

# CLINICAL NURSE SPECIALIST - UROLOGY

## 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. Our goal is to make the application process more accessible and inclusive for everyone.\*\**

- This role supports people with prostate and other urological cancers by giving expert nursing care.
- You will work closely with doctors and other health professionals to help plan and deliver treatment.
- Most of your time will be spent working directly with patients, helping them understand their care and making sure their needs are met.
- You will also help train other nurses and staff, sharing your knowledge and skills.
- The role includes helping to improve services and making sure care is safe and up to date.
- You will be part of a team that supports patients through all stages of their illness, including treatment and recovery.

## Job Description

<b>Job title:</b>	Clinical Nurse Specialist - Urology
<b>Grade:</b>	6
<b>Site:</b>	The Royal Shrewsbury Hospital
<b>Accountable to:</b>	Senior Urology Clinical Nurse Specialist
<b>DBS required:</b>	Yes

## Main Duties

The post holder will provide a highly specialist nursing service for people with urological cancers predominately prostate. The post holder will contribute to the development of the specialist nursing service across the organisation. Using specialist nursing skills contribute to the management of a cohort of patients referred for specialist intervention, care and support. Demonstrate specialist knowledge and skills through innovative practice leading to the development of increasing levels of autonomy. Contribute to the development of strategies to ensure practice development and education for other health care workers caring for patients within this speciality. The post holder will be a key member of the multi-disciplinary team (MDT)

## Expert Clinical Practice

- Contribute to an evidence-based specialist nursing service, which is responsive to user's needs, to a cohort of patients referred to the specialist service/MDT. Care will reflect current local protocols and national guidelines

and will be delivered through face-to-face consultation or via telephone communication on a day-to-day basis.

- Work clinically for 80% of the role demonstrating specialist skills in the holistic assessment, planning, implementation, and evaluation of care for the cohort of patients within the specialist service. This will necessitate a degree of autonomy and advocacy, to ensure the delivery of appropriate care.
- Contribute to the management of a cohort of patients and prioritise workload to meet patient and service need.
- Undertake clinical competencies relevant to this specialist service. Assess and assist in managing individual psychological reactions to diagnosis, treatment, and associated side effects.
- Facilitate and co-ordinate the process of informed choice for patients in the provision of treatment and care. Ensure that individual care plans are understood.
- Act as a patient advocate to guide treatment and care decisions to ensure that patient's individual needs are expressed and valued.
- Advise on disease and symptom management for patients within the speciality in both the inpatient and outpatient settings. Evaluate response to interventions and cascade to relevant colleagues.
- Act as a resource for health care professionals working within the Trust and the community providing specialist professional advice and support.
- Assist in the 9 Communication development and delivery of nurse led or parallel clinics in line with National guidance and local service need.

## Communication

- Co-ordinate or contribute to the patient care pathway, ensuring timely referrals are made to members of the multidisciplinary and treatment teams. This will include receiving direct referrals to the specialist nursing service from medical and nursing staff within the Trust and in primary care.
- Demonstrate empathetic interpersonal and communication skills in supporting, informing, and advising patients and carers through diagnosis, treatment, disease progression, prognosis and supportive and palliative care where applicable. This will involve occasionally imparting significant news or supporting patients and carers during and following such consultations.
- Effectively and sensitively communicate sensitive information to emotionally distressed patients and family/carers at key points in the care pathway on a frequent basis.
- Use advancing communication skills to provide verbal and written information to patients and their families/carers, in a timely manner specific to their individual needs.
- As a key member of the Multidisciplinary team provide professional advice to Urological patients
- Refer to other health professionals and outside agencies to ensure optimum care and ongoing support for individual patients/carers, and to ensure the



seamless transition from primary to secondary care appropriate to patients' individual needs and circumstance.

- Maintain links with local and national organisations, which support the care of patients within this speciality.

## **Education**

- Identify and use educational strategies to deliver sometimes-complex information to patients and carers
- Contribute to Trust wide education and training of nursing staff and medical students.
- Assist in the delivery of formal and informal teaching initiatives as part of the Trust's education strategy as agreed with the appropriate senior nurse to ensure practice development and improved care for patients.
- Acts as a mentor/clinical supervisor as appropriate.
- Identify own personal development needs to work as an advancing practitioner and take appropriate action to ensure these needs are met and be working towards degree level qualification

## **Management & Leadership**

- Act as a role model demonstrating high standards of holistic care and provide clinical leadership across the Trust for this specialist area.
- Contributes to the clinical governance agenda.
- Participate in operational and strategic planning for the development and delivery of the specialist service.
- Attend Trust senior nurse meetings and contributing to agenda and the strategic nursing vision.
- Represent the Trust by contributing to and participating in meetings locally, regional, and nationally relating to the speciality.
- Contribute to annual service review and to writing the annual report to reflect service activity and development.

## **Quality**

- Assist in the development of written patient information and use existing appropriate resources to inform users, according to individually assessed need.
- Work within the NMC code of professional conduct.
- Contribute to the development of policies and protocols to support the specialist service.
- Collaborate with other MDT members to contribute to the development of the updating of multi professional Trust operational policies and guidelines.

- Maintain patient records and ensure an effective documentation system to reflect the delivery of specialist nursing care.
- Raise the profile of the service where applicable.
- Maintain membership and attendance at national and local forums to network and debate issues to inform the specialist nursing role and service delivery where applicable.
- Participate in audit activity of the service to agreed standards.
- Participate in clinical research activity relevant to practice area.
- Demonstrate knowledge of current clinical trials available to patients within the speciality. Work in collaboration with the Trust Research and development Team to support clinical trials for patients.
- Contribute to the identification of patients eligible for trial entry. Provide support to patients considering entry to clinical trials in relation to informed consent and advocacy.
- Assist in the development of links and system to seek the views of patient and carers to ensure service development is in line with user need.

## **Additional Responsibilities**

- Act as a named key worker for patients in line with local policy and national guidelines ensuring that patients / carers understand this function.
- Provide professional advice and support local patient support groups.

## Person Specification

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Registered General Nurse - NMC registered.</li> <li>• Minimum of 2 years post registration experience, including experience working in Urology.</li> <li>• Diploma / Degree or willing to work towards</li> <li>• Relevant education relating to the speciality. (desirable)</li> <li>• Experience of mentorship</li> <li>• Experience of leadership</li> </ul>	
<b>Experience and Knowledge</b>	<ul style="list-style-type: none"> <li>• Some knowledge of the diagnosis and current management of the speciality</li> <li>• Knowledge of current nursing care agenda</li> <li>• Evidence of supporting others within the clinical setting</li> <li>• Understanding of change process</li> <li>• Knowledge and understanding of evidence-based practice, clinical effectiveness, research, and audit.</li> <li>• Knowledge and use of Governance and risk</li> </ul>	

	<p>assessment to improve quality and service development.</p> <ul style="list-style-type: none"> <li>• Ability to work as a key member of the multidisciplinary team.</li> <li>• Knowledge and understanding of current cancer targets</li> </ul>	
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Communication and inter-personal skills</li> <li>• Dynamic and well-motivated, good organisational skills</li> <li>• Ability to deliver on deadlines.</li> <li>• Ability to work in a rapidly changing environment.</li> <li>• Flexible approach to working.</li> <li>• Management of caseload</li> <li>• Time management skills</li> <li>• Proficient IT skills</li> <li>• Presentation skills</li> <li>• Maintain accurate records.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to catheterize both male and female patients</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Cross site working with the ability to travel cross site.</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 and 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**

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. 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.

## **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.

