

# LEAD CLINICAL NURSE SPECIALIST – TB

## Candidate Pack



## Job Summary

*\*\*This summary has been generated using AI to provide a clear and accessible overview of the role. It is intended to support candidates who may find the full job description harder to read, such as those who are neurodiverse, have learning disabilities or lower literacy levels. Our goal is to make the application process more accessible and inclusive for everyone\*\**

- Leading and managing TB nursing services across Shropshire, Telford & Wrekin, and Powys.
- Providing expert advice and support on TB care, prevention, and control.
- Managing a team of clinical nurse specialists and ensuring high standards of patient care.
- Developing and updating TB policies and making sure services follow national guidelines.
- Improving TB services through research, audits, and education to deliver safe and effective care.
- Working with other health teams and organisations to prevent infection and improve patient outcomes.

## Job Description

<b>Job title:</b>	Lead Clinical Nurse Specialist – TB
<b>Grade:</b>	8A
<b>Site:</b>	The Royal Shrewsbury Hospital
<b>Accountable to:</b>	Matron Medicine
<b>DBS required:</b>	Yes – Enhanced

## Job Purpose

- The Lead Tuberculosis (TB) Clinical Nurse Specialist is accountable for providing operational and clinical leadership for the Tuberculosis Prevention and Control Nursing Services in SaTH and across the communities of Shropshire, Telford & Wrekin and Powys.
- The post holder will contribute to the writing and updating the SaTH TB policies and provide specialist advice to those with their own TB policies inside and outside the Trust i.e., Occupational Health departments; industry; educational facilities; community infection control and immunisation teams.
- As the Lead Clinical Nurse Specialist, you will act as a role model and offer specialist clinical advice. In addition, the post holder will also lead a local team, and evidence research, audit, education and a high level of specialist clinical acumen within the scope of this role.

- You will line manage the clinical nurse specialists and the associated performance, finance, service development, standards and quality of care delivered within your designated speciality of TB.
- As the lead Clinical Nurse Specialist, you will engage with all Corporate and Divisional objectives. Through strong visible leadership and role modelling you will manage and develop TB services to ensure high quality, evidenced based, effective and compassionate care delivery at local and wider community level which is in line with Trust wide, UKHSA, National guidelines, values and behaviours.
- The post holder will support the Deputy Divisional Director of Nursing, Matron and business performance manager to deliver Safe & Effective Services by translating the organisations vision and values into meaningful actions for teams to respond to our patient's needs. This will be supported by implementation of the Nursing & Midwifery & Educational & Research Strategies and taking actions to prevent hospital acquired harms. Providing professional and clinical leadership within a designated area and lead on specific Professional & Service projects as required.
- The post holder may be required to work on other wards/ departments within the Trust at short notice in the event of hospital pressures/major civilian disaster.

## **Main duties and Responsibilities**

### **Clinical / Direct Patient Care Practice Responsibilities**

- 1.To provide clinical leadership, specialist advice and support the nursing team within the speciality of Tuberculosis nursing for adult services. Responsible for management in the care and treatment of patients with TB, latent TB infection and Non-Tuberculous Mycobacterial infection (NTM).
- Responsible for a clinical nurse specialist team and service delivery within the designated speciality and the teams that work within them.
- To maintain clinical credibility by acting regularly as a clinical practitioner in own area of expertise.
- To ensure personal competence in the assessment of capacity, gain valid informed consent and can work within a legal framework with patients who lack capacity.
- Participate & support teams in the delivery of compassionate, safe and effective care, maximising efficiencies, ensuring optimal performance and productivity by continually monitoring standards of care and taking remedial action to address any concerns.
- Responsible for identifying any patient safety concerns and take appropriate action to mitigate against any risk to patient care and ensure the team members monitor and mitigate risks via their individual risk registers.



- Confidently and competently make ethical, evidence-based decisions and interventions when faced with complexity and assess and manage the risk associated with these decisions.
- Apply clinical reasoning and principles of evidence-based practice pertinent to area of practice.
- Makes use of appropriate measurements to enable monitoring of progress, with critical knowledge of the range of possible outcome measurements, their utility, development, validity, and reliability, and methods for analysis of the results.
- Conduct appropriate follow-up, delegating and referring on to other health care professionals and agencies when required to optimize health outcomes and resources.
- Draws upon an appropriate range of multi-agency and inter-professional resources and appropriately define the boundaries of their practice
- Support and promote the prevention of cross infection and promote cleanliness working closely with the Infection Control team by monitoring and taking action as appropriate to reduce infection.
- Provide specialist advice and support to the SaTH Infection Prevention and Control teams on all aspects of TB prevention and control.
- All employees of the Trust have the responsibility to comply with the Trusts Infection Prevention and Control policies and procedures at all times. Strict adherence to effective hand hygiene is essential.
- To improve patient care and outcomes in conjunction with team members by being responsible for the TB service improvement, identifying areas using transformation skills, benchmarking, best practice tariffs, audit and research to ensure services are effective and sustainable.
- Communicate clinical information to patients and relatives so they can understand their care and make informed decisions about their care ensuring any barriers are overcome including language barriers

## **Leadership and Collaborative Responsibility**

- Be responsible and accountable for your own actions and the actions of your team demonstrating effective strategic leadership.
- Acts as a positive role model through provision of strong and effective leadership across professional and organisational teams at local and national level
- Responsible for monitoring appropriate quality & performance metrics and agree with the relevant team members actions to eliminate hospital acquired harms.
- Responsible for establishing robust communication and escalation channels which ensure good team working and challenge poor behaviour by taking appropriate action to prevent any problems.

- Empower staff to develop new skills and ensure competence through supervision, development and delivery of training, education and appraisal both within the trust and with external education providers.
- Understands the principles of emotional intelligence and applies at a high level to build relationships and facilitate effective change management skills
- Demonstrates personal integrity within all situations and is politically and strategically astute.
- Leads projects that fulfil strategic planning and service objectives, making use of excellent time, people influencing negotiating skills and management skills.
- Creates a supportive ethos to empower teams to achieve agreed targets, with mutual accountability and contribute to the development of flexible and responsive services.
- Manages team members including dealing with disciplinary and performance issues and include the distribution and performance of roles and responsibilities, ensuring compliance with professional standards, legislation and policy and optimising job satisfaction as much as possible.
- Actively identifies the need for change within the directorate and proactively generates practice innovations and leads new practice and redesign solutions to better meet the needs of patients and the service.
- Works across professional, organisational and system boundaries and proactively develops and sustains new partnerships and networks to influence and improve health, outcomes and healthcare delivery systems.
- Demonstrates effective communication mechanisms using skills of negotiation, persuasion and empathy to enable timely and effective communication with staff, the wider MDT team and other agencies.
- Respond constructively and confidently to queries and complaints, negotiating with others in a way that suits the situation, demonstrating a high level of theoretical and practical knowledge

### **Improving quality and Developing Practice Responsibilities**

- Continually assesses and monitors risk in own and other's practice and challenges others about wider risk factors.
- Lead on best practice in terms of equality of opportunity and valuing diversity in the workplace
- Undertake continuous professional development, seeking opportunities to enhance knowledge and skills.
- Develops and implements policies and clinical guidelines as necessary.
- Promote the improvement of patient care by the dissemination of key findings to health professionals in direct and indirect patient care.
- Encourage and support nursing and other professional involvement in relevant research and contribute to evidence base for nursing and medical interventions.

- Explore and implement strategies to improve quality through undertaking regular audits to improve patient outcomes and experience.
- Review current literature and utilise nursing research to assure evidence-based learning and assist nursing and other healthcare professionals to interpret and apply theory to practice.
- Is responsible and accountable for developing/maintaining skills and knowledge as a facilitator of learning.
- Uses expertise to contribute to the design, development, delivery and assessment of formal learning within their profession. In line with SaTH Policies.

### Developing self and others responsibility

- Develop the ability to use reflective practice as required by NMC revalidation to demonstrate how you prioritise people, practice effectively, preserve safety and promote professionalism and trust.
- Develop robust governance systems by contributing to the development and implementation of evidence based policies, standards, documentation processes and clinical guidelines through interpreting and synthesizing information from a variety of sources and promoting their use in practice.
- Continues to advance own knowledge and understanding and develop new skills to a high level.
- Advocate and contribute to the development of a culture in own specialist field of practice and the wider environment that supports continuous learning and development, evidence-based practice and succession planning.
- Demonstrate a high level of communication skills and contribute to the wider development of those working in their area of practice by publicising and disseminating their work through presentations at conferences, study days, meetings and articles in the professional press.
- Prepare for and take an active part in the Appraisal/Revalidation process in accordance with Trust policy in partnership with reviewer and to identify opportunities to develop own competence/own skills in order to achieve objectives.
- To be responsible for relevant staff appraisals and act as third party confirmer according to NMC revalidation requirements.
- To act as a coach/ mentor for relevant members of staff
- To provide appropriate guidance and support to staff in the team in line with the Trust's disciplinary and sickness procedures
- Line managers have a responsibility to check in regularly with staff and recognise stress symptoms, know how to access support and promote the health and wellbeing of their staff

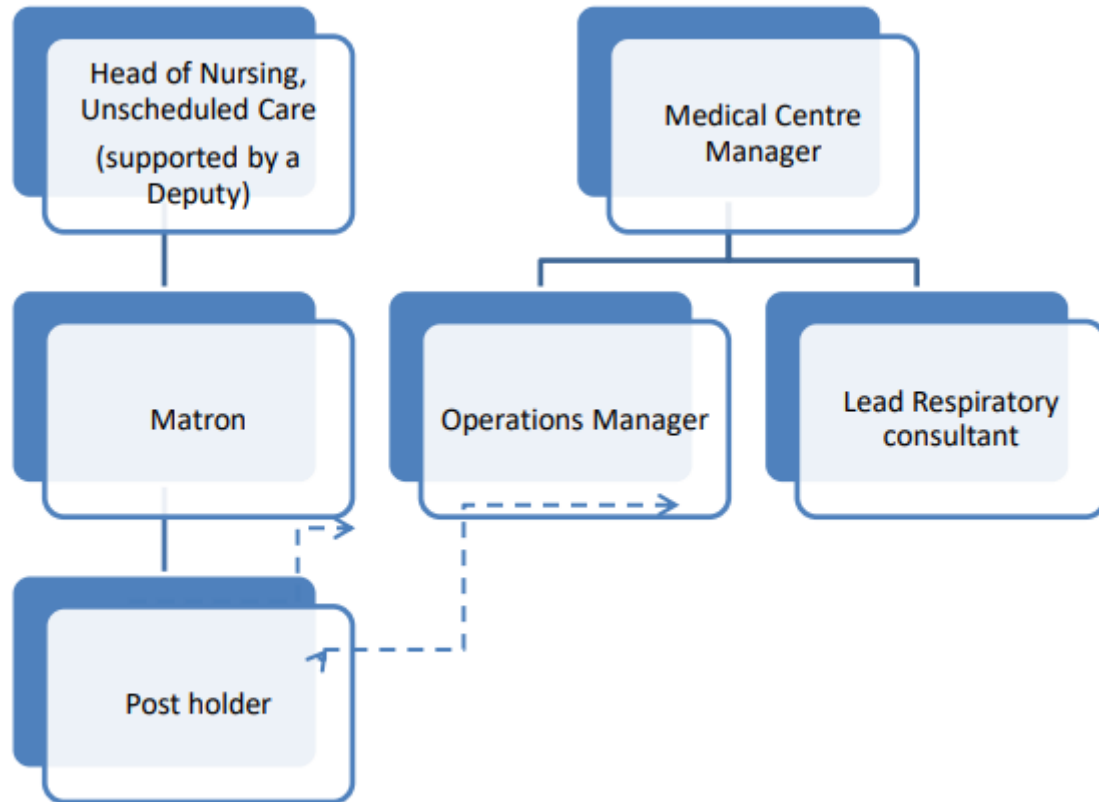
## Resources Responsibilities

- All staff will support their managers to make efficient and effective use of resources. All staff are responsible for identifying any actual or potential deviation from budgets and are to work with the budget holder or manager to find effective ways of handling it.
- To be the Responsible Budget holder.
- All staff must ensure they use resources in a manner consistent with organisational objectives and policies, ensuring that resources are realistic, justified and of clear benefit to the organisation.
- To ensure safe and effective use of equipment through staff training, appropriate maintenance and repair.
- Contribute to workforce planning and ensuring staff have the appropriate proficiencies for their role

## Registered nurses have a responsibility to:

- Maintain active registration status on the NMC Register
- Act always in accordance with NMC Code of Conduct and guiding documents
- Work within the Trusts Nursing & Midwifery Strategy to improve patient care and be able to demonstrate your contribution to the 6C's at annual appraisal
- Be accountable & responsible for delivery of the Services key performance indicators
- Adhere to Trust Policy and Procedure
- Ensure all clinical skills, competencies and knowledge are up to date
- Maintain a professional portfolio with evidence of learning
- Have an agreed personal development plan & meet professional revalidation requirements
- Ensure compliance with the quality, patient safety & governance standards
- Report any patient safety concerns (speak out safely)

## Organisational Chart





## Person Specification

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• RN Diploma or Degree</li> <li>• NMC Registered</li> <li>• A first degree is essential or equivalent experience.</li> <li>• MSc in Health, Quality or leadership related or working towards within 2 academic years of appointment</li> <li>• Non-medical prescriber</li> <li>• Recognised teaching/assessing qualification 998/997 /mentorship or equivalent</li> <li>• Management Qualification (ISM) or relevant management experience</li> </ul>	
<b>Experience and knowledge</b>	<ul style="list-style-type: none"> <li>• Evidence of management / leadership skills gained through theoretical knowledge and or experience. Specific knowledge and experience of Tuberculosis is essential in a healthcare setting</li> <li>• Extensive experience at senior level/ leadership role or</li> </ul>	

	<p>ability to demonstrate</p> <ul style="list-style-type: none"> <li>• Knowledge of advanced clinical, psychological, and social needs of patients attending urgent /acute care</li> <li>• Good understanding of strategic health economy targets for the delivery of TB care</li> <li>• Good knowledge of national and local targets, NICE Guidelines and policies in relation to TB Care</li> <li>• Evidence of prior senior clinical decision making</li> <li>• Evidence of recent research and audit</li> <li>• Evidence of change management and/or innovative practice.</li> </ul>	
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Development of analytical and judgmental skills</li> <li>• Capability in computer skills</li> <li>• Ability to communicate at all levels.</li> <li>• Research /audit skills</li> <li>• Self-reliant, self-motivated proactive personality</li> <li>• Flexible to meet the needs of the service.</li> </ul>	

	<ul style="list-style-type: none"> <li>• Acknowledgment of limitations in practice</li> <li>• Relevant Leadership Programme or equivalent</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>• Awareness of professional and personal limitation</li> <li>• Ability to inspire confidence in others, demonstrating strong leadership qualities and acting as a positive role model to other members of the team</li> <li>• Strong team worker</li> <li>• Ability to work on autonomously</li> <li>• Flexible and adaptable in approach</li> <li>• Ability to work flexibly to meet the needs to the service</li> <li>• Ability to work across all Trust sites</li> </ul>	

## 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;
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to;
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

## Infection Prevention and Control

The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action. 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;
- 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 staff;
- 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;
- 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

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. Failure to do so may result in action being taken in accordance with the Trust's Disciplinary Procedure.

- **Confidentiality and Security** - Your attention is drawn to the confidential and sensitive 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** - The unauthorised use or disclosure of information relating to the Trust's activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. 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. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face 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 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;
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates;
- participate in the Trust's appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the KSF outline for the post.

## Safeguarding Children and Vulnerable Adults

We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities. The Sharing of



Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.

- 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.

## **NHS Sexual Safety Charter**

The Trust is committed to ensuring that all employees work in an environment that is safe, inclusive, and free from sexual misconduct, harassment, and discrimination. As a signatory to the NHS Sexual Safety Charter, the Trust upholds a zero-tolerance approach to sexual harassment and supports anyone affected by inappropriate behaviour. In accordance with the Workers Protection (Amendment of Equality Act 2010) Act 2023, the Trust has a statutory duty to take reasonable steps to prevent sexual harassment of its employees. All staff, are required to treat others with dignity and respect at all times and to cooperate with Trust policies, procedures and training designed to maintain a culture of safety, professionalism, and mutual respect.

## **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 aims 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.

To support this, we have developed the SaTH Improvement Method, a structured approach to change that provides practical tools and techniques to help you understand what success looks like with clear aims, enables you to measure progress and plan meaningful improvements.

You won't be doing this alone. Whether you're new to improvement or already leading change, the Improvement Hub is here to guide you with expert advice, hands-on support, and a wide range of training opportunities to help you grow and thrive throughout your time at SaTH whilst making improvements in your area of

work. Join us in shaping a culture of continuous improvement, where every colleague is supported to make a difference.

## Equal opportunities and diversity

The Shrewsbury and Telford Hospital NHS Trust is an Equal Opportunities Employer, fully committed to fostering an inclusive workplace where all staff feel valued and able to thrive. We believe that a diverse workforce, reflective of our community, is essential for delivering the best patient care.

We will not discriminate against any job applicant or colleague based on any protected characteristic, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, ethnic or national origin), religion or belief, sex, or sexual orientation. Selection for appointment, training, development, and promotion will be based purely on merit and the individual's ability to meet the role requirements.

As a post-holder, you have a personal responsibility to uphold the Trust's commitment to equality by treating all colleagues and patients with respect and dignity. You must actively support measures introduced to ensure equality of opportunity and will not discriminate, harass, or bully others, or condone such behaviour.

