**Title:** Pleural Clinical Nurse Specialist

**Band:** 6

**Staff Group:** Nursing and Midwifery

**Reports to:** Lead Clinical Nurse Specialist

**Job Summary:**

* As a Pleural Clinical Nurse Specialist the post holder will work as part of the multi-disciplinary team within the Respiratory Specialty. They will deliver specialist nursing advice to patients and fellow healthcare professionals as a clinical expert to support and facilitate high quality individualised care to pleural patients, relatives and carers
* In collaboration with the multi-disciplinary team provide specialist nursing advice to all patients diagnosed with pleural malignancies in line with local and national targets.
* Be responsible for the assessment, management and evaluation of treatment and/or care for a caseload of patients.
* The post holder will also be part of a national team of mesothelioma nurses supported by Mesothelioma UK. The Service Level Agreement (SLA) between the Trust and Mesothelioma UK sets out the role responsibilities and expectations
* Support the lead Mesothelioma CNS to ensure the clinical multidisciplinary team deliver a safe, effective, responsive, caring and well-led service for patients with pleural malignancies where compassion is embedded and a positive patient experience is achieved.
* Be responsible for coordinating the one-stop pleural clinic on the respiratory day ward and assist in pleural procedures as appropriate
* Assist in co-ordinating and implementing an overall strategy of evidence-based care for a caseload of patients
* Provide strong professional clinical skills and act as a professional role model.

**Key Responsibilities:**

***Clinical/Professional***

* Liaise with patients and community nurses for indwelling pleural catheter management issues.
* Be responsible for coordinating the one-stop pleural clinic on the respiratory day ward and assist in pleural procedures as appropriate
* Provide specialist nurse advice to patients with pleural malignancy.
* Keep up to date with, and help with the recruitment to, pleural research studies and trials.
* Promote and set high standards of professional nursing care and maintain the delivery of quality care within the trust policies, protocols and guidelines. Implement the trust ‘values and beliefs’ ensuring they are embedded into everyday practice and evaluate their impact on the patients’ experience.
* Continuing responsibility for the assessment of care needs and the development, implementation and evaluation of programmes of care.
* Act as a specialist clinical practitioner demonstrating developed clinical skills and knowledge.

* Support with the implementation of a service philosophy and models of care to ensure that all policies and procedures are implemented and monitor any impact on the patient experience.
* Ensure that any patient quality and safety issues are addressed in a timely manner and escalated appropriately
* Implement evidence-based practice and contribute to changes that lead to improved and high standards of care and in particular any service changes following feedback from patients.
* Communicating, influencing and working with the multidisciplinary team in different ways to improve quality of care, and informed clinical decisions. Promote innovation and participate in benchmarking and quality audits to measure effectiveness of current practices.
* In collaboration with members of the multidisciplinary team, ensure that the users of the service and their families have a positive experience and using feedback (Friends and Family Test, concerns and complaints) evaluate patient processes and pathways of care and support with service redesign if required
* Ensure concerns raised by patients and their families are dealt with in an open, honest and transparent way, quickly and effectively, in line with trust policies, procedures and Duty of Candour legislation.
* Ensuring that accurate and timely MDT records are maintained, monitoring standards and taking corrective action as required.
* As part of the Multidisciplinary team (MDT) communicate the ‘breaking of bad news’ in an empathetic manner, appropriate to the situation and patient’s level of understanding.
* Make independent clinical, psychological and social assessments of patients and initiate/interpret investigations/treatments.
* Reduce emergency admissions by providing timely telephone advice and education to patients and their families. In addition provide education to health care professional both in hospital and in the community.
* Accept referrals and refer patients to other health care professionals as required in the hospital and/or in the community.
* Actively participate in provision of all aspects of the service including health and wellbeing events, support group and other patient focussed events.

***Management/Leadership***

* Demonstrate awareness of national and local guidelines relating to specialty (e.g. NICE guidelines) and support with care developments in accordance with these.
* Identify and contribute to or lead on aspects in the development and dissemination of evidence-based guidelines, standards and protocols as required and implement change to improve the quality of nursing care.
* Contribute to trust peer reviews and any focused CQC style reviews.
* Actively contribute to achieving the clinical governance goals/targets set by the trust and department and comply with reporting schedules for monitoring and reporting on clinical outcomes. Includes auditing of services.
* Be proactive in the prevention and management of complaints (formal and those via Patient Advice and Liaison Service) and when they occur investigate and respond in a timely manner. Use any learning to share widely with the multidisciplinary team and to improve care delivery.
* Promote effective communication with staff members across organisational boundaries and provide support to those dealing with patients who are either newly diagnosed or in late stages of their illness.
* Promote the health and well-being of MDT, patients and their carers. Making every contact count.
* Comply and promote compliance with Trust policies and guidelines e.g. Health and Safety, Clinical Risk and Infection Control.
* Take appropriate action to address unexpected changes and situations, informing the Respiratory Lead CNS or manager if unable to resolve.
* Utilise user feedback to help to facilitate service development
* Attend relevant department and management meetings. Work closely with ward link nurses (as applicable) to ensure ward training needs are met to ensure high quality evidence based care delivery; there is good communication and dissemination of information.
* Network with other specialty teams (i.e. UHS or other) to share good practice and bring back new ideas to improve the local service.
* Attend local, regional and national networks/meetings and working parties as required ensuring learning contributes to the evidence base.

**Research and Education**

***Research***

* Develop a research culture within the MDT team to identify current knowledge and deliver evidence based care.
* Support local research teams, actively contribute to local department multidisciplinary audits
* Liaise with the relevant research nurse to ensure patients are identified to take part in clinical research studies and research is delivered safely.
* Report research activity as standard practice.

***Education***

* Embed in the team culture the concept of recruitment to clinical trials which is a national performance indicator.
* Contribute to the multidisciplinary education and training provision for health care professionals involved in relevant specialty area across organisational boundaries by developing and coordinating education and training programmes and evaluating their effectiveness. Mentor and coach students, support staff and other registrants.
* Provide education on pleural disease management to patients and fellow healthcare workers.
* Provide education on chest drain and indwelling pleural catheter management to patients and fellow healthcare workers.

***Communication and Working Relations***

* Communicate highly sensitive and complex information with empathy ensuring that information is understood.
* Ensure patients, their carers and the MDT have access to specialist information and provide care that meets individual patient’s needs at all stages of the care pathway. This includes the provision of telephone support/ advice.
* Frequent exposure to highly distressing events. Working and supporting staff and patients/family/carers within a highly emotive environment, while being aware of own emotional needs.
* Communicating and co-operating with other specialist areas, promoting and maintaining good working relationships within own clinical area and across the organisation, giving accurate information as required.
* An active member of the clinical nursing team contributing to Trust wide nursing groups and meetings.

***Working Conditions***

* Working within a team caring for very sick patients that require complex interventions and liaison with partner agencies.
* Working within an environment that requires rapid response to unpredictable events.

***Financial and Physical Resources***

* Be responsible for the safe use of equipment other than equipment which they personally use.
* Be responsible for maintaining stock control and/or security of stock.
* Be responsible for the safe use of expensive or highly complex equipment in the course of their duties.

**Organisational Chart**

OPD Lead CNS

(Band 7)

Lead Mesothelioma CNS

Cancer Lead CNS

(Band 7)

Clinical Nurse Specialist

Lead Pleural Consultant

**Person Specification**

**Qualifications and Experience**

***Essential***

* Current RN +/- RN, registration with NMC and any other relevant post registration qualifications.
* BSc Degree in relevant field (desirable or evidence of working towards)
* Significant demonstrable experience within specialty with evidence of professional development.
* Evidence of managing a caseload in a clinical setting with multidisciplinary working

***Desirable***

* Evidence of understanding of the needs of patients with pleural disease and pleural malignancy
* Evidence of understanding of the CNS role and the patient need to access personal support strategies to maintain resilience
* Teaching qualification/experience with an accredited NMC mentorship course
* Counselling and research awareness

**Skills and Knowledge**

***Essential***

* Clinically competent.
* Clinical decision making skills
* Shows initiative, organisational skills and forward planning
* Flexibility
* Critical appraisal skills
* Strong patient care skills.
* IT literate
* Understanding of the theory and application of clinical governance

***Desirable***

* Articulate and knowledgeable in current healthcare issues and the pleural agenda
* Coaching and mentoring skills

**Working Together For Patients with Compassion as One Team Always Improving**

**Strategic approach** (clarity on objectives, clear on expectations)

**Relationship building** (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

**Personal credibility** (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

**Passion to succeed** (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

**Harness performance through teams** (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff , respect diversity)

Job holders are required to act in such a way that at all times the health and well being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition all staff are expected to complete essential/mandatory training in this area.

**Print Name:**

**Date:**

**Signature:**