

Job Description

Job Title:	MS Neurology Specialist Nurse
Band:	6
Base:	You may be required to work in other designated locations of the Trust as well as your primary base. In particular, flexibility is required across the three main hospital sites (Leicester Royal Infirmary, Leicester General Hospital and Glenfield Hospital). If your initial location is one of these sites excess travel reimbursement would not apply for a permanent or temporary change of base.
Reports to:	Head of Nursing
Accountable to:	Chief Nurse

Find out more about working with us:

<https://www.leicestershospitals.nhs.uk/aboutus/work-for-us/>

Job Summary	<ul style="list-style-type: none"> • The purpose of the post is to provide expert specialist clinical nursing practice for both outpatients, inpatients (including NHS and private patients where relevant). The Clinical Nurse Specialist (CNS) will use evidence-based clinical practice in line with current research, guidelines and other available evidence. They will ensure that patients and their families are fully informed about their journey through the service. The CNS will liaise with other members of the Multi-disciplinary Team when required, to ensure delivery of reliable high quality care.
Budget	<ul style="list-style-type: none"> • Work within the financial budget allocated to your speciality, in collaboration with the line manager, General Manager and Head of Nursing. • Promote improvements of quality and clinical effectiveness within resource constraints. • Deliver any relevant clinics for your service, to meet performance targets within speciality.
Staff	<ul style="list-style-type: none"> • Act as a positive role model through the provision of effective professional leadership for relevant clinical areas and demonstration of competent and accountable clinical practice. • Act as an adviser/educator and role model to less experienced doctors, nurses and therapists (MDT) to ensure appropriate care is planned, implemented and evaluated. • Be accountable for one's own professional practice and professional development and ensure registration and compliance with the NMC and the Code of professional Conduct or other relevant regulatory body for the discipline. Support junior members of staff to do the same. • Facilitate supervision of post-registration health professionals, students and all learners wishing to extend their knowledge of your speciality. • To participate in cross-site working to deliver equitable care, regardless of hospital site, for all patients within the scope of specialism.
Policy	<ul style="list-style-type: none"> • Demonstrate knowledge of contemporary clinical practice. • Participate in the development of new policies and guidelines. • Develop agreed care protocols, including shared/joint care, in conjunction with other members of the multi-disciplinary team.

<p>Communications</p>	<ul style="list-style-type: none"> • Improve multi-disciplinary collaboration through effective communication/working with all healthcare professionals within the multi-disciplinary team. • Support effective multidisciplinary teamwork and communication between health, social and voluntary organisations to deliver co-ordinated, seamless care, through the use of complex communication skills. • Promote and market the activities of the service both internally and externally (where appropriate) contributing to the sharing of good practice ideas/ learning • Communicate highly sensitive complex information to patients and or relatives, using appropriate language. • To support patient and family to become active participants in care rather than recipients, encouraging shared goals and self - management where appropriate.
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KEY WORKING RELATIONSHIPS

Detail the main working relationships that the post holder will be required to develop.

Consider:

- Internal relationships with the CMG and Corporate Area
- Cross Corporate Area/CMG
- Professional groups and bodies
- Corporate areas
- External organisations
- HEI
- Local, regional, national, international links

KEY RESULT AREAS

- Set out the main responsibilities clearly and factually
- Aim to include no more than 10/15 key result areas.
- You may want to consider breaking this section down into specific areas relevant for the role, examples are detailed below:

Service Delivery & Development

Work autonomously, providing an effective nurse-led service as needs dictate. Demonstrate comprehensive holistic assessment of patients utilising a variety of advanced clinical skills, while acting as a role model, in line with the Clinical Nurse Specialist role for the service. To assess and diagnose specific symptoms within your scope of practice. Advise medical and nursing staff and/or prescribe medications according to patients' requirements, writing a record in the medical notes and reassessing according to the individual patient needs. Provide an effective and accessible telephone advice service for patients and families and their carers. Support innovations and change related to improvement of clinical services in relation to the speciality. To participate in reviews of performance against Key Performance Indicators and co-operate in addressing areas of concern, in conjunction with the multi-disciplinary team. Collaborate in the development and monitoring of a job plan to ensure role and personal effectiveness.

Governance

Participate in effective monitoring of performance against national and local indicators and any other reporting requirements. The post holder will be expected to be familiar with all local and NIHC guidance relevant to the speciality. To maintain an accurate and effective record keeping system; assist in collecting statistical data and writing reports on a regular basis and present to appropriate forums within and external to the Trust. Assist with the management of complaints, review services and assist with Serious Incident (SIs) root cause analysis (RCAs) in conjunction with senior team.

Patient/Customer Service

Independently discharge patients from nurse-led clinics within agreed protocols and follow up (as per service requirement). Utilise advanced skills of assessment, interpreting complex psychological, physiological, emotional, spiritual and cultural needs. Enable patient choice and involvement and initiate appropriate action. Participate in specialised programmes of care and ensure each patient is placed in the correct treatment pathway at the appropriate time and that necessary investigations and treatments are organised. Responsible for ensuring that consistently high standards of customer service are delivered by all members of team. Respond to highly complex/demanding patient situations. Recognise when the situation exceeds scope of practice, and seek appropriate senior support in a timely and effective manner, acting at all times in the best interests of the patient.

Research

Research Assist in the preparation of reports and audits as required for your speciality and feed back at relevant senior meetings eg Quality and Safety meetings, CMG board, NET meetings. To participate in any research projects conducted in the clinical area as appropriate.

GENERAL

This job description indicates the main functions and responsibilities of the post. It is not intended to be a complete list. You may be required to undertake other duties from time to time as we may reasonably require.

You will be required to maintain compliance with all statutory and mandatory training requirements.

The link to the Trust's policies and procedures is:

<https://secure.library.leicestershospitals.nhs.uk/PAGL/SitePages/Home.aspx>

Person Specification

Post: MS Specialist Nurse

Band: 6

Criteria	Essential	Desirable	Stage Measured at A – application I – Interview T – Test
Commitment to Trust Values and Behaviours	Must be able to demonstrate behaviours consistent with the Trust's Values and Behaviours		Interview
Training & Qualifications	<ul style="list-style-type: none"> • Current NMC registration with no restrictions to practice. • Degree level education • Specialist training relevant to role. • To include diploma level specialist training/short courses. • Qualification in Teaching / mentoring 	Degree with relevance to specialism	A A A A

Experience	Significant experience at band 5 or above in specialist area, or relevant area with transferable skills.		A,I
Communication and relationship skills	<ul style="list-style-type: none"> • Ability to work autonomously as well as part of a multi-disciplinary team • Excellent communication both written and verbal. • Excellent interpersonal skills. 		A,I
Analytical and Judgement skills	Evidence of participation in or having undertaken research/audit.		I
Skills	Evidence of managing/leading change.		I
Planning and organisation skills	<ul style="list-style-type: none"> • Able to organise own workload • Able to plan and delegate roles to others as appropriate. 		I

Equality, Diversity and Inclusion	<p>Able to demonstrate a commitment to and understanding of the importance of treating all individuals with dignity and respect appropriate to their individual needs.</p> <p>All staff are expected to engage in compassionate and inclusive leadership in the provision of high quality care and interactions with others</p>		
Other requirements specific to the role	The candidate will be required to conduct home visits and will require a reliable source of transport.		I