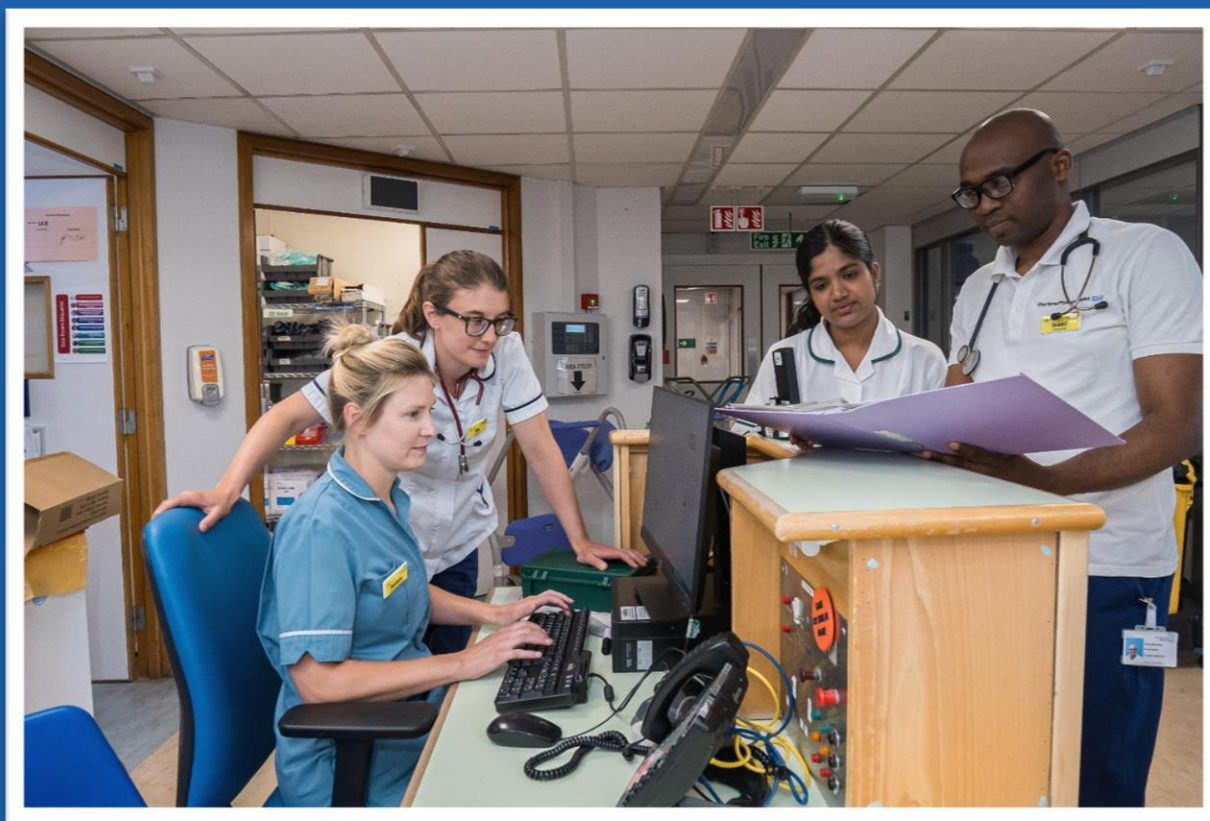


SKIN CANCER NURSE SPECIALIST

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.

- Provide specialist support and care for patients with skin cancer, helping them through their treatment and recovery journey.
- Assess, plan and review patient care, working closely with doctors, nurses and other healthcare professionals to ensure the best possible outcomes.
- Give clear advice, information and emotional support to patients, families and carers, helping them make informed decisions about their care.
- Act as a specialist resource for staff by sharing knowledge, supporting learning and promoting best practice in skin cancer care.
- Help coordinate care across different services, ensuring patients receive timely, safe and high-quality treatment.
- Maintain accurate patient records and contribute to improving services through feedback, research, audits and evidence-based practice.

Job Description

Job title:	Skin Cancer Nurse Specialist
Grade:	7
Site:	The Royal Shrewsbury Hospital
Accountable to:	CNS Advanced Nurse Practitioner / Matron
DBS required:	Yes

Job Overview

In partnership with members of the multidisciplinary team the post holder will develop, implement and evaluate seamless specialist service. They will ensure patients receive the highest standard of clinical care. As a nursing expert the post holder will demonstrate a high level of expertise within the specialist's service, providing advice, education and support to staff, patients their families and carers.

The post holder is accountable for their safe, effective clinical practice and working as part of a defined team and supporting team performance, ensuring efficient and effective use of physical and human resources.

Key Relationships

- Skin Cancer Advanced Nurse Practitioner
- Clinical Nurse Specialists in Skin Cancer
- Consultant Dermatologist
- Skin Cancer Navigator
- Skin Cancer MDT members
- Nursing and Medical Staff
- Palliative Care Team
- Patient Advice and Liaison Officers (PALs)
- Cancer Information and Support Services
- Health Care Professionals
- Other Trust Personnel.

Key Skills

- To act as an expert practitioner working autonomously, managing a caseload of patients within a speciality whilst working as part of a multidisciplinary team (defined or virtual), delivering individualised and personalised direct patient care.
- Provide a seamless, high-quality service from referral through to assessment, diagnosis, treatment and review, referring to other specialists as required. Provide guidance to staff, patients, their families and carers on pathway navigation.
- Demonstrate safe, compassionate, consistent and appropriate practice and expert nursing advice using up to date knowledge and evidence to assess, plan, deliver and evaluate care, communicate findings, influence changes and promote health and best practice. Make person centred, evidence based judgements in partnership with others involved in the care process to ensure high quality care.
- Communicate with patients and their relatives/carers, making reports and liaising as required with medical staff and other members of the multidisciplinary team both verbally and in writing. Where there is a requirement undertake training to support and enhance effective communication ability. Where required undertake additional advanced communication skills training.
- Use professional judgment to intercede and act as an advocate for patients to ensure a patient focused approach to the delivery of care and service strategy. Support and enable patients and carers to make informed decisions relating to their treatment and management, escalate concerns within nursing/professional structures as required.
- Using expert practice take a clear and concise history from patients by assessing their health and well-being, complete documentation (paper based

and electronic systems) ensuring all entries are accurate, legible and timely and in accordance with Trust standards.

- Where required formulate the development of action plans which lead to systematic change through specialist advice or provision, seek additional support and advice as required Have responsibility for the implementation of agreed actions to support and enable changes to practice or service delivery resulting from incidents, complaints and feedback, policy and procedural changes and or national guidance.

Communication and Relationships

- There is a requirement to exchange verbal and written information with patients, staff, and carers, requiring tact and diplomacy.
- The post holder will be expected to deal with queries from anxious patients communicate sensitive information and treatment options under the supervision of the Skin Cancer CNS
- The post holder is expected to provide detailed information on the care required to patient and their carers with biopsy proven Skin Cancer.
- To provide good communication regarding referring centres and primary health care teams
- The post holder is expected to participate in the development of specific Skin Cancer education, training and clinical supervision of other staff and students.
- Demonstrate advanced communication skills (ideally through completion of recognised Advanced Communication Skills Course)

Knowledge, Training and Experience

- The post holder will require knowledge and skills regarding Skin Cancer and treatment. This knowledge should be supported by 2 years' experience in Cancer care, Dermatology or Plastic Surgery.
- The post holder will be able to demonstrate teaching and assessing skills.
- To provide education in formal and informal settings to promote an understanding of the principles of Skin Cancer with assistance from the Skin Cancer CNS's.
- The post holder to have the ability to undertake minor surgery and cryotherapy.

Analytical & Judgement skills

- The post holder will assess patients and their complex need and those of their families, regarding planning, implementing, and evaluating programmes of care, under the guidance of the Skin Cancer ANP.
- The post holder will be required to judge when advice is necessary regarding emotional and psychological support for the patient and family

Planning & Organisation skills

- The post holder will prioritise and plan workload and organise own time.

Physical skills

- The post holder must have dexterity and accuracy required for clinical tasks.

Responsibility for patient/client care

- To act as a resource for all patients with skin cancer diagnosis, providing advice, support, and information as necessary.
- To have direct clinical involvement in complex patient care in the inpatient and outpatient setting and that a uniform high standard of patient care is always provided whilst maintaining confidentiality.
- To have the ability, training and skills to undertake minor surgery.
- To educate patients and their carers about skin cancer and recognition of new or recurrent lesions
- Initiate continuing support for patients requiring specialist palliative care.
- To assist in coordination of the multidisciplinary teamwork regarding patients care pathway.
- To help maintain and develop the multi-disciplinary Skin Cancer MDT.
- To contribute to the development of specialist nurse led care where appropriate in line with national guidelines.

Responsibility for Policy/Service Development

- The post holder has a responsibility to ensure that all policy, procedures, protocols, standards and agreed care pathways have been utilised where appropriate in the care of the Skin Cancer patient.
- To develop links with other services which include dieticians, cancer information services, camouflage, oncology, and palliative care to assist in the development of the Skin Cancer service.
- To co-operate with SaTH Trust ensuring that statutory regulation, codes of practice, local policies and departmental health and safety rules are adhered to.
- To ensure that the nursing practice is in keeping with Nursing and Midwifery Council Code of Professional Conduct
- To maintain patient records to ensure that relevant information is documented.

Responsibility for Financial and Physical Resources

- The post holder will have limited financial responsibility but will have a responsibility to ensure that they have received training for any equipment used.

Responsibility for Human Resources

- To be part of the Skin Cancer expert team and be available as a resource for all staff
- To provide education in formal and informal settings to promote an understanding of the principles of Skin Cancer.

Responsibility for Information Resources

- The post holder will be required to process, transmit and store patient data using a computerised system, file paper data with the case record in a retrievable format.
- To maintain adequate and accurate records of all patients and ensure that all relevant information is documented in the patients' medical records/pathway.
- To assist in collecting statistical information and reports as requested by the Skin Cancer CNS.

Responsibility for Research and Development

- To assist in the dissemination of current research findings to professional colleagues through publications and presentations.
- To ensure that the Skin Cancer nursing interventions are evidence based.
- To collaborate with other members of the Skin Cancer MDT, to implement clinical audit.
- To assist the CNS in the collection and presentation of statistical information and reports as requested by the Trust.
- To contribute to the Centres Clinical Governance Framework ensuring that all aspects of the service provided is to the highest clinical standard.
- To assist the CNS to monitor practice in relation to Skin Cancer service and assist in the management of complaints.

Freedom to Act

- To manage time effectively to meet service objectives.
- Accountable for their own actions.
- To work within established procedures under the guidance of the CNS's.

Physical Effort

- Walks, stands most of the shifts, occasionally manoeuvres patients

Mental effort

- Concentration would be required on patient assessments, relaying information and co-ordinating care.

Emotional effort

- The post holder will deal with distressed relatives and patients who are on the Skin Cancer care pathway.

Working conditions

- The post holder will be required to use a computer at times during the day. Most work will be patient care and documentation.
- Exposure to unpleasant working conditions is rare.

Personal / Professional Development

- To take every opportunity to maintain and improve your professional knowledge and competence.
- To participate in personal objective setting and review, including the creation of a personal development plan
- To participate in opportunities to share good practice and innovations with specialist issues and ensure that they are reflected in practice.
- To co-operate with the Shrewsbury and Telford Hospital NHS Trust ensuring that statutory regulation, codes of practice, local policies and departmental health and safety rules are adhered to.

Standards of Behaviour

- Managers who have responsibility for supervising/managing people must comply with the guidelines that can be found in the “Code of Conduct for NHS Managers”.
- The principles of “Improving Working Lives” must be always upheld.

Confidentiality

- To ensure that confidentiality is always maintained.

Equality and Diversity

- To promote equality and diversity in your working life ensuring that all the staff and patients who you work with feel valued and treated in a fair and equitable manner

Person Specification

	Essential	Desirable
Qualifications	• 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 • 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	• Extensive post registration experience within the NHS • Significant proven experience at Band 6 in dermatology out patient service • 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 • Experience in implementing change • Experience in a nursing leadership role • Knowledge of corporate and clinical governance	
Skills	• Ability to motivate and lead junior staff • Leadership Course or willingness to do so • Prioritisation of complex workload • Ability to work across professional and organisational boundaries	

Other	• 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	
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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.



Proud to have signed
The Pregnancy
Loss Pledge

