

Job Description

JOB TITLE:	Consultant Nurse – Dermatology
DIVISION:	Ambulatory Care
GRADE:	8b
REPORTS TO:	Divisional Nurse
ACCOUNTABLE TO:	Divisional Nurse

About NUH



1. **Patients** - We will ensure our patients receive consistently high quality, safe care with outstanding outcomes and experience
2. **People** - We will build on our position as an employer of choice; with an engaged, developed and empowered team that puts patient care at the heart of everything it does
3. **Places** - We will invest in our estate, equipment and digital infrastructure to support the delivery of high quality patient care
4. **Performance** - We will consistently achieve our performance standards and make the best use of resources to contribute to an affordable healthcare system
5. **Partners** - We will support the improvement of the health of the communities we serve through strong system leadership and innovative partnerships to deliver integrated models of care
6. **Potential** - We will deliver world-class research and education and transform health through innovation

Our values are: Caring and helpful; Safe and Vigilant for our patients and colleagues; Being Clinically Excellent and driving innovation to meet the needs of our patients; Using our Resources wisely whilst; Providing Quality products, services and experiences for staff and patients

JOB SUMMARY

Exercise advanced clinical expertise, judgement, discretion and decision making in clinical care.

Advanced clinical skills and advice demonstrating a sound understanding of the issues related to the identification, assessment, diagnosis, treatment and management of Dermatology patients.

Monitor and lead improvements to standards of care through; supervision of practice, clinical audit, evidence based practice, the teaching and supporting of professional colleagues and the provision of skilled professional leadership.

Lead the implementation of relevant research into practice contributing to further development of the evidence base through research and audit.

Contribute to clinical governance within the service by leading audit and research as part of the multi-disciplinary team (MDT).

Work in partnership with others in order to develop a strategic approach for the provision of chronic pain services across all primary, secondary and tertiary interfaces.

Develop any new services that are deemed appropriate to enhance patient care.

Lead on developments and innovations between the service and relevant external agencies, locally, nationally and internationally.

KEY JOB RESPONSIBILITIES

Expert Practice

To act as an expert practitioner demonstrating advanced knowledge and skill beyond that associated with traditional nursing roles, including the integration of research evidence into practice by expert clinical reasoning and decision-making.

As an acknowledged expert in the provision of patient management the consultant nurse will be responsible for the care and management of defined patients requiring specific support within the specialist field of dermatology in collaboration with clinicians (at least 50% of job plan).

Support and contribute to the development and learning of medical and nursing students and Doctors in training during clinical sessions.

To be professionally, legally responsible and accountable for all aspects of the practitioners professional activities.

To utilise advanced clinical reasoning skills and evidence based knowledge in the management of patients with highly complex presentations and to be clinically competent to utilise expert skills and knowledge in a variety of clinical settings.

To develop, establish and implement guidelines and nurse led initiatives, particularly where precedents do not exist.

To develop strategies for the process of referral of patients to the consultant Nurse clinics.

To create, develop and design, with other multi-professional team members, care pathways for referral of the patients, with the aim of disseminating good practice and improving outcomes throughout the organisation.

To work autonomously and make independent clinical decisions and initiate investigations, care/treatment and technological intervention.

To direct and use the results of investigations to assist formulation of diagnoses and plan patient management from a range of interventions.

To interpret and analyse complex clinical and non-clinical facts, to regularly provide expert advice and second opinion to health care professionals, including when views may differ or conflict. This includes the formulation of accurate prognoses where possible.

To use expert theoretical and practical knowledge to refer to other departments/colleagues within or outside the organisation as necessary replying on own interpretation of investigation results and expert clinical decision-making.

To work in collaboration with clinical teams and general management, in order to ensure there is a defined pathway of care for a patient including timely transfer or discharge.

To utilise expert re-assessment to ensure that the management of planned intervention with other MDT members is maintained via the development of systematic process of 'follow-up' of patients within the service and wider health spectrum.

To demonstrate highly developed sensory skills, dexterity, co-ordination and precision, essential for the immediate assessment and management of patients, including advanced patient assessment and examination.

To ensure that appropriate, consistent and realistic information is provided to patients and relatives.

To work within patient group directions for the supply and administration of medicines.

To prescribe only the necessary medicines or equipment as endorsed by the local formulary.

Service Development

To be responsible, with other core members of the dermatology team, for the strategic and operational planning of the service and the developments of professional practice both in the organisation and across its partners involved in the delivery of health and social care locally and nationally.

As service developments dictate, lead and manage a team of nurse specialists within Dermatology services

To develop and manage a dermatology service following best practice guidance ensuring care closer to home.

To see new and follow-up patients in clinics.

To develop nurse led clinics to meet the needs of patients using the service.

To create, develop and implement guidelines and protocols of care in partnership with local / national / international agencies.

To contribute to and influence the national policy agenda.

To provide expert input to the service quality strategy by expressing the needs of the patient.

To develop innovations between the service and other agencies to ensure equity and access to services.

To initiate and respond to user feedback by ongoing evaluation and identification of emerging trends within the provision of services, leading development and redesign on a local, national and international level.

To facilitate the integration of research into best practice.

To incorporate national and international standards into local practice.

To inform and influence local management teams to ensure that the service responds to relevant national initiatives (eg: NICE).

To lead and interpret clinical policy change and provide expert recommendations to managers and local and national policy working parties.

To be responsible for any clinical risk management and competency based training requirement that arises from such role development.

Management

To provide clinical support for nursing staff working within the dermatology service.

To propose the use of new equipment, which will develop practice and to appraise and evaluate its use in the clinical setting demonstrating the need for the purchase of physical assets.

Responsible for the safe use of equipment.

Contribute to business planning process in service, initiating bids for resources where appropriate.

To provide clinical and professional leadership and career development for clinical teams.

To give input into performance / appraisal review of appropriate staff.

To have a key responsibility for clinical teaching and staff development of peers, other health professionals within the clinical area, across the service and outside the organisation relating to chronic pain and advanced nursing practice.

To develop formal links through partnerships with local universities and relevant professional bodies.

To assist in the local and national recruitment of staff as a clinical expert panel member.

To maintain a national and international profile in chronic pain.

To inform the clinical risk management agenda related to chronic pain patients.

To ensure that quality standards and effectiveness of patient care are continually monitored and improved in conjunction with local managers.

Involved in workforce planning to meet service development and policy change.

To provide clinical supervision to other staff and engage in own supervision.

Authorised signatory and input into the budget control.

Information Resources

To be responsible for the maintenance of accurate written records.

To identify appropriate outcome measures and service impact measures, which evaluate accurately patient response and service development's needs.

To maintain accurate statistical information on specialist area using databases as necessary to inform

management team and drive audit programme.

In collaboration with the MDT ensure that as far as possible all patients receive both written and verbal information as per the informed consent process.

Planning and Organisation

To flexibly manage responsibility for own clinical caseload, teaching / lecturing both internally and with external organisations, service development and quality assurance (minimum 50% clinical component).

To lead in collaboration with management external agencies to identify research priorities and develop ongoing quality assurance programme within speciality.

To use excellent prioritising and time management skills to meet the unpredictable and conflicting needs of the service.

To develop own managerial and administrative functions in conjunction with role developments.

Professional Leadership

Engage with appropriate agencies as a nursing leader in the development of innovative nursing practice and initiatives.

Develop this pioneering role to strengthen nursing leadership.

Share knowledge and expertise, acting as an expert resource to others within and outside the organisation.

Lead in the development of innovative nursing services and advise on ambiguous, unique or novel problems.

Have an appreciation of national and internal standards and advise on shaping of services to meet local need.

Set local standards promoting best practice, utilising leadership and change management skills.

Act in a consultancy role promoting development of advanced nursing practice.

Act as a role model and advisor for nurses within the organisation and the wider arena as appropriate i.e. primary care / other health care providers / national meetings.

Communication

To demonstrate an expert ability to communicate highly complex and sensitive information to patients, carers and other staff, where there may be barriers to communication or may include information about long-term / permanent disabilities. This must be done whilst ensuring confidentiality at all times and ensuring sensitivity to the audience's level of understanding and prior knowledge.

To be able to motivate others through advanced communications skills, using written and electronic information where needed.

To effectively articulate their expert perspective on a patient's condition with colleagues, when various management options are available.

To diffuse potentially hostile and antagonistic situations with staff, patients and relatives, using highly developed negotiation and interpersonal skills.

To make reasonable efforts to resolve verbal complaints and to be well versed with the Trusts formal complaints procedure.

Education, Research, Quality and Audit

To lead training and education needs of staff, at individual, team and organisational levels.

To initiate new programmes of education and training, to facilitate changes in practice.

To provide learning opportunities for nurses and other health care professionals via mentorship and supervision. This includes providing inter-professional support for staff of all disciplines.

In collaboration with academic institutes and education consortia, contribute to the developments in the curricula.

To contribute to the development of the undergraduate and postgraduate training programmes locally and nationally in order to facilitate the advancement of structured, evidence based career progression.

Support education and research nationally and internationally by lecturing and through journal publications.

To develop a culture of empowerment for staff to become accountable for their practice through professional education.

To contribute to the development of clinical competencies.

To initiate, develop and evaluate systematic approach for data collection.

To lead and initiate nursing R&D programmes that has an impact on the service objectives.

To develop appropriate clinical audit tools to evaluate clinical effectiveness within area.

To analyse, appraise and act upon contemporary research evidence.

To promote a research environment within the department and offer support and guidance to research teams, MSc projects of benchmarking initiatives relating to service care and contribute to the Divisions Clinical Governance Agenda.

Effort

To carry out daily assessments and treatments of patients with moderate intense physical effort involved.

To comply with Manual Handling policy

To work in an environment where the work patterns are disrupted by frequent demands from patients, clinical staff, students and administrative support staff and any emergency situation arising.

To support staff when indicated in the management of challenging situations.

To manage patients where their clinical condition may lead to anxiety and aggressive behaviour.

To sensitively explain the results of investigations including the possible need for surgery, poor prognosis and occasionally the existence of possibly fatal pathology.

GENERAL DUTIES

In addition to the key job responsibilities detailed in this job description all employees at Nottingham University Hospitals NHS Trust are expected to comply with the general duties detailed below:

Infection Control

To maintain a clean, safe environment, ensuring adherence to the Trust's standards of cleanliness, hygiene and infection control.

For senior/clinical managers the following statement must also be included

The post holder is accountable for minimising the risks of infections and for the implementation of the Code of Practice for the Prevention and Control of Healthcare Associated Infections as outlined in the Health Act 2006. This includes receiving assurance of risk and embedding evidence based practice into daily routines of all staff.

Safeguarding children, young people and vulnerable adults

Nottingham University Hospitals is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All staff and volunteers are therefore expected to behave in such a way that supports this commitment.

Information Governance

All staff have an individual responsibility for creating accurate records of their work and for making entries into and managing all NHS records effectively in line with the Health Record Keeping Policy and other Health Records and Corporate Records Management policies and procedures in order to meet the Trust's legal, regulatory and accountability requirements.

Health and Safety

To take reasonable care to prevent injury to themselves or others who may be affected by their acts or omissions.

To co-operate fully in discharging the Trust policies and procedures with regard to health and safety matters.

To immediately report to their manager any shortcomings in health and safety procedures and practice.

To report any accidents or dangerous incidents to their immediate manager and safety representative as early as possible and submit a completed accident/incident form.

To use protective clothing and equipment where provided.

Whilst the aim of the Trust is to promote a co-operative and constructive view of health and safety concerns in the organisation, all staff must be aware that a wilful or irresponsible disregard for safety matters may give rise to disciplinary proceedings.

Governance

To actively participate in governance activities to ensure that the highest standards of care and business conduct are achieved.

Health and Wellbeing

Employees are expected to take all reasonable steps to look after both their physical health and mental health. To support employees to achieve this NUH offers a wide range of health and wellbeing



activities and interventions. The full programme can be viewed at on the staff intranet.

Line managers are expected to encourage and support staff to look after their health and wellbeing, including the release of staff to attend health and wellbeing activities and interventions.

General Policies Procedures and Practices

To comply with all Trust policies, procedures and practices and to be responsible for keeping up to date with any changes to these.

WORKING CONDITIONS

Occasional/frequent exposure to unpleasant conditions e.g. heat (hydrotherapy), management of expectoration of sputum, incontinence and other bodily fluids, infection, unpleasant odours and aggressive behaviour of patients, relatives and carers.

Physical Effort - Daily workload may include moderate to heavy effort, which can be of short duration or sustained. To facilitate maximum rehabilitation treatment handling of patients may sometimes involve awkward positions. Daily movement of equipment and loads.

Mental Effort - Daily multi-tasking in order to meet deadlines and deal with unpredictable work patterns.

Emotional Effort - Occasional/frequent exposure to patients with emotional and psychological problems, providing support and evaluating where referral on to another professional is required.

Frequent use of VDU.

JOB REVISION

This job description should be regarded as a guide to the duties required and is not definitive or restrictive in any way. The duties of the post may be varied from time to time in response to changing circumstances. This job description does not form part of the contract of employment.

Service Review

A strategic review of all Trust services is taking place, as a result of which some services, or parts of some services, may transfer from one campus to the other. This will be decided in accordance with the most appropriate way to provide the best healthcare for patients in the future and all staff will be fully consulted on about the impact of any such decisions.

Job description reviewed

Date: February 2021