

TB CLINICAL NURSE SPECIALIST

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.

- You will provide specialist nursing care for people with tuberculosis (TB), helping them manage their health needs.
- The role involves assessing patients, planning and delivering care, and supporting families with advice and education.
- You will work independently while also supporting the wider team, taking referrals and managing a daily caseload.
- Teaching and training staff and patients is an important part of the job, alongside working with other health services to ensure joined-up care.
- You will contribute to audits, service development, and research to make sure care is based on the best evidence.
- At times, you may be asked to support other wards or departments in the Trust when needed.

Job Description

Job title:	TB specialist nurse
Grade:	6
Site:	RSH/PRH & some community visits
Accountable to:	Lead clinical nurse specialist
DBS required:	Enhanced

1. Job Purpose

You will be accountable for the delivery of a comprehensive, skilled and evidence-based TB service to meet the needs of our local community. Providing support to the senior team in leadership, management of TB, delivery, and development of services.

To work independently whilst supporting the team in the management of a clinical caseload within your specialist field.

Continuing responsibility for assessment of health needs and development and evaluation of standards of care.

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.

2. Main Duties and Responsibilities

To assess, plan, implement and evaluate evidence-based nursing care for people with complex needs in relation to their TB management.

The post holder is required to provide specialist clinical care for patients. (Screening clinics, contact tracing and education)

The post holder will be involved in teaching and training clinical staff and patients.

The post holder will be required to work within Shrewsbury and Telford Acute Trust, however, where appropriate to work collaboratively with primary and community care, and link to other specialists within the acute setting to implement the integrated care pathway for people with TB.

The post holder may be required to support with collection of data for clinical audit, service development and quality improvement work.

Delivery Responsibilities:

To promote a 'can do' attitude and determination to develop and sustain dynamic and responsive multi-disciplinary/multi agency services which delivers best practice.

1. To manage the complex specialised daily caseload, providing high quality clinical education, advice, information and support to patients and their carers/families on all aspects of TB and its effect on their lives
2. Working autonomously to ensure that TB care is delivered in a timely, professional manner, using organisational skills to manage an unpredictable workload and coping skills to deliver care in a variety of settings with inherent distractions.
3. To take direct referrals from secondary care colleagues and use advanced knowledge and skills to assess treatment requirements and liaise with senior colleagues regarding care plans
4. Ability to communicate/use counselling skills to impart news to patients/carers and relatives, sometimes dealing with difficult family circumstances
5. Undertake comprehensive and holistic assessment of patients and discuss treatment options available and provide patient education.
6. Undertake formal specialist training on arranged study days or courses internally and externally
7. To act as a specialist resource to professional colleagues, service users and their carers/families in relation to all aspects of TB.
8. To manage, assess, plan, implement and evaluate specialist and complex holistic care given to patients ensuring a high-quality delivery of service

9. To support the development, evaluation and audit standards of internal audits, and support senior staff in the development of outcome measures
10. To plan, implement and make appropriate specialist referrals for patients to other disciplines to ensure patients receive co-ordinated care
11. To apply results of relevant research and audit to the TB Nurse role to ensure evidence- based practice.
12. To work alongside other members of the team, attend team meetings and ensure effective communication with all team members to the benefit of the service.
13. To be able to function effectively in an environment where there is an unpredictable work pattern and conflicting demands.
14. To ensure a high standard of verbal and non-verbal communication in all aspects of communication with patients and health care professionals.
15. To always maintain patient confidentiality.
16. To demonstrate awareness of Safeguarding vulnerable adults
17. To work with senior team to develop innovative clinical leadership and management solutions to enable most effective use of resources for the benefit of patients.
18. To assist the Nursing Lead CNS in producing reports to inform management groups, clinical forums, business development/planning and performance management monitoring, including the maintenance of accurate documentation.
19. To establish informed patient consent and work within the legal framework.
20. To Promote health and wellbeing, the prevention of ill health and foster independence at every opportunity, whilst respecting the patient right to choose.

Understanding and Managing in Context:

1. Contribute in the development of clinical guidelines and protocols / trust policies, which are underpinned by clinical effectiveness with reference to NICE Guidelines, National Service Frameworks, and research based findings in-order to support the trust in the promotion of safe practice
2. Contribute towards the development and review of protocols that are pertinent to TB team members and those that impact on other services beyond own field

of practice e.g., Primary Care and carers from independent sector

3. To act in accordance with NMC Guidelines for professional practice, national and local policies, procedures, guidelines, and standards
4. To meet NMC standards for Records and Record Keeping whilst exercising confidentiality and discretion
5. Contribute to reports/statistical information required by the Trust
6. Develop and maintain effective communication networks with other health professionals, including Primary Care, private, statutory, and voluntary agencies
7. To take personal responsibility for maximising opportunities to improve the use of resources and the quality of services that you are accountable for and to ensure that your line manager is engaged in the plans particularly where support is required to make the change happen effectively, including the management of equipment and resources used in speciality area.

Leadership and Collaborative Responsibility:

1. To have a clear understanding of the vision of Shrewsbury and Telford NHS Trust Acute TB Service and be able to translate this into a local context for operational implementation within the TB Specialist Nursing Service.
2. To assist the Nursing Lead Clinical Nurse Specialist in promoting the Trust service vision and contributing to the establishment of an ethos of modern, customer orientated services and translate that into a culture of effective patient/user delivery.
3. To work with the TB Specialist Nurses team and Service Manager and other team leaders/managers within the Division and wider Trust to proactively support the development and redesign of care pathways embracing the concept of expanding/enhancing multi- disciplinary/multi agency working for people with TB

Team and People Development Responsibilities:

1. To identify personal learning needs and develop an action plan with the Lead nurse
2. Work collaboratively with senior team to support in identifying development and evaluation of new educational strategies for patient education in line with national recommendations from the DH and NICE
3. Work collaboratively with senior team to support in identifying development of new educational initiatives for staff development

4. To educate / advise other health professionals in TB drug treatment, contraindications, investigations, to ensure patients receive the most appropriate care and where possible avoid hospital admission
5. Provide specialist advice and education to other members of the multidisciplinary team
6. Support, enable and develop other members of the TB nursing team
7. Contribute to the training and education of pre and post registration students in the management of TB
9. Attend Trust mandatory training programmes

Relationship Building Responsibility:

1. To create the conditions that enable the individual and team to perform and develop including coaching, facilitative and enabling techniques.
2. To ensure the skills and talents are actively recognised and developed within the team and wider organisation.
3. To take active steps to encourage, support and promote a culture of development, improvement and learning within the Trust.
4. To encourage a proactive culture of two-way communication and the sharing of information within the team and across disciplines that supports the philosophy of a well informed and positively engaged workforce
5. To promote and publicise your team/service within the organisation

Emotional Intelligence:

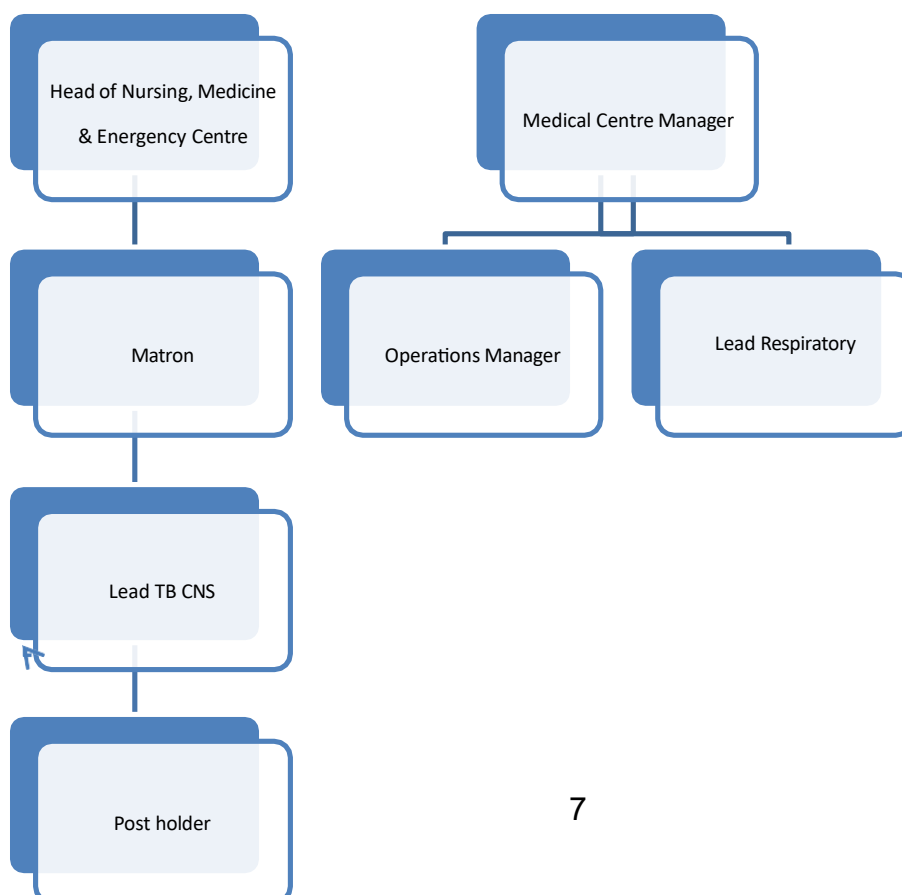
1. Behaves consistently with the values and beliefs of the organisation and promotes these on day-to day basis.
2. Behaves consistently with your professional Code of Conduct
3. To meet NMC standards for Records and Record Keeping whilst exercising confidentiality and discretion
4. Maintains emotional resilience and maturity when frequent exposure to distressing or emotional circumstances

5. Develops a therapeutic relationship in situations of a highly sensitive nature using the highest level of interpersonal skills

Personal Development:

1. To take responsibility for keeping up to date and reviewing your personal development needs and objectives on a regular basis including participating in reviews with your manager at least a 12- monthly basis.
2. To be responsible for maintaining your own competency to practice through continuous professional development as stated by your own professional registration body.
3. To adhere to professional standards laid down by your professional body and keep comprehensive records, data in accordance whilst exercising discretion and confidentiality.
4. To develop and maintain a comprehensive knowledge of a broad spectrum of physical and psychological conditions.
5. To attend all mandatory training as required and ensure quality standards are maintained.
6. To attend training commensurate with your role.

3. Organisational Chart



Person Specification

	Essential	Desirable
Qualifications	• RN Diploma or Degree • NMC Registered • Highly developed specialist knowledge achieved through First Level Degree or equivalent portfolio of evidence • Commitment to working towards post graduate module where appropriate and identified during • Teaching Certificate or equivalent experience	• Recognised TB qualification or experience • Teaching Certificate or equivalent experience Evidence of continual professional development and education
Experience	• Relevant post registration with recent experience in the relevant speciality or equivalent with appropriate experience having been acquired to be able to demonstrate: • High level clinical skills and knowledge. • Evidence of teaching qualification • Evidence in undertaking preceptor / mentorship role. Involvement in Nursing audit and Research. • An awareness and understanding of policy and practice relevant to speciality	•

Knowledge and skills	• Advanced communication, negotiation, decision making and organisational skills • Ability to communicate complex and distressing information to clients and their carers in a sensitive and supportive way at a level they can understand • Support in the management of complex caseload of high risk patients • Ability to take initiative, work autonomously, make decisions, and prioritise workload • Excellent interpersonal skills	
Other	• Awareness of professional and personal limitation • Ability to inspire confidence in others, demonstrating strong leadership qualities and acting as a positive role model to other members of the team • Strong team worker • Ability to work on autonomously • Flexible and adaptable in approach • Ability to work flexibly to meet the needs to the service. This may include lone working in patients' homes and visiting prisons. • Ability to work at all Trust sites as required	

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.

