

JOB DESCRIPTION

1. JOB DETAILS

Job Title: Specialist Nurse: Dermatology

Band: 6

Care Group: Specialist Services and Surgery

Location: Royal Cornwall Hospital Trusts

2. JOB PURPOSE

The post holder will be responsible for

- Maintaining the highest clinical standards in the management of Dermatology patients and assigned nurse-led services.
- Ensuring active participation in continuing education and training as required for revalidation nursing registration.
- Participating in both departmental and Trust matters concerning Clinical Governance and Audit.
- Attending meetings as appropriate.
- Fulfilling duties as per clinical requirement

The post holder will:

- Provide a service to Dermatology department patients, ensuring they receive the highest standard of care and support from the time of accessing the service.
- Work as a team with all those involved with the management of Dermatology patients within the trust, and across the wider health care sector.
- Act as an expert clinical role model for the trust.
- Actively disseminate best practice through education, publication, conference presentations and participating in research.
- Provide support and information to people with Dermatological conditions and their families and carers.
- Provide leadership in the development, management, and promotion of the Dermatology service
- Be able to travel to and provide clinical activity on non-RCH sites, for Example West Cornwall Hospital and St Austell Hospital

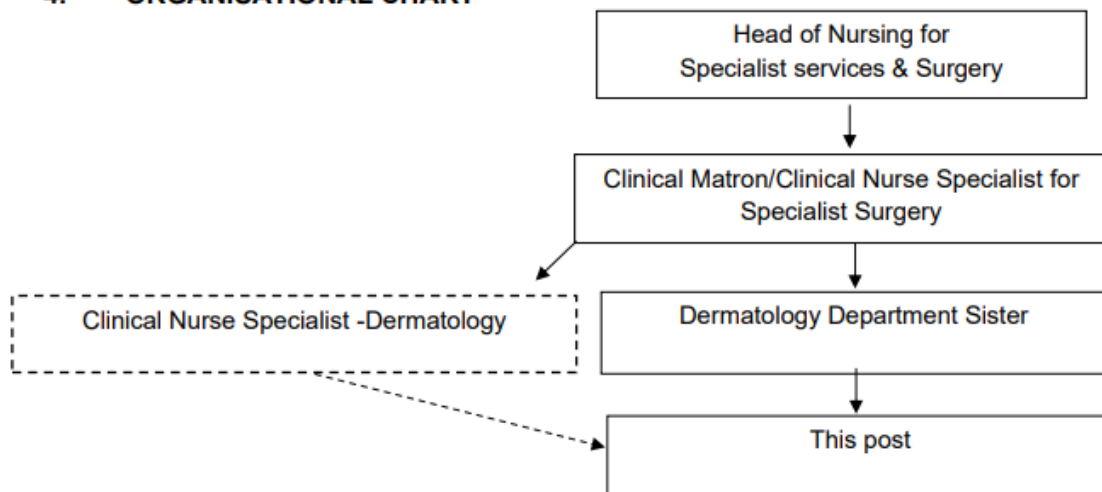
The post holder will initially be based in the specialty of Dermatology

- The post holder will be an experienced nurse who uses specialist knowledge and skills to support patients with chronic skin conditions, such as psoriasis, mycosis fungoides, chronic urticaria, polymorphic light eruption, pruritis, eczema, nodular prurigo, , solar urticaria, Acne and Rosacea. As well as clinical activity relating to the cancer pathway and dermatological allergens.
- The post holder will work under the supervision of the Dermatology Department Sister and (where appropriate / relevant to the sub-specialty), the Clinical Nurse Specialist for Dermatology and/or Consultant for Dermatology.

3. DIMENSIONS

Scheme of delegation for this post: ▪ Level F Not applicable.

4. ORGANISATIONAL CHART



5. MAIN DUTIES AND RESPONSIBILITIES

5.1. Clinical

As part of the multi-disciplinary team, and under the direction and supervision of a senior nurse and/or consultant for Dermatology, the post-holder will utilise their specialist knowledge and skills to:

- under-take relevant clinical assessment, reviewing clinical signs and results to support the patient's on-going treatment plan as required

- perform delegated clinical interventions against specialty protocols, for example, Nurse-led procedure lists for simple skin excisions, Biologics therapy clinics and nurse-led genital, paediatric and Patch-testing clinics
- request routine investigations as specialty protocol allows
- Where required for their role, to undertake the role of Independent Nurse Prescriber within the clinical setting of Dermatology and in line with Trust policy/national guidance
- integrate both pharmacological and non-pharmacological treatment in patient care/management plans
- produce accurate and complete documentation and patient records consistent with legislation, policies and procedures
- provide and receive highly complex information requiring persuasive, motivational, reassuring and empathetic communication skills to maximise co-operation with care and treatment programmes
- anticipate barriers to communication and establish methods of overcoming these, ensuring patients and significant others are kept fully informed and consent to treatment is maintained
- act as a resource for staff advising on local, Trust and national policy, procedures and guidelines ensuring patient safety and clinical governance
- understand and apply the legal safeguarding framework that supports the identification of vulnerable and abused adults/children and be aware of statutory vulnerable patients' health procedures and Trust guidance. Ensure appropriate referral if required.

The post holder will be expected to work one day per month in ward-based clinical practice (unless previously exempt through the exception panel process).

5.2. Freedom to act

5.2.1. Guided by precedent and clearly defined occupational policies, protocols, procedures and code of conduct.

5.2.2. Accountable for own actions.

5.2.3. Autonomously assess patients; receive and make referrals; assess, order, interpret and act upon investigative tests; support diagnosis; evaluate, treat, plan, refer and discharge patients within the Trust.

5.3. Managerial

5.3.1. Work in partnership with the multi-disciplinary team, supporting departmental development and change.

5.3.2. Support staff development in order to maximise potential, encouraging everyone to learn from each other and from external good practice.

5.3.3. Possess effective time management and personal organisation skills.

5.3.4. Develop and contribute to local guidelines, interpreting and adapting national protocols and standards to enhance patient care and safety.

5.4. Education and Research

5.4.1. Take responsibility for own learning and performance including participation in clinical supervision and maintaining awareness of relevant research evidence.

5.4.2. Teach and support the development of education in collaboration with the multi-disciplinary team ensuring that all patient care is based on current research and best practice.

5.4.3. Support others with clinical advice and information.

5.4.4. Regularly undertake audit, research and development activities.

5.5. Professional Responsibility

5.5.1. Recognise and work within own competence and professional code of conduct as regulated by the Nursing and Midwifery Council (NMC).

5.5.2. Take every opportunity to expand one's practice in line with the principles contained within the NMC's Code of Conduct. Identify personal career development pathway as part of formal appraisal system.

5.5.3. Ensure that all elements contained within the NMC's Code of Conduct are adhered to and, in particular, those relating to professional accountability and revalidation.

5.5.4. Through supervision and mentorship, identify personal learning needs; participating in personal continuing education and other activities to promote one's own personal growth.

5.5.5. Develop and further clinical knowledge and professional skills through relevant training and study.

5.5.6. Adhere to occupational health guidelines at all times.

5.5.7. Work on own initiative, independently and as a team. Read and interpret policy documentation, sometimes of a clinical nature requiring periods of intense concentration.

6. KNOWLEDGE, SKILLS & EXPERIENCE REQUIRED

6.1. Knowledge and skills

- Specialist knowledge and skills.
- Non-medical prescribing qualification (Where appropriate for subspecialist role)
- Completion of relevant extended role scope competencies.

6.2. Experience

- Relevant nursing experience in specialty.
- Clinical leadership experience.
- Audit or research experience.
- Teaching and education experience.

7. KEY RESULT AREAS

To deliver:

- Excellent care provision to patients within the Dermatology department
- A higher level of practice in both their direct care of patients and in their ability to plan and develop services to support Dermatological care.
- A multidisciplinary care team (MDT) approach and through demonstration of higher-level skills they will work collaboratively with clinicians and service managers to promote, develop, review and redesign services which are responsive and relevant to patient's needs.

8. COMMUNICATIONS & WORKING RELATIONSHIPS

- Ensures that privacy, dignity and confidentiality is maintained in all aspects and levels of communication especially pertaining to patients, carers and staff.
- Demonstrates a sensitive and empathetic communication style to build trusting relationships, ensuring patients are fully informed and consent to treatment.
- Facilitates communication between patients, their relatives and the multi professional team both within the organisation and with external stakeholders that results in clear responsibilities being identified and ensures that care is delivered both effectively and efficiently.
- Actively involves patients, their relatives and carers in their treatment and encourages others to enable individuals to assist in their own recovery.
- Communicates sensitive/difficult information and subsequently supports patients, relatives, carers and colleagues as appropriate. Imparts distressing news to patients/relatives in considerate and professional manner.
- Communicates proactively with all staff on the clinical condition and treatment/discharge plans of patients and ensures accurate records are maintained by self and all other staff.

9. MOST CHALLENGING PART OF THE JOB

The most challenging part of the job:

- Supporting the patients journey through their Dermatology treatment pathway
- Assessing patients and coordinating Dermatological care within nurse-led services
- Fulfilling the role and acts as a resource to colleagues
- Supports potentially difficult clinical decisions
- Undertake some roles and responsibilities traditionally performed by the medical team.
- Helps to facilitate non-medical discharge of patients
- Responds to unexpected patient activity, demand and challenging clinical status of patients across the trust
- Maintains and builds effective communication with sometimes resistant patients, carers and colleagues to ensure best practice for patients under the care of dermatology services

10. JOB PLAN

- Working as part of a team of Specialist Nurses in Dermatology, working on a shared 4-week rostered programme of activity

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
All day	Patch testing RCH – Drug Monitoring Genital clinic Procedure list	RCH – Drug Monitoring Genital clinic Procedure list	Patch testing RCH – Drug Monitoring Paediatric clinic Procedure list	RCH – Drug Monitoring SACH – Drug monitoring WCH Drug monitoring Procedure list	Patch testing RCH – Drug Monitoring Procedure list	Day off	Day off

11. OTHER

- The Post holder must comply with all RCHT Policies and Procedures.
- The Post holder must work within infection control guidelines to ensure that work methods do not constitute a risk of infection either to the health care professional, to the client or to any persons working/visiting in RCHT premises.
- This job description is subject to the Terms and Conditions of service of Royal Cornwall Hospitals NHS Trust, and the post holder will undertake any other duties which may be required from time to time.

THIS JOB DESCRIPTION IS SUBJECT TO REVIEW IN CONSULTATION WITH THE POST HOLDER

12. JOB DESCRIPTION AGREEMENT

Job holder's Signature:

Date:

Head of
Department Signature:

Date:

Title:

Please note:
Rehabilitation of Offenders Act



This post is exempt from the Rehabilitation of Offenders Act 1974. A provisional offer of employment will be subject to a criminal record check from the Disclosure and Barring Service before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions.

The Royal Cornwall Hospitals Trust is a non-smoking organisation. Smoking will not be permitted on any of the sites by staff in trust uniform and/or wearing a trust identification badge in any location, in vehicles owned or leased by the Trust or in the homes (including gardens) of any patients visited at home.



Person Specification For The Post Of: Specialist Nurse

All requirements listed in this specification must be (a) essential to the post and (b) assessable within the selection process.

ATTRIBUTES	REQUIREMENTS		METHOD OF ASSESSMENT
	ESSENTIAL	DESIRABLE	
QUALIFICATIONS	<p>NMC registration</p> <p>Holds, or working towards, a degree</p> <p>Non-medical prescribing qualification or commitment to undertake (as appropriate for sub-specialty)</p> <p>Completion or commitment to undertake relevant extended role scope competencies</p>	<p>University qualification in specialty</p> <p>Teaching/assessment/mentoring qualification</p>	<p>Qualifications</p> <p>Application form</p>
EXPERIENCE	<p>Relevant nursing experience within specialty</p> <p>Audit or research experience</p> <p>Teaching and education experience</p>		<p>Application form</p> <p>Interview</p> <p>References</p>
PRACTICAL AND INTELLECTUAL SKILLS (INCLUDING ANY SPECIAL KNOWLEDGE)	<p>Ability to prioritise and manage own workload</p> <p>Able to identify learning opportunities</p> <p>Able to organise own learning and development</p> <p>Ability to manage change</p> <p>Able to develop others within the team</p> <p>Excellent verbal and non-verbal communication skills</p> <p>Ability to develop effective interpersonal relationships with</p>		<p>Application form</p> <p>Interview</p> <p>References</p>



	<p>colleagues across health and social care settings</p> <p>Able to present information to professional groups</p>		
DISPOSITION / ADJUSTMENT/ ATTITUDE	<p>Able to respond to problem situations and to ensure effective interventions are put in place</p>		<p>Application form</p> <p>Interview</p> <p>References</p>
TRAINING	<p>Mandatory training</p> <p>Evidence of continuing professional development</p> <p>Willingness to undertake training as required</p> <p>Able to develop and support all grades of staff and deliver specialist training</p>		<p>Mandatory training</p>
ADDITIONAL CIRCUMSTANCES	<p>A Disclosure and Barring Service check satisfactory to the organisation.</p> <p>Occupational Health Clearance.</p> <p>Ability to undertake duties.</p> <p>Post-holder must comply with professional code of conduct and / or code of conduct for NHS managers where applicable.</p> <p>Able and willing to travel and attend non RCH clinical activity, local, regional and national meetings</p>		<p>DBS Clearance</p> <p>OH Clearance</p>

