

Hello, we are Barts Health

#TeamBartsHealth

bartshealth.nhs.uk

Recruitment information pack



WeCare



Our Vision

To be a high-performing group of NHS hospitals, renowned for excellence and innovation, providing safe and compassionate care to our patients in east London and beyond.

WeCare about our ambition for excellence

Our WeCare values shape everything that we do, every single day. They are visible in every interaction we have with each other, our patients, their families and our partners. WeCare about everything from the appointment letters our patients receive, to the state of our facilities when they walk through the door, to the care and compassion they receive when they are discharged. WeCare that the people who join our trust will hold the same values as we do, so our values are embedded within our recruitment and selection processes. WeCare that you feel valued working here, so our values also guide our training and development and performance and talent management. WeCare about working with suppliers that live and breathe our values too.

We have come a long way on our journey to delivering safe and compassionate care. By embracing these values as the way we behave around here, we will achieve our ambition Excellence.



Value	Key behaviours
W WELCOMING	<ul style="list-style-type: none"> • Introduce yourself by saying "Hello, my name is ..." • Smile and acknowledge the other person(s) presence • Treat others as you would wish others to treat you • Ensure the environment is safe and pleasant for our patients, our colleagues and our visitors
E ENGAGING	<ul style="list-style-type: none"> • Get involved in making improvements and bring others with you • Encourage feedback from patients and colleagues and respond to it • Acknowledge efforts and successes; say thank you • Use feedback to make improvements, and empower colleagues to do this without needing to seek permission • Appreciate that this may be a new experience for patients and colleagues; help them to become comfortable
C COLLABORATIVE	<ul style="list-style-type: none"> • Give time and energy to developing relationships within and outside own team • Demonstrate pride in Team Barts Health • Respect and utilise the expertise of colleagues • Know your own and others' part in the plan
A ACCOUNTABLE	<ul style="list-style-type: none"> • Always strive for the highest possible standard • Fulfil all commitments made to colleagues, supervisors, patients and customers • Take personal responsibility for tough decisions and see efforts through to completion • Admit mistakes, misjudgements, or errors; immediately inform others when unable to meet a commitment; don't be afraid to speak up to do the right thing • Do not pretend to have all the answers; actively seek out those who can help
R RESPECTFUL	<ul style="list-style-type: none"> • Be helpful, courteous and patient • Remain calm, measured and balanced in challenging situations • Show sensitivity to others' needs and be aware of your own impact • Encourage others to talk openly and share their concerns
E EQUITABLE	<ul style="list-style-type: none"> • Value the perspectives and contributions of all and ensure that all backgrounds are respected • Recognise that individuals may have different strengths and needs, and that different cultures may impact on how people think and behave. Be curious to find out • Work to enact policies, procedures and processes fairly • Be open to change and encourage open, honest conversation that helps foster an inclusive work and learning environment • Remember that we all have conscious and unconscious bias; get to know what yours are, and work to mitigate them



1. Job Particulars

Job Title	Deputy Apheresis Nurse Specialist
Reference Number	
Pay Band	6
Location	St Bartholomew's Hospital
Reports to	CNS Apheresis
Responsible to	Senior Nurse Cancer Day Care

2. Job Purpose

The remit of this role is to be responsible for the management of the stem cell transplant donors whilst, working within the wider Apheresis Team.

St Bartholomew's has seen a significant increase in the number of stem cell transplants resulting in a growing Apheresis Unit. We are expanding the Apheresis Team to meet the expected expansion of the transplant service. The post holder will support the Apheresis Team to deliver the planned stem cell harvests and therapeutic procedures.

This post holder will be based in the Haemato-Oncology Day Unit and will work closely with the medical and nursing staff and, with the wider CNS teams who manage patients pre, during and post Stem Cell/CAR T transplants.

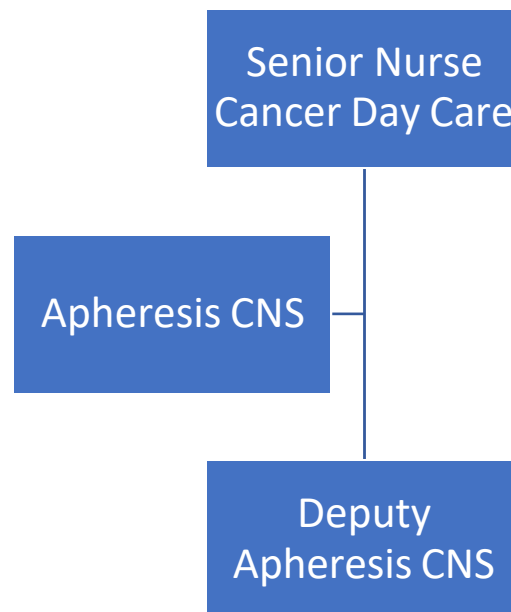
3. Key Working Relationships

Internal	External
Apheresis CNS	
Clinical Director Haemato-Oncology	London Clinic Stem Cell Processing Lab
Haemato-Oncology Consultants	ANTHONY NOLAN
Lead Chemo Nurse	External Inspectors i.e JACIE
Matron	Human Tissue Authority
Clinical Nurse Specialists	Maggie's Centre
Inpatient Nursing Teams	Couriers
Assistant General Manager	
Haematology Laboratory	



Structure

At present, this role will be line managed by the Senior Nurse for Cancer with professional accountability to the Clinical Director for the Transplant Service. However, this is to be reviewed soon.



Main duties, responsibilities and results areas

Key Result Areas:

- Delivers high standards of clinical care to Apheresis patients and transplant donors
- Is involved in key decision making with all members of the MDT
- Has sound knowledge of the application of HTA's guidance to Consent and JACIE standards
- Maintains Effective clinical records
- Undertakes relevant audits and contributes to clinical governance
- Provides support and deputises for the Apheresis Clinical Nurse Specialist
- Provides cover for the Donor Welfare Nurse advocate in their absence
- Coach, teach and mentor junior staff



1 Clinical Practice and Decision Making

- 1.1 Demonstrates proficient specialist skill and knowledge in Apheresis, phlebotomy and canulation
- 1.2 Proficient with the use of cell separators such as Spectra Optia machines
- 1.3 Takes responsibility for the organisation and effective delivery of patients care on a day-to-day basis
- 1.4 Monitors and promotes high standards of care and documentation
- 1.5 Evaluates planned care regularly according to unit standards
- 1.6 **Ensures patients' views are sought and considered in the decision-making process and acts in the best interests of patients and donors**
- 1.7 Develops skills in accordance with the development of role and clinical area
- 1.8 Is accountable for and undertakes required mandatory training and acquires competencies appropriate to their role
- 1.9 Uses own initiative and shares ideas to benefit own professional development and patient care
- 1.10 Safely administers medication and monitors the effects including management of citrate toxicity
- 1.11 Supports therapeutic procedures on an ad hoc basis including ad hoc out of hours
- 1.12 Assists the Haemato-Oncology Day Ward as required as a:
- 1.13 Proficient user of the electronic chemo prescribing system
- 1.14 Proficient clinical practitioner in the administration of SACT (desirable, not essential)

2 Communication

- 2.1 Communication is a fundamental process to ensure continuity and high standards of care. It includes sharing ideas, information, and feedback in or der to empower patients and members of the health care team.
- 2.2 Utilises a variety of strategies to communicate effectively with patients **and those involved in their care to optimize the patient's journey and ensure an informed decision-making process.**
- 2.3 Liaise closely with other teams and departments to ensure continuity of care.
- 2.4 Accepts responsibility for establishing and maintaining productive interprofessional working relationships.



- 2.5 Demonstrates proficient communication skills with cancer patients, their relatives and members of the multidisciplinary team.

3 Management

- 3.1 Deputises for the Apheresis CNS as requested
- 3.2 Is aware of the financial considerations and makes judgements to maximise cost effectiveness and cost efficiency
- 3.3 Assists the CNS to operate the unit in a cost-effective manner
- 3.4 Consideration of skill mix, agreed activity targets and clinical standards to maintain a safer environment for patients and staff
- 3.5 Assists in the recruitment and selection of staff
- 3.6 Acts as a resource within own speciality to ensure and provide senior nursing support
- 3.7 Promotes effective interprofessional teamwork including the Transplant and Quality Management Team to optimise patient care, staff development and support
- 3.8 Manages patients and donors in compliance with NMC Code of Practice; HTA Guidance and JACIE standards

4 Quality of Care

- 4.1 Participates in and promotes evidence-based practice
- 4.2 Demonstrates awareness of local and core policies / guidelines, adheres to them and promotes awareness of them
- 4.3 Demonstrates awareness of the Trust/Directorate /Unit Clinical Governance Programmes/Transplant and Quality Management Programme
- 4.4 Demonstrates awareness of the Trust's programme of nursing audit and participates as appropriate in the quality of audit programme
- 4.5 Actively reports incidents and encourages reporting of incidents
- 4.6 Addresses poor or non-compliant practice appropriately

5 Personal and professional development and training

- 5.1 As an effective practitioner acts as a role model
- 5.2 Takes place in staff orientation, mentorship and undertakes assessment as required
- 5.3 Takes responsibility with colleagues, for the appropriate supervision and teaching of qualified and unqualified staff, and visitors
- 5.4 Identifies and pursues own educational and professional development



- 5.5 Participates in the provision of up to date, accurate and relevant health education

4. Working conditions

Criteria	Description
Physical	<p>The post requires manual dexterity to operate the full range of equipment used in Apheresis, including OPTIA cell separator machines, and in the wider day unit to provide all elements of patient care. Moving and handling of patients will be carried out in line with trust policies and training</p> <p>Standing for long periods in each shift and providing patient care requires moderate physical effort. Emergency situations will require short periods of more vigorous activity</p>
Emotional	<p>Providing bedside care and communication with patients undergoing cancer and other non-haematological disease treatments requires intense emotional effort. The role involves emotionally distressing work such as supporting patients and families through the unpredictable course of a deteriorating illness</p>
Working Conditions	<p>Distressed relatives are occasionally aggressive in their behaviour and confused patients may be physically or verbally aggressive. Elements of the role involve working with unpleasant odours – from body fluids. Noise levels from equipment and personnel are increased at times according to activity.</p>
Mental	<p>The post holder will need to be able to maintain patient care records and accurate documentation concurrent with interruptions from colleagues, relatives and from other sources. Mathematical calculations need to be carried out with consistent accuracy. The ability to manage several things at once is essential</p>

5. Person Specification



Domain	Essential Criteria	Desirable Criteria
Experience	Relevant cancer care and Apheresis experience Preceptor / mentor to junior nurses / students	
Skills	Phlebotomy Cannulation with wide bore needles	Chemotherapy accreditation
Knowledge	Evidence of continuing professional development Up to date knowledge of clinical speciality Knowledge of current NHS and professional and educational issues	
Qualifications	RN NMC registration Mentorship	Haemato – Oncology course Degree or working towards Apheresis operator certification
Other	Caring manner towards patients, visitors, and colleagues Able to form good interprofessional relationships with all members of the MD Team Approachable and enthusiastic Professionally assertive	

6. Summary of Terms & Conditions and Employee Benefits

Domain	Summary
Salary Band and Range	AFC band 6
Annual Leave Entitlement	As per agenda for change



About Barts Health

Our group of hospitals provide a huge range of clinical services to people in east London and beyond.

We operate from four major hospital sites (The Royal London, St Bartholomew's, Whipps Cross and Newham) and several community locations, including Mile End hospital. Around 2.5 million people living in east London look to our services to provide them with the healthcare they need.

The Royal London in Whitechapel is a major teaching hospital providing local and specialist services in state-of-the-art facilities. Whipps Cross in Leytonstone is a large general hospital with a range of local services. Newham in Plaistow is a busy district hospital with innovative facilities such as its orthopaedic centre. Mile End hospital is a shared facility in Mile End for a range of inpatient, rehabilitation, mental health, and community services. And St Bartholomew's in the City, London's oldest hospital, is a regional and national centre of excellence for cardiac and cancer care.

As well as district general hospital facilities for three London boroughs, Tower Hamlets, Waltham Forest and Newham, we have the largest cardiovascular centre in the UK, the second largest cancer centre in London, an internationally renowned trauma team, and the home of the London Air Ambulance. The Royal London also houses one of the largest children's hospitals in the UK, a major dental hospital, and leading stroke and renal units.

We're also proud to be part of UCLPartners, Europe's largest and strongest academic health science partnership. The objective of UCL Partners is to translate cutting edge research and innovation into measurable health gain for patients and populations through partnership across settings and sectors, and through excellence in education.

The Trust also ensures wellbeing of staff is maintained with Staff Wellbeing strategies and initiatives across all Hospitals



