

Job description

POST

Cardiology Clinical Nurse Specialist - Arrhythmia

SALARY

£41,659.00 – £ 47,672.00 per annum (pro rata where applicable)

CARE GROUP

General & Specialist Medicine

BASE

William Harvey Hospital and Queen Elizabeth the Queen Mother

CONTACT

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Welcome to East Kent Hospitals

Today, the team at East Kent Hospitals will care for more than 2,000 people. Most of these people and their loved ones will be at a significant moment in their lives – an emergency situation, a diagnosis, a new life, a last chance to say goodbye, or a new chance to learn or regain skills.

Our vision is 'great healthcare from great people' – if you are great at what you do and want to work in an environment where you can give your best, come and be part of us!

There are 2 new posts, one will be at the William Harvey Hospital in Ashford and the other at Queen Elizabeth The Queen Mother in Margate.

We offer a full package of benefits, including a car lease scheme; on-site childcare; generous annual leave in line with NHS terms and conditions; high street and public transport discounts; a 24/7 staff support service - and the little things that make life easier, like on-site Amazon lockers and fresh fruit and veg stalls.

About us

We are one of the largest hospital trusts in England, with three acute hospitals and community sites serving a local population of around 700,000. We also provide specialist services for Kent and Medway.

We care about our patients and our people. We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike.

With our emphasis on staff training and development, a staff support scheme that's second to none, and a healthy package of benefits, it's easy to put down roots in East Kent Hospitals



Cardiology Clinical Nurse Specialist - Arrhythmia

Role specific duties

- The post holder will act as a specialist nurse to patients with Arrhythmias and will provide day-to-day clinical expertise to ensure delivery of a high standard of care. The post holder is an autonomous specialist practitioner responsible for providing professional management of patients as part of the Cardiology team. This post will play a key role in implementing, developing and improving the cardiology virtual ward. The primary function is to work in conjunction with the medical, AHP and nursing teams; to provide excellence in patient care within this speciality field whilst maintaining effective and efficient use of resources. The post holder is expected to promote excellent standards of care for patients by contributing to the future developments of the cardiology service. In the longer term it may involve evening and weekend working.
- Establish an effective workplace culture within the respiratory service across the health economy that sustains person-centered, safe and effective care through self-awareness, active learning, development, improvement and innovation
- They will work with the lead cardiologist to expand and deliver a nurse-led specialist arrhythmia service with consultant-support.
- They will be expected to work independently performing advanced assessment and demonstrating good clinical decision-making skills in the investigation, management and discharge of patients with arrhythmias.
- The post holder will work closely with other services and Care Groups to ensure maximum effectiveness, quality and an excellent patient experience. Synonymous with this, the post-holder will have an important educational role with not only patients and their families but also with other clinicians (medical and nursing) in raising awareness of the symptoms, signs, diagnostic investigations, treatment options and monitoring of patients with arrhythmias. You will be an accessible, approachable, highly visible figure to patients, relatives and clinician colleagues.
- They will promote best practice in the prevention of infection through ensuring a clean and safe environment, and that clinical practices are in accordance with Trust Policy and best practice guidelines to minimise the risk of infection.

Leadership

Managerial leadership.

1. Work with the arrhythmia lead to develop, implement and evaluate the Service, guidelines, protocols and policies, taking responsibility for identified specific areas of development
2. To take delegated responsibility for ensuring the collection and collation of team activity data in agreed format and be responsible for the interpretation and reporting of the data as required by the Associate Director of Operations.



3. To support the team leader in the day-to-day supervision and line management of the junior members of the team including administrative staff.
4. To manage clinical risk within own caseload and that of the team.

Clinical and Professional leadership

To be a point of contact and clinical expert for patients, relatives and clinician colleagues in conjunction and with the full support of the Consultant Cardiologists. The post holder will be expected to ensure that the patient receives the highest possible standard of evidence-based care in line with NICE guidance on:

- Atrial Fibrillation (2014)
 - Implantable cardioverter defibrillators and cardiac resynchronisation therapy for arrhythmias and heart failure (2014)
 - The recommended use of atrial-based pacing over ventricular-based pacing in patients with sinus node disease in 2005
 - Recommended implantation rates (per million population) for all categories of Cardiac Device – pacemakers, ICDs and CRT devices (in conjunction with HRUK)
 - The management of patients with Transient Loss of Consciousness (syncope) in 2010
5. To work with team to develop and deliver improve integrated diagnostic, referral and treatment care pathways for arrhythmia patients admitted to East Kent Hospitals to enable compliance with the required standards. Including nurse-led, dedicated specialist syncope and device pre-assessment clinics, consultant-supported.
 6. To work with the Specialist and other cardiology consultants, nurses and the MDT team to deliver care along agreed clinical pathways, including ambulatory care pathways providing admission avoidance interventions where appropriate and agreed.
 7. To be an expert cardiac arrhythmia practitioner to triage, comprehensively assess and manage a range of presentations. This will include assessment, management and counselling support for patients requiring specialist interventions including complex heart devices and invasive electrophysiology procedures.
 8. To work as an independent nurse prescriber. Training and support will be provided to acquire and certification to achieve this. As an Independent nurse prescriber, you will adhere to the Department of Health policy restricting their prescribing to control drugs and work within the Trust non-medical prescribing policy.
 9. To undertake a caseload of new and complex patients developing a plan for treatment and intervention either delivering directly, as an autonomous practitioner, or supporting others to do so through delegation, mentoring and support and to attend and present cases at MDT weekly meetings.
 10. To develop and maintain the knowledge and skills required to practice at an advanced level and to use an extended scope of practice, including referral for and interpretation of investigations such as blood tests, ECG's, X-rays and scans, as well as independent prescribing.



11. To formulate and implement treatment plans based on current evidence and expert clinical reasoning with a comprehensive understanding of available treatments including education, skills development/rehabilitation and compensatory techniques or use of medical devices or environmental adaptations to support an improvement in quality of life and or independence. To review the effectiveness of treatments through monitoring and interpretation of clinical indicators and make adjustments / recommendations to treatment plans and onward referral as appropriate.
12. To communicate appropriate complex information, effectively to patients and/or carers. To inform them of the benefits and risks of suggested treatment options.
13. Assess patient understanding of treatment proposals, gain informed consent and have the capacity to work within a legal framework with patients who lack capacity to consent to treatment.
14. To support the educational, emotional and practical needs of people with arrhythmias including relatives and carers. Providing counselling and supporting patients with defibrillators (both local implanted and repatriated patients implanted elsewhere) You may provide a point of contact for their concerns regarding defibrillators (physical and psychological)
15. To promote self-care skills and be able to teach patients and carers self-care strategies, for example commencement of rescue medication
16. To maintain accurate and up-to-date records and reports of patients being treated in line with departmental standards and the appropriate professional body. Guidelines and standards for record keeping (2000) or NMC)
17. To be professionally and legally responsible and accountable for all aspects of your activities; working within relevant codes of practice and guidelines.



Your commitments

We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. This is why we ask you to:

- maintain the confidentiality of information about patients, staff and other health service business and adhere to data protection law
- comply with the Trust's policies and procedures, including infection prevention and control, risk management, health and safety, safeguarding children and adults, financial management and use of resources
- act at all times in accordance with the professional Codes of Conduct and Accountability relevant to your role
- participate in annual mandatory training.

We are a smoke-free Trust, and offer staff support to stop smoking.

Values

We care about our values of caring, safe, respect and making a difference. We'll ask you to

demonstrate these values during the recruitment process and throughout your appointment – and you can expect us to do the same.

Our NHS People Promise

We are committed to the NHS People Promise. We want our culture to be positive, compassionate, and inclusive – and we all have our part to play.

Living and working in East Kent

Our large district general hospitals, specialist units and community sites provide a vibrant and diverse working environment with the extensive opportunities and teaching facilities you would expect of a large trust.

East Kent offers stunning countryside, beautiful beaches and charming places of historic interest, with easy access to London. With excellent schools, a wealth of leisure facilities and easy family days out on your doorstep, alongside beautiful and affordable housing stock, the perfect work-life balance couldn't be easier to achieve.

How to apply

For more information or to arrange to visit us, please contact Rebecca.enright@nhs.net on 07974613548



Person specification

Requirements	Essential	Desirable	Method of assessment
Qualifications and training	NMC Registered General Nurse, educated to at least first-degree level. Validated Post Graduate Qualification Level 6 or equivalent in Cardiac care – 124 or equivalent. Recognised prescribing qualification or willingness to undertake. Working towards or willingness to undertake Masters of Science programme.	Degree in Nursing	Interview and application form and references
Skills and experience	<p>Proven experience of managing patients with arrhythmia including patients with implanted devices. Working autonomously and within MDT. Management /supervision of other staff or students</p> <p>Undertaken clinical audit, quality assurance projects into clinical effectiveness and changing practice to meet standards Advanced Assessment and Physical examination. Able to work independently. Ability to teach & assess in a variety of settings to various audiences. Excellent time management & organisational skills Very good clinical reasoning/decision making</p> <p>Excellent written & verbal communication skills, including breaking bad news/ counselling course. Excellent team worker with leadership skill. Ability to evaluate own performance, recognises own limitation.IT literate.</p>	3 years post registration experience in a variety of acute clinical settings	Interview and application form and references
Knowledge	<p>Knowledge & understanding of arrhythmia & heart failure care & management including understanding of use of specialist devices</p> <p>Good understanding of NSF- CHD & NICE and HRUK guidelines and relevant quality standards and outcomes. Understanding of concepts of treatment and their application. Understanding of the emotional and educational needs of patients having arrhythmia devices. Recent critical/cardiac care experience at band 6 or above. Importance of CPD.</p>	Quality improvement tools, ward metrics	

The small print

Band	Band 7
Salary Scale	<p>£41,659.00– £ 47,672.00 per annum (pro rata, if applicable)</p> <p>Progression through the pay scale will be determined on an annual basis. It will be subject to the post holder demonstrating the required standards of performance, conduct and completion of statutory and role specific training.</p>
Hours of work	37.5 hours per week
Annual Leave Entitlement	<p>Annual leave entitlements are based upon the following lengths of NHS service (pro rata if applicable):</p> <p>On Appointment = 27 days After five years = 29 days After ten years = 33 days</p>
Pension Scheme	<p>As an NHS employee you will be entitled to join the NHS Pension scheme and will be enrolled from your first day of service, if you meet the eligibility criteria. Employees who are not eligible to join the NHS Pension Scheme may instead be enrolled in the Trust's Alternative qualifying scheme, NEST.</p> <p>Your remuneration will be subject to the deduction of superannuation contributions in accordance with the relevant scheme.</p>
Contractual Notice	<p>Bands 1-4 = 1 Month notice Bands 5-6 = 2 Months notice Band 7-9 = 3 Months notice</p>
Probationary Period	<p>New staff appointed to East Kent Hospitals University NHS Foundation Trust in this post will be subject to a 6 month probationary period. During this time you will be required to demonstrate to the Trust your suitability for the position in which you are employed. This period may be extended at the Trust's discretion and is without prejudice to the Trust's right to terminate your employment before the expiry of the probationary period. In the event that a decision is taken to terminate your contract of employment during or at the end of your probationary period, you will be entitled to a notice period in line with the statutory timescales, which for employees with less than one year's service is one week.</p>

Dimensions

Financial and Physical	Manages	
	Impacts	
Workforce	Manages (Bands and WTE)	
	Located	QEQM and WHH cross site maybe required
	Impacts	
Other		

Communications and working relationships

Internal	Multidisciplinary teams across all areas of Trust both Acute and Community based healthcare professionals including medical and nursing staff, physiologists, pharmacists, matrons, and all other health care professionals and administrative staff.
External to NHS	GP's, GP practices, medical centres, community pharmacists, public health department, commissioners and social services and network with other arrhythmia or cardiology health professionals in other Trusts and our partner tertiary centre.
Other	

Environment

Category	Description/Definition	Frequency/Measures
Working Conditions	Exposure to highly unpleasant conditions including verbal aggression. Direct contact with body fluids and foul linen when undertaking clinical duties	Frequent, daily tasks, 1:1's with line manager
Physical Effort	This post will involve moderate to intense physical effort for long periods during a shift as part of the clinical team	Frequent, daily tasks, 1:1's with line manager
Mental Effort	Frequent requirement for intense concentration for delivery of service and decision making. Work pattern will be variable according to the needs of the service with frequent interruptions from members of a multidisciplinary team, ward staff, visitors and telephone enquires Frequent interruptions to daily work activities may result in changes to	Frequent, daily tasks, 1:1's with line manager



	postholders' priorities at very short notice	
Emotional Effort	Exposure to emotional situations is rare, but will sometimes be required to have difficult conversations with members of staff to achieve the objectives of the project	Frequent, daily tasks, 1:1's with line manager

Most challenging part of the job

To manage a complex agenda of proving hands on care as well as undertaking a leadership role on the ward.

To maintain credibility and flexibility as a competent practitioner in a every changing environment, while continuing to develop professionally in line with the demands of a responsive nursing service focused on the needs of patients.

To provide support and assistance to the Ward Manager and Matron to provide a quality nursing service within your area, with forward thinking, autonomous nurses, managed within the financial and organisational envelope of East Kent Hospitals NHS Trust.

We confirm that the details of the above post as presented are correct. This is a description of the duties of the post as it is at present. This is not intended to be exhaustive. The job will be reviewed on a regular basis in order to ensure that the duties meet the requirements of the service and to make any necessary changes.

