Moving to EXCELLENCE

The Shrewsbury and Telford Hospital NHS Trust

LUNG CANCER CLINICAL NURSE SPECIALIST

Candidate Pack



Colleague Benefits

General

- 27 days annual leave entitlement, 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
- 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
- Salary sacrifice schemes
- Generous pension scheme
- Access to a financial support booklet
- Pre-retirement courses
- Free Will writing service
- Savings and Loan schemes

Learning and Development

- Coaching and Mentoring
- Leadership Academy – leadership and management training for all staff
- Access to E-Learning courses
- Apprenticeships – growing number of apprenticeship opportunities across all disciplines
- Secondment and acting up opportunities
- Support to complete qualifications whilst on the job

Wellbeing

- Coaching
- Mental Health First Aiders
- Chaplaincy
- Fast track physiotherapy service
- Free eye test vouchers
- Slimming World referral scheme
- Cervical screening service
- Long Covid support
- Access to wellbeing/rest rooms
- Menopause support
- Men’s Health forms and MOT
- Discounts with local gyms

Poppy's Promise

Poppy's Promise is a compassionate care initiative introduced within this Trust to enhance communication, respect and empathy across every aspect of patient care.

The initiative was founded by Katie Russell, following the loss of her daughter Poppy, who tragically died at just twelve hours old due to failures in care and communication. Born from that experience, Poppy's Promise serves as a powerful reminder that while clinical skill saves lives, it is compassion, listening and respect that define the quality of care and human connection. By embedding this promise across our organisation, we ensure that no patient or family ever feels unseen, unheard, or uncared for.

Poppy's Promise is a five-stage framework that supports NHS staff to provide compassionate, consistent and patient-centred care. It aims to create a culture where empathy and communication are prioritised at every level - from education and recruitment to daily patient interactions.

At the heart of the initiative lies the C.A.R.E. framework, which outlines four guiding principles for staff to follow. The CARE principles form the foundation of Poppy's Promise. They describe the behaviours, attitudes and values that underpin every interaction — between staff and patients, staff and families, and colleagues with one another.

CARE is not an additional task. It is how care is delivered.

C.A.R.E. Meaning and Practice

Compassion - Demonstrate genuine kindness, empathy and humanity in every interaction. Compassion means recognising the emotional as well as the physical needs of patients, families and colleagues, and responding with care, patience and understanding. Small acts of compassion can have a lasting impact.

Acknowledge - Actively listen and be fully present. Use eye contact, names and open body language, and acknowledge the individual's feelings, concerns and lived experience. Every person should feel seen, heard and taken seriously.

Respect - Treat everyone with dignity, honesty and fairness at all times. Respect individual differences, personal circumstances and lived experience. Trust is built through respectful behaviour, consistency and integrity.

Empower - Enable people to be active participants in their care and work. Communicate clearly, encourage questions and shared decision-making, and ensure patients, families and colleagues feel informed, confident and included. Poppy's Promise is more than a framework - it represents a cultural shift towards human-centred care. By adopting these principles, we:

- Strengthen trust and communication between staff and patients
- Reduce avoidable harm through better understanding and listening
- Improve patient experience and staff wellbeing
- Foster a culture of openness, empathy and shared responsibility

Every member of staff has a role to play in bringing Poppy's Promise to life. Whether you are clinical, administrative or support staff, compassion and communication are part of everyone's role.

In daily practice, you can:

- Take a moment before entering a patient's space - centre yourself, focus on the person, not the task
- Use clear, respectful and kind language
- Listen without interruption and acknowledge emotions expressed
- Be honest and transparent, even when conversations are difficult
- Reflect after interactions - consider how your approach made the patient or family feel

All staff within the Trust are expected to:

- Uphold the values of Poppy's Promise in all patient and colleague interactions
- Attend any training, workshops or refreshers provided as part of the initiative
- Support colleagues in modelling compassionate behaviours
- Raise concerns constructively when communication or respect fall short
- Reflect these principles in both professional and personal conduct within the workplace

Together, we can make every interaction an opportunity to care, listen and make a difference.

That is Poppy's Promise.

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.

- This role provides specialist nursing support for people with lung cancer, mesothelioma and pleural conditions, helping them and their families throughout their care journey.
- Act as a key worker and main point of contact, offering advice, information and emotional support at important stages of diagnosis, treatment and follow-up care.
- Work closely with doctors, nurses and other healthcare professionals to coordinate care, ensure patients receive the support they need, and help them make informed decisions about their treatment.
- Support and develop the pleural service, helping patients manage symptoms, understand their condition and access the right care both in hospital and in the community.
- Represent and advocate for patients within the multidisciplinary team, ensuring their needs, concerns and preferences are considered when planning and delivering care.
- Contribute to service improvement, education and research activities to help provide safe, effective and high-quality care for patients across the Trust.

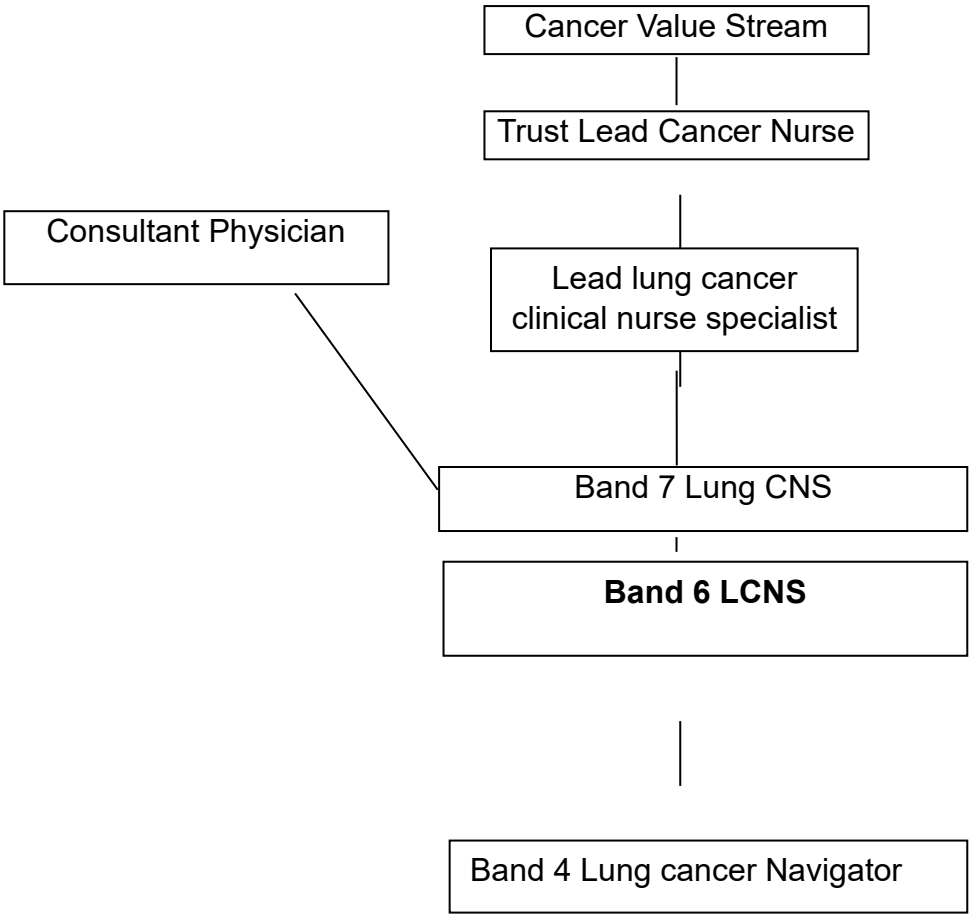
Job Description

Job title:	**Lung Cancer Clinical Nurse Specialist**
Grade:	**Band 6**
Site:	**The Shrewsbury and Telford NHS Trust**
Accountable to:	**Lead lung cancer clinical nurse specialist**
DBS required:	**Enhanced**

Job Summary

To work within the Department of Respiratory Medicine and Oncology at the Shrewsbury and Telford Hospital NHS Trust to support the further development of the service for patients who have Lung cancer and Mesothelioma. The post holder will work with the Lung MDT to develop deliver the service to reflect the needs of patients with Lung cancer and Mesothelioma and benign pleural pathologies throughout the patient pathway. The post holder will ensure the delivery of a high quality, clinically effective care, prioritising, and utilising research.

Organisational chart:



Key Responsibilities

1. Clinical

1. Take on the role of patient's key worker. As key worker:-

    a. Wherever possible, be available when discussions with medical staff may lead to patients having to make choices concerning complex treatments and clinical management options. This will include patients requiring referral for surgery, oncology treatment and pleural interventions.

    b. Undertake key worker role; providing advice, support and information at key stages in patient pathway.

c. Undertake a holistic assessment of patient needs (physical, social and psychological) at key stages in the patient pathway co-coordinating care and referring to other services and disciplines as necessary.

2. Provide emotional and psychological support at key stages in the patient pathway signposting/referring for level 3 and 4 psychological support as necessary.

3. Ensure compliance with Manual of Cancer Standards by developing a system that ensures individual patients have: -

   a. Opportunity of a record of key consultations regarding diagnosis, treatment, or prognosis, and ensure this is recorded in case notes and SOMERSET database.

   b. A key worker.

   c. Receive necessary patient information at key stages in the pathway. This will include information of a highly emotive or distressing nature about diagnosis, treatment and prognoses, information regarding benefits advice and national/local patient support groups – in a format that patients/carers can understand. It may also include the CNS imparting information about diagnosis and basic treatment options.

4. Work closely with and refer to, other specialist nurses and appropriate services to co-ordinate seamless transitions of care.

5. Ensure effective liaison between the community team, the hospital and the multi-disciplinary team.

6. Be a member of the Lung MDT, contributing to discussions regarding individual patients - acting as patient advocate.

7. Demonstrate highly effective communication and information sharing with patients, ensuring a variety of modalities of information is available to patients.

8. In collaboration with Respiratory Physicians facilitate the Pleural service, empowering patients in decision making, managing symptoms, and providing support and education to patients and staff.

9. To act as a resource, providing care, information and support to patients, carers and

staff in their treatment pathway. Meeting patients in surgical and oncology clinics to aid decision making around appropriate treatment options..

2. Management

10. Contribute to the daily management of the patient caseload, being responsible for a named cohort of patients on the lung cancer pathway, organising workload effectively.

11. Maintain accurate and up to date patient documentation.

12. In collaboration with the Lead Clinician for the Lung cancer MDT, the Pleural team and in agreement with Trust Lead Cancer Nurse:

    a. Review and update relevant patient information.
    b. Adopt the service improvement approach to developing new ways of working to improve the effectiveness and efficiency of the service.
    c. Develop methods to collect activity data on own practice through liaison with Trust Cancer Information Manager.
    d. Ensure SOMERSET database is completed in line with national guidelines.

13. Communicate effectively with all wards and departments to facilitate the provision of a
    consistently high quality of care for patients and their carers.

14. To support the organisation with any necessary responses to patients/relatives comments/complaints, initiating any required investigation and documentation, responding constructively.

15. Support team members in achieving their professional goals, encouraging good health and wellbeing for all.

3. Research

18. Undertake clinical and organisational audit, promoting the importance and value of

    undertaking such initiatives through multidisciplinary collaboration. Sharing good practice via MDT and external meetings is encouraged.

19. Be aware of current clinical Lung cancer research protocols utilised in the Trust,

ensuring patient participation is based on complete information of the research and attached procedures.

20. To make recommendations regarding future proposals worthy of nursing research.

4. Education

Health care professionals:

21. To be a resource for all disciplines seeking advice regarding the management of patients with lung cancer and Mesothelioma, and pleural effusions, empowering other colleagues.

22. Liaise with Stafford University to provide opportunity for student nurses to have placement within the Clinical Nurse specialist nursing service – when appropriate.

23. Ensure that one's own clinical knowledge is continually updated and reflective of leading-edge practice. Be a member of any relevant national, regional/local Lung cancer organisations.

Patients and carers

26. To educate patients and their carer about their disease and effective coping strategies.

27. When necessary, participate in any relevant health education promotions to raise awareness in the early detection of symptoms suggestive of Lung cancer.

5. Professional Development

28. Maintain individual professional development to ensure specialist knowledge is up to date.

29. Demonstrate advanced communication skills (completion of recognised advanced

    communication skills course).

30. Ensure statutory training requirements are met annually.

31. Participate in annual appraisal to ensure personal objectives meet service and corporate objectives.

6. Other

32. Travel between hospital sites will be necessary in all aspects of this role.

33. It will be necessary to work across a wide range of clinical areas, across organisational and professional boundaries.

7. General

34. The post holder is responsible for adhering to all Trust policies and procedures and the NMC code of Conduct.

35. This job description reflects the intended position and is subject to review and alteration in the light of future changes and developments

36. All information concerning patients must adhere to the Data Protection Act 2018.

8. Infection Prevention and Control

The prevention and management of acquired infection is a key priority for the Trust. The post holder is required to ensure, as an employee, that his/her work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or themselves:

- All staff must be aware of infection prevention and control policies, practices and guidelines appropriate for their duties and must always follow these to maintain a safe environment for patients, visitors and staff.

- All staff must 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.

- Any breach of infection control policies is a serious matter which may result in disciplinary action.

All staff have a responsibility to challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms.

Person Specification

	Essential	Desirable
Qualifications	• RGN/RN • Evidence of Continuing Professional development/qualification relevant to lung cancer or respiratory medicine cancer. • Nursing Degree • Experience at Band 6 in nursing patients with Lung Cancer /complex respiratory/Oncology or in a palliative care setting where patients with lung cancer may be nursed	
Clinical Skills & Experience	• Understanding of the four pillars of advanced nursing practice • Good communication skills both written and spoken • Able to demonstrate commitment to high quality patient care • Knowledge and understanding of nursing/clinical audit • Clear understanding of the Specialist Nurse role • An understanding of the issues surrounding nurse's role expansion • Demonstration of the National Optimal Lung cancer pathway	• Evidence of Advanced Communication skills training • Able to set and monitor standards
Skills and Experience	• Ability to work in a team • Experience in working through a period of service development and change	• Prioritisation of workload through the working week • Ability to work across professional and

	• Understanding current lung cancer issues – locally/nationally • Awareness of NICE Improving Outcomes Guidance for lung cancer, and awareness of how the Lung MDT Team functions • Computer literate • Presentation skills	organisational boundaries • Experience of research and development • Evidence of implementing research based practice
Other	• Able to work within a rapidly changing environment • Confident in dealing with Consultant Medical staff • Flexible attitude • Self aware • Innovative • Diplomatic • Assertive • Team player	• Ability to deliver on deadlines

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.