or a degree pathway in Nursing Studies or willing to undertake • Education or experience at Master's Level - or willingness to work toward. 	

EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Experience of communicating with multi-professionals at all levels on subjects that may be sensitive or contentious. • Evidence of Advanced Communication skills training or willingness to do so. • Able to demonstrate commitment to high quality patient care • Knowledge and understanding of nursing/clinical audit • Able to set and monitor standards • Clear understanding of the Specialist Nurse role • An understanding of the issues surrounding nurses role expansion 	

SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Ability to motivate and lead junior staff • Experience in implementing change • Leadership Course or willingness to do so • Experience in a nursing leadership role • Prioritisation of complex workload • Knowledge of corporate and clinical governance • Ability to work across professional and organisational boundaries 	

OTHER

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none">• Ability to deliver on deadlines• Able to work within a rapidly changing environment• Ability to work alone• Able to develop effective inter-professional relationships• Confident in dealing with Consultant Medical staff /senior health care professionals/GPs	

GENERAL CONDITIONS

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

HEALTH & SAFETY

As an employee of the Trust, you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety

INFECTION PREVENTION AND CONTROL (IPC)

The prevention and management of acquired infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and colleagues; and
- maintain an up-to-date knowledge of infection prevention and control, policies, practices, and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy)

INFORMATION GOVERNANCE AND CYBER SECURITY

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently, and effectively. You are required to comply with the Trust's Information Governance policies and standards.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.
- Disclosure of Information - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment, to protect yourself and the Trust from any possible legal action.
- Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

PROFESSIONAL STANDARDS AND PERFORMANCE REVIEW

As an employee of the Trust, you have a responsibility to:

- participate in continuous personal development including, statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a personal and a professional responsibility within the Trust to identify and report abuse.

As an employee of the Trust, you have a responsibility to ensure that:

- you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines
- you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role

SOCIAL RESPONSIBILITY

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills, and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

CONTINUOUS IMPROVEMENT

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

EQUAL OPPORTUNITIES AND DIVERSITY

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

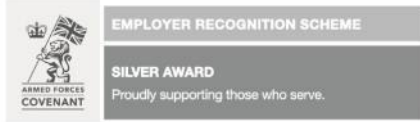
The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

NO SMOKING POLICY

The Trust is a no smoking/e-cigarette/vaping organisation except for designated external areas, in accordance with Trust Policy.

MISCELLANEOUS

This job description is an outline of the key tasks and responsibilities of the post and is not intended to be an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services as well as the personal development.





The Royal Shrewsbury Hospital

Telephone: 01743 261000

Minicom: 01743 261213

Address:

The Royal Shrewsbury Hospital

Mytton Oak Road

Shrewsbury

SY3 8XQ

Getting to The Royal Shrewsbury Hospital

The Princess Royal Hospital

Telephone: 01952 641222

Minicom: 01952 641222 Ext: 4995

Address:

The Princess Royal Hospital

Apley Castle

Telford

TF1 6TF

Getting to The Princess Royal Hospital