

# RECRUITMENT INFORMATION PACK



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Rheumatology Clinical  
Nurse Specialist



### 1. Job Particulars

<b>Job Title</b>	<b>Rheumatology Clinical Nurse Specialist</b>
<b>Pay Band</b>	7
<b>Location</b>	Whipps Cross Hospital
<b>Reports to</b>	Rheumatology Lead CNS (B8A)
<b>Responsible to</b>	Trust Lead Nurse

### 2. Job Purpose

The post-holder will work as an independent practitioner and with members of the multidisciplinary team, provide advice and support to patients, carers, and healthcare professionals, across both secondary and primary care.

The post holder will influence the positive experience of patients and carers by working with the multidisciplinary team across the Trust and acting as the patients key worker.

The post holder will be responsible for contributing to the on-going development of clinical practice, research and standards of care within the service, including development of policies, protocols and guidelines and contribute to service development to ensure patients have a seamless pathway. Promoting a safe, competent and evidence- based practice, in line with national objectives in survivorship and within the clinical governance framework.

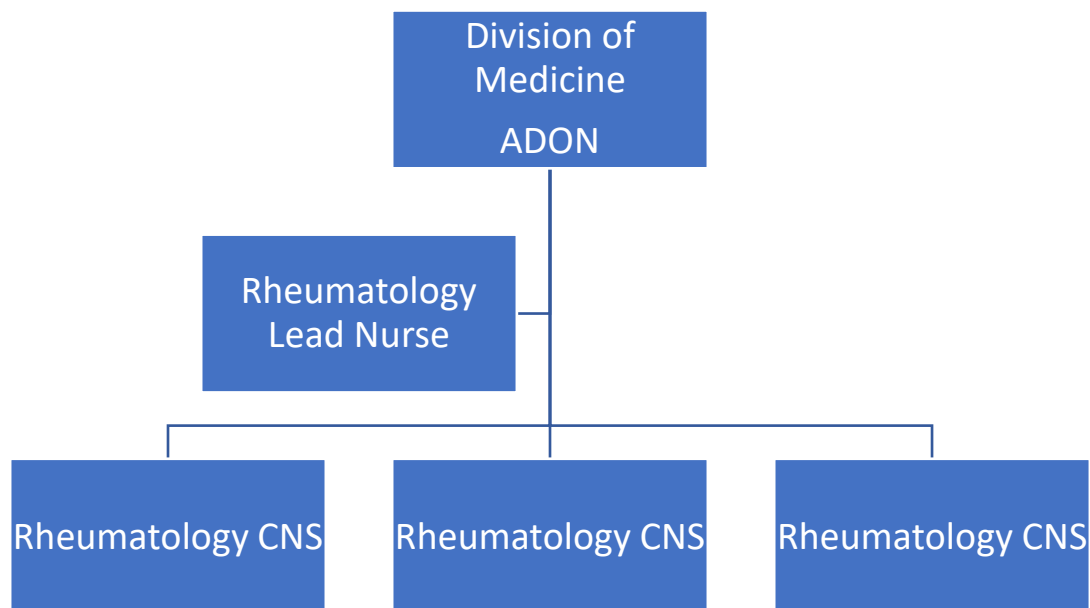
**For this role, annexe 21 will be applied with the following terms, upon recruitment of a trainee band 7, starting salary will be 75% top of B6 until completion of the first modality. For the second modality will be paid 75% of a B7.**

### 3. Key Working Relationships

Internal	External
<b>Medical Teams</b>	Medical Teams
<b>MDT co-ordinator</b>	Community District and Wider MD Teams
<b>Navigators and Support Workers</b>	
<b>Ward Staff</b>	
<b>Discharge co-ordinators</b>	
<b>Imaging staff</b>	
<b>Allied Health Professionals</b>	
<b>Multi-disciplinary Team Families and Carers</b>	
<b>Values based standards project manager</b>	
<b>Service Managers/ General Managers</b>	
<b>Nurse specialists</b>	



#### 4. Structure Chart



#### 5. Main duties, responsibilities and results areas

##### CLINICAL

- To work autonomously, managing a caseload of patients within the specialty whilst working as part of the multidisciplinary team, delivering individualized and personalized direct patient care
- Implement and embed the recovery package, ensuring holistic needs assessments, and well-being events are being delivered to address individual patient's needs.
- Participate in the promotion of patient centered care, and establish and maintain a supportive relationship with the patient and their family during the period of assessment, treatment and after care
- Support and enable patients and carers to make informed decisions relating to their treatment and management
- Develop local written information particular on the treatment and service we provide for service users. Ensure patients and carers are given appropriate written and oral information regarding care and management in line with agreed Barts Health Standards.
- Utilise advanced communication skills to advise and empower other healthcare professionals involved in the care of patients
- Work collaboratively with specialist Consultants within the Multidisciplinary team, and take the lead, where appropriate, in identifying innovative ways to improve the service and therefore, patient care.
- Coordinate and represents patients at multidisciplinary team meetings ensuring that their needs are assertively presented and that appropriate and that appropriate care packages are developed.
- Act as the patient's key worker by forging close links across both primary, secondary and tertiary pathways, coordinating care delivery.



- Development of documentation, policies, protocols and specialist nursing interventions beneficial to patient care, to reflect current practices, Trust policies and up to date knowledge, research clinical and national standards.
- Liaise with other disciplines in order to utilize the expertise available to ensure patients are provided with the highest quality care available.
- Provide professional and clinical leadership and expertise in the specialty and to act as a resource for education and clinical expertise in the hospital and community settings
- Demonstrate appropriate expert practice and highly specialist advice in the assessment, planning, implementation and evaluation of patient care and, the requesting of agreed diagnostic procedures/clinical investigations
- To provide nurse led services within rheumatology
- Develop and run rheumatology nurse led clinics
- Provide cover for the other Clinical Nurse Specialists across the Trust as appropriate
- Develop the role according to patients changing needs and research findings, with the resources available.
- Maintain accurate records of the clinical service and ensuring that confidentiality of information adhered to
- Develop and maintain a local patient database for the CNS service ensuring that confidentiality of information is adhered to
- Promote and deliver high standards of care at all times, which utilizes research-based evidence, and is audited and improved accordingly. Ensuring, that the audit cycle is completed for all audits and, that action plans are implemented.

## EDUCATION

- An identified source for the Trust (management, nursing and medical) in the field of nursing care and up-to-date knowledge on specialist field
- Achieve specialist knowledge by participating in appropriate post registration specialist education programmes focusing on improving clinical skills.
- Achieve formal advanced communication and level 2 psychology standards.
- Initiate and participate in training programmes within the Trust developing programmes of education for both secondary and primary care nurses and other allied healthcare professionals, according to need.
- Facilitate medical and nursing students on clinical attachments within the specialist field.
- Represent the rheumatology MDT at local and national conferences/ meetings/ forums.
- Work closely with the Lead Nurse, and Practice Development Teams, ensuring that relevant clinical based teaching programs are in place for all staff.
- Assess and identify the educational needs of patients and their carers and aim to meet these needs.
- Teach on relevant courses and training programmes and external courses as required

## PROFESSIONAL

- Through regular psychology lead clinical supervision, develop ability to use reflective practice to enhance patient care.
- Identify own personal objectives and development opportunities through further education and research and audit, therefore continuously developing this specialist role.
- Participate in meetings relevant to rheumatology and maintain effective relationships with the wider network of CNSs
- Be and active participate in the Local Trust CNS Forum and the Trust wide CNS meetings.





- Active participation in change management at local and national level, initiating innovative nursing directions for rheumatology
- Maintain awareness of relevant national recommendations and standards, constantly striving to achieve these through updating and critical analysis of relevant research issues, Trust policies, trends and new developments. Initiate and develop own standards in order to continue specialist levels of nursing currently in place.
- Contribute to an annual report of the service.
- Ensure the voice of service users is heard by evaluating patient/career feedback.
- Work always within the scope of NMC guidelines.

#### RESEARCH & AUDIT

- Ensure awareness of, and involvement in, relevant medical and nursing research for rheumatology in collaboration with members of the wider MDT.
- Audit and monitor self and service quality to ensure resource effectiveness and impact of specialist nursing input.
- Participate in and be aware of other clinical research trials for patients.
- Forge effective relationships with the research nursing service to maximize patients' opportunities to benefit from innovative treatment options.
- Facilitate evidence- based practice in the service by utilising extensive knowledge, both academic and experiential.
- Act as patient advocate, ensuring ethical and legal issues are adhered to in all clinical practice.
- Participate in Quality Surveillance for site and service line.
- Conduct and annual patient satisfaction survey and enact the action plan derived from the results.

## 6. Working conditions

Criteria	Description
<b>Physical</b>	The post holder is frequently exposed to episodes of light exertion, for example whilst moving and handling patients with physical limitations or who are attached to medical devices. The post holder will be required to lift, push, pull objects using hoists/trolleys
<b>Emotional</b>	The post holder will frequently be required to support patients/client./staff during discussions and the decision making process. The post holder is likely to be exposed more than once a month to circumstances that are distressing or emotional The post holder has to be able to work successfully under pressure of time and resources. The post holder may have to deal with staff, patients and their families who are angry/upset/tearful. Exposure due to the management of staff e.g. long term sickness issues, redeployment & redundancy, grievance and discipline and difficult change



<b>Working Conditions</b>	Combination of office and clinically based working environments Frequent VDU use The post holder may frequently come into contact with body fluids/stools/blood/saliva when discharging duties in clinical areas May be exposed to verbal abuse
<b>Mental</b>	The post holder requires high levels of concentration at all times as they deal with heavy demands from a variety of sources The work is unpredictable and the post holder may have to adapt to change in a short time frame and be able to deliver outcomes The post holder will require stamina The post holder is likely to be frequently interrupted due to the operational nature of the job

### **NHS Manager's Code of Conduct**

As an NHS manager, you are expected to follow the code of conduct for NHS managers (October 2002).

### **Safeguarding adults and children**

Employees must be aware of the responsibilities placed on them to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e. line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager, consultant. (October 2002). [www.nmc-uk.org/](http://www.nmc-uk.org/)



## Person Specification

Domain	Essential Criteria	Desirable Criteria
<b>Experience</b>	<p>Minimum 3 years post registration experience in rheumatology</p> <p>Experience of nurse led clinics to include nurse led osteoporosis clinic</p> <p>Evidence of practice development</p> <p>Able to utilise evidence in practice</p> <p>Evidence of working with staff from different professional disciplines</p>	<p>Experience of rheumatology research to include nursing research as well as well clinical trials</p>
<b>Skills</b>	<p>Advanced Communication Skills</p> <p>Ability to work alone and under pressure.</p> <p>Ability to manage complex situations both clinically and in terms of administration.</p> <p>Presentation Skills (often have to present at MDT)</p> <p>Teaching and Group education for patients</p> <p>Proven organisational and time-management skills to manage and deliver a range of tasks according to deadlines</p> <p>IT skills- word processing, excel, spreadsheets, relational databases, intranet and internet</p>	
<b>Knowledge</b>	<p>Proven clinical skills &amp; sound knowledge base in rheumatology</p> <p>Knowledge of rheumatology patient pathways including those of breach dates and timeframes for treatment.</p> <p>Knowledge of the rheumatological conditions</p> <p>Knowledge for managing patients on biologic treatment and assisting with funding for treatment to include blue teq.</p> <p>Knowledge of clinical governance and a commitment to clinical supervision and staff development</p>	<p>Patient Experience and ideas of how Barts Health can improve position.</p> <p>Up to date knowledge of professional and wider health service and political issues affecting the service and wider health care delivery.</p> <p>Knowledge of clinical trials within rheumatology</p> <p>Knowledge of managing osteoporosis patients to include Dexa scan report interpretations</p>



<p><b>Qualifications</b></p>	<p>Registered Nurse at Diploma or Degree level</p>	<p>Evidence of advanced clinical practice qualifications ( Non-Medical Prescribing and/or History taking and Physical Assessment) or willing to work towards</p>
<p><b>Attributes</b></p>	<p>Excellent interpersonal skills.          Reliable, flexible, and has a professional attitude at all times          Keen to learn and develop          Approachable          Excellent communications skills          Ability to adapt to change easily          Understanding of the ' we care values' and its application in practice</p>	





## About Barts Health

Our group of hospitals provide a huge range of clinical services to people in east London and beyond.

We operate from four major hospital sites (The Royal London, St Bartholomew's, Whipps Cross and Newham) and a number of community locations, including Mile End hospital. Around 2.5 million people living in east London look to our services to provide them with the healthcare they need.

The Royal London in Whitechapel is a major teaching hospital providing local and specialist services in state-of-the-art facilities. Whipps Cross in Leytonstone is a large general hospital with a range of local services. Newham in Plaistow is a busy district hospital with innovative facilities such as its orthopaedic centre. Mile End hospital is a shared facility in Mile End for a range of inpatient, rehabilitation, mental health and community services. And St Bartholomew's in the City, London's oldest hospital, is a regional and national centre of excellence for cardiac and cancer care.

As well as district general hospital facilities for three London boroughs, Tower Hamlets, Waltham Forest and Newham, we have the largest cardiovascular centre in the UK, the second largest cancer centre in London, an internationally-renowned trauma team, and the home of the London Air Ambulance. The Royal London also houses one of the largest children's hospitals in the UK, a major dental hospital, and leading stroke and renal units.

We're also proud to be part of UCLPartners, Europe's largest and strongest academic health science partnership. The objective of UCLPartners is to translate cutting edge research and innovation into measurable health gain for patients and populations through partnership across settings and sectors, and through excellence in education.

