Job Description

**Job title:** Uro-Oncology Clinical Nurse Specialist

**Department:** Cancer Services

**Band:** 7

**Hours:** 37.5 (min 22.5 hrs)

**Reports to:** Lead Nurse for Cancer

We are a pioneering research active organisation and we are proud to be doing things differently; whether that be redefining the shape of the local health and care system through our innovative plans for integrated care, or developing new services such as our Frail Older Person’s Assessment Service and our Medically Fit for Discharge Ward. As well as creating the future, we also know the importance of providing really good, safe, and caring services for our patients. Our iCARE ethos sets out the principles which every member of our staff works to, ensuring good communication, attitude, respect and care for the hospital environment. Our patients tell us we’re getting this right, with our Friends and Family Test results consistently above 95 per cent (patients ‘extremely likely’ or ‘likely’ to recommend us to their friends and family).

**Job role:**

The post holder will provide clinical nurse specialist provision for Yeovil District Hospital NHS Foundation Trust’s Uro-oncology patients. They will acknowledge and provide specialist nursing advice, support and information to patients (in-patient and out-patient) and their carers /loved ones, and working in conjunction with the lead clinicians for urology and oncology and the urological CNS team to further develop and maintain the delivery of best practice in the care and management of urological cancers from referral or diagnosis onwards and throughout their care pathway with particular care to those diagnosed outside of the normal two week wait suspected cancer referral pathways and those who have metastatic disease.

The post holder will work as an important member of the Yeovil Multidisciplinary Team acting as a keyworker for a group of patients, the Uro-oncology CNS post holder will ensure the patients and their holistic needs are represented at the weekly MDT meetings and will act as a referral and liaison point for the MDT as an information resource for all those (in both primary and secondary care) who are involved in the care and management of urological malignancies. Furthermore by working collaboratively with Trusts that provide Uro-oncology specialist care and
treatment provision; such as North Bristol and Taunton and Somerset NHS Foundation Trusts the post holder will ensure the local MDT remains pivotal in the provision of a seamless service for this group of Yeovil patients.

The Uro-Oncology Clinical Nurse Specialist (CNS) role requires practice that is informed by higher levels of judgement, decision-making and discretion. The CNS should play a significant role in setting standards/ guidelines, undertaking audit and research, education others and disseminating good practice.

Main duties and responsibilities:

- In partnership with the line manager develop the skills to provide specialist nursing advice and support to patients including their families.
- To act as Keyworker for inpatients with suspected or confirmed Urological malignancies providing specialist Uro-oncological nursing advice to support both patients and their family/ carers from the time of diagnosis and throughout their care pathway. Working with and liaising with other specialist teams as needed.
- Assess and assist in the management of acutely unwell Uro-oncology patients admitted to YDH, working with the Oncology and or Urology Consultant(s), providing expert knowledge to enhance optimum care, including the reduction of the inpatient stay and furthermore work as necessary in close collaboration with the Specialist Acute oncology and Specialist Palliative Care Team(s).
- To further develop the weekly Uro-oncology nurse- led outpatient clinics to provide follow up for patients following treatment (predominately this will be oncological treatments) for urological cancer. As part of these clinics a physical and psychological assessment will be completed aiding the provision of holistic needs assessment, care planning and treatment summaries as required.
- To work as the patient advocate, to help negotiate the patient journey and ensure optimum care is provided to each patient.
- To provide telephone support to patients, discussing symptoms and advising on management often preventing admission to secondary care and liaising with primary care providers.
- To provide patients and staff with specialist advice to manage complex symptoms of both disease and potential treatment side effects.
- To develop and share expertise within the multidisciplinary team.
- To request and negotiate relevant radiology and pathology investigations ensuring correct staging and assessment is provided and will monitor investigations results, initiating further assessment/review of treatment pathway as required.
- Adopt and maintain a flexible approach to patient care, recognising the changing needs of patients throughout their cancer pathway.
• To undertake individual holistic assessments at key stages in each patient’s pathway, this information will be available in the patient’s medical records and on the cancer register. Where appropriate copies will be sent to the patient and her GP.
• To participate in the Living Well and Beyond Cancer agenda and actively support the Recovery Package for Uro-oncology patients.
• To have an understanding of treatment regimens and side effects,
• To ensure safe and high standards of nursing care are maintained in accordance with hospital policies and procedures and National Cancer Service Guidelines and acts at all times in accordance with the NMC Code of Conduct and within the principles of the scope of Professional Practice and ensures other members of the team also work within these.

Communication

• To help co-ordinate and attend weekly MDT meetings, presenting individual patient cases as the patients advocate including a holistic assessment outcome, if appropriate, to enable decision making,
• To provide access to appropriate information, support and specialist nursing care for patients with urological malignancies in order to meet the needs of individual patients from referral onwards and where appropriate will fulfil the role of ‘key worker’ within the Urological MDT.
• To receive and provide patients and their families with highly sensitive and complex information using advanced communication skills.
• Work closely with patients and their families when bad news is broken and have discussions around prognosis and advanced care planning if appropriate and timely.
• To ensure that all patients’, and as appropriate families, are aware of all treatment options, including clinical trials.
• Provide psychological care to level II and signposting or referring patients and carers who require higher level of input from psychological services

Management, leadership and service improvement

• To work alongside the Oncologist and Urological MDT in utilising clinical practice, consultation, research and education to shape the strategic direction of the Uro-oncology service.
• With support, manage a caseload on flexible principles and which prioritises the care needs of patients.
• To work with the urological team and those providing oncological care in managing Clinic capacity and quality of service, ensuring all standards of care and national targets are attained.
In conjunction with the Urology MDT the urology CNS team will correlate data and produce and update documents for yearly peer review to meet national and local standards.

- To promote user involvement in service development and information gained is used to direct the service.
- To generate new solutions within own and other’s practice to enhance care and treatment.
- To use effective change management skills to initiate and implement service and practice developments, providing a business case if required.
- To use prioritisation, problem solving and delegation skills to manage time effectively.
- In conjunction with the line manager develop skills to provide an initial response to complaints and queries, and have a working awareness of the Trust’s complaints procedure.
- To record all patient related work to ensure it is commissioned properly.
- To develop and maintain peer support within the trust and MDT, sharing information and learning with other clinical nurse specialists at local and national level.
- Cancer services within the Trust is committed to providing a weekend service for our patients and the post holder should be aware of this potential service development.

Clinical Governance

- To set, monitor and review quality and performance standards and lead the implementation of best practice in Uro-oncology nursing care.
- To participate in and maintain a framework for effective clinical supervision.
- To participate in the appraisal process to ensure ongoing professional development, developing the role of the nurse in the best interest of the patient and in accordance with the NMC Code of Conduct.
- To attend all Mandatory Training relevant to the role as defined in the Trust matrix.
- To report any incidents, accidents and near misses in accordance with the Trust Incident Policy.

Education

- Identify own learning needs, plan learning resources required for continuous professional development within sphere of practice.
- To identify and meet the educational needs of the patient and their family, paying particular attention to the public and personal attitudes to cancer, and how these relate to political, social, economic and ethical issues.
- To plan and participate in the teaching programmes of learners in accordance with their objectives, working closely with the College/University and act as a mentor when required.
• Act as a resource in support to other health care professionals in the development of knowledge and skills through acting as a teacher, facilitator and assessor of competence in relation to care of Uro-oncology patients.

Research and Audit

• Use critical appraisal skills within a multidisciplinary forum to analyse current research and implications for practice and apply if appropriate.
• To participate in clinical audit and research where appropriate as part of promoting excellent care through research.
• To work to promote a culture of evidence based practice.
• Be involved with health promotion
## Person Specification

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<tr>
<th>Qualifications</th>
<th>Essential</th>
<th>Desirable</th>
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<tbody>
<tr>
<td></td>
<td>• RGN, 1\textsuperscript{st} Level with full NMC Registration&lt;br&gt;• Relevant accredited post registration qualification at level 3&lt;br&gt;• Demonstrates evidence of ongoing continuous personal developments&lt;br&gt;• Advanced communication skills</td>
<td>• Clinical examination skills&lt;br&gt;• Psychological level II training&lt;br&gt;• Obtained or working towards a Masters level qualification in a relevant subject&lt;br&gt;• Leadership course&lt;br&gt;• Teaching qualification (ENB 998 or equivalent)</td>
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<tr>
<th>Experience</th>
<th>Essential</th>
<th>Desirable</th>
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<td></td>
<td>• Considerable relevant post registration experience in oncology and/or urology&lt;br&gt;• Evidence of recent teaching experience&lt;br&gt;• Knowledge of psychosexual issues relating to urological cancers and treatment available</td>
<td>• Evidence of undertaking research or audit projects</td>
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<th>Personal qualities</th>
<th>Essential</th>
<th>Desirable</th>
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<td></td>
<td>• Excellent interpersonal and communication skills&lt;br&gt;• Flexible, adaptability to meet needs of a changing service&lt;br&gt;• Good organisational skills&lt;br&gt;• Ability to cope with emotional issues presented in</td>
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the course of work and to support others
- Knowledge of national and local speciality issues
- Information technology skills
- Commitment to the development and provision of high quality nursing care
- Initiative

**Special requirements**
- Willingness and ability to travel
- Resilient, persistent and able to challenge decisions

**Relationships:**

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<tr>
<th>Internal</th>
<th>External</th>
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<tbody>
<tr>
<td>Urology MDT</td>
<td>Trusts that provide urological services especially Southmead</td>
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<tr>
<td>Lead Nurse for Cancer</td>
<td>Network site specific group members</td>
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<tr>
<td>Macmillan Unit and oncology services</td>
<td>Primary health colleagues</td>
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<tr>
<td>Core Cancer Management Team</td>
<td>3rd party organisations such as St Margaret's hospice and Macmillan cancer care</td>
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<tr>
<td>Clinical Cancer Steering Group</td>
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<tr>
<td>Cancer nurse and clinical nurse specialist forum members</td>
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<tr>
<td>Specialist palliative care and acute oncology hospital teams</td>
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<tr>
<td>Associated business units of surgery and emergency care</td>
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**Budget holder:** No

**Line management responsibility for:** 0 staff

**Published:**