Clinical Nurse Specialist Dermatology

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| Job title: | Clinical Nurse Specialist Dermatology |
| Department: | Community Dermatology  |
| Location: | Calderdale |
| Reporting to: (job title only) | Service Lead / Lead Nurse  |
| Direct reports: (job title only) | Band 6 and HCA’s |
| Accountable to: (where applicable) | Service Lead Nurse  |
| Responsible to:(where applicable) |  |
| Job purpose: | The Clinical Nurse Specialist will work closely with the community dermatology team, supporting patients to access effective and timely care. They will: * Independently run community dermatology clinics, implementing expert assessment skills and evidence based management plans, with a diverse caseload
* Work as part of a multidisciplinary team, working closely with the Service Lead to contribute to the clinical development of the Community Dermatology service
* To support the service lead on clinical training, development and support of the community nursing team
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| Role and Responsibilities: | **Clinical Duties*** To provide specialist nursing advice, clinical assessment and support to patients, their families and other healthcare professionals following diagnosis and through treatment.
* To ensure continuity of a high standard of evidence based nursing care, assessing health related and holistic needs of the patients, their families and other carers by identifying and initiating appropriate steps for effective care.
* Ensuring clear documentation in the patients record of all significant consultations in accordance with Best Records Keeping Guidance
* To be actively involved in liaising with all staff in the MDT
* Ensuring patients receive the appropriate follow up and that relevant information is available to enable patients to make an informed choice about their treatment and care
* Be competent and fulfil the requirements as a non-medical prescriber, ensuring appropriate prescribing from local formulary
* Competently complete minor surgery, including simple biopsies and excisions.
* Support patients with decision making about their care and treatment, ensuring shared decision making.
* Attend MDT meetings where appropriate
* To deliver seamless service through the development of enhanced MDT team processes and communication
* To participate in the identification and development of clinical protocols and strategies to enhance both the continuity and standard of specialist care whilst ensuring equity of access to the service
* To participate in the process of operational policies and review annually in accordance with national standards
* Review and update clinical information offered to patients in the specified timescales
* Ensure all care given meets local and national pathway standards.

**Management Duties*** Responsible for supporting the Service Lead in the management and leadership of the Dermatology nursing team, maintaining an appropriate management style that maintains good morale, a team approach to work and a culture which fosters innovation and positive change
* Managing clinic diaries and bookings efficiently with the admin and clinical team
* Assist with the review and implementation of all clinical Standard Operating Procedures (SOP’S)
* Support the service lead in Identifying workforce requirements relating to the Dermatology nursing team. Supporting on the effective recruitment, retention and management of staff including appraisals, performance, management and sickness absence.
* Support the service lead to ensure the nursing team undertake the necessary clinical and mandatory training required for their related area and that any related competencies are signed off.
* Ensure any new colleagues are welcomed to the team and undertake induction and orientation programmes.
* Ensure we robust Clinical audit schedules
* Ensure that all medical equipment is stored securely, used appropriately e.g. single use is disposed following use, is kept in a safe condition e.g. maintained in line with manufacturers requirements, is ready for use when required, and that faulty equipment is reported and/or replaced as necessary.
* Responsibility for ensuring equipment is properly used and maintained.

**Equality Diversity & Inclusion (EDI)**We are proud to be an equal opportunities employer and are fully committed to EDI best practice in all we do. We believe it is the responsibility of everyone to ensure their actions support this with all internal and external stakeholders.* Be aware of the impact of your behaviour on others
* Ensure that others are treated with fairness, dignity and respect
* Maintain and develop your knowledge about what EDI is and why it is important
* Be prepared to challenge bias, discrimination and prejudice if possible to do so and raise with your manager and EDI team
* Encourage and support others to feel confident in speaking up if they have been subjected to or witnessed bias, discrimination or prejudice
* Be prepared to speak up for others if you witness bias, discrimination or prejudice
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| Clinical Governance:(where applicable) | * Work in a safe competent manner, working within agreed protocols and guidelines
* Contribute to ensuring relevant Quality targets are met
* Contribute to internal and external audits or inspections e.g CQC, national isotretinoin audit
* Contribute to Quality Performance Monitoring
* Work Collaboratively with the lead nurse and Clinical Lead
* Demonstrating continuous evaluation of practise including the use of recognised outcome measures and audit tools
* Work with the wider Governance/NHS Team to provide annual information for the NHS Quality Account submission
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| Training and supervision: | * Demonstrate a developed understanding of clinical practice with effective supervision, mentoring and assessment skills
* Participate in education and training programmes appropriately and provide feedback to the team as part of shared learning.
* Identify own personal development needs, clinical competency deficits, education and development needs at own Performance, Wellbeing, Development (PWD) (appraisal), demonstrating alignment with VHG’s objectives, vision and values.
* Provide clinical advice as required to staff, patients and carers which promotes evidence based clinical practise and reduces risk of avoidable harm to patients.
* Participate in clinical training including teaching and supervision of new staff
* Ensure all team members maintain appropriate workforce compliance including ongoing registration with their professional body, mandatory training
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| Additional information: | Travel is an essential part of this role. Working across multiple sites across Calderdale is required, so a full clean driving licence, access to a car/vehicle and business use car insurance is essential. VHG have highly successful services and value our clinical staff who are offered regular training and supervision to maintain a high performing workforce and achieve the best results possible for our service users. |

## Person specification

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|  | **Essential** | **Desirable** |
| **Qualifications** | * NMC Level 1 registered nurse
* Relevant Post registration qualification and evidence of professional development
* Non-Medical Independent Prescriber
 | * Breaking Bad News Training
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| **Experience** | * Extensive clinical experience relevant to a community dermatology setting
* Experience managing a varied caseload
* Experience to work independently and as part of an MDT
* Up to date knowledge of current clinical practice and professional issues
* Sound knowledge of National and Local Cancer Care pathways
* Understanding of clinical governance and risk assessment
 | * To have demonstrable experience in service development
* Experience of data collection for audits, analysing data and delivering presentations
* Experience in completing minor procedures in the community, including simple biopsies and excisions
* Member of BDNG
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| **Skills/knowledge** | * Specialist training in dermatology specific assessment and treatment including non-medical prescribing
* Communication skills: ability to impart complex information to patients, relatives and carers, with different levels of understanding
* Ability to build rapport with patients and MDT
* Long term skin disease management
* Diagnostic skills
* Ability to prioritise workload independently
 | * Understanding of how mental health and physical health factors interrelate and influence wellbeing
* Training or experience in psychodermatology
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| **Personal competencies and qualities** | * Excellent verbal and written communication skills
* High level of enthusiasm and motivation
* Ability to work individually or within a team and foster good working relationships
* Ability to work under pressure
* Excellent time management skills
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# Version Control

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| Author: | Human Resources | Version: |   | Status: | PUBLISHED |
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| Version: | Date: | Summary of Changes |
| V1.1 | 03.12.19 | Document copied onto authorised VHG branded Policy Template (original had no coding) |
| V1.2 | 06/08/20 | Updated to include diversity and inclusion statement |
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