

Job Description

Job Details	
Job Title:	Urology Specialist Nurse
Directorate:	Surgical Services
Department/Ward:	Urology
Location:	Queen Elizabeth Hospital, Gateshead Health NHS Foundation Trust
Pay Band:	6

Main Purpose of the Job
<ul style="list-style-type: none"> • To provide the highest standard of holistic care for patients through the utilisation of enhanced clinical skills and advice in the assessment and management of patients in collaboration with the multi-disciplinary team to improve and maintain the quality and safety of patient care • To contribute to the delivery and development of the urology service through the use of effective evidence based practice in line with agreed national standards for clinical practice • To be accountable for the planning and delivery of all aspects of patient care in relation to the urology service and as set out in the NMC Code • To continuously improve clinical care standards in line with the clinical governance framework to ensure the highest quality of care is provided in safest manner • To work as a member of a clinical team in the provision of specialist care and knowledge • To provide specialist urological clinical advice and support to clinical staff within GHNT on the management and care of patients with own area of specialist practice to facilitate the effective delivery of care to patients • To communicate effectively with all members of the multi-disciplinary team, patients, carers and the public • To act as a resource and role model for the profession at all times • To provide education and training to clinical staff and internal /external agencies

Dimensions
<ul style="list-style-type: none"> • Support the provision of specialist urological clinical knowledge and advice to other nursing staff, the wider multi-professional team, allied health professionals, patients and their families/carers • Support the provision of education and training for nursing and allied health professionals; including health promotion • The post holder will be part of a team who provides high quality specialist urological clinical care

Organisation Chart

Please highlight job and show colleagues on same level and two levels above and below

Operational Director – Surgical Services



Service Line Manager – General Surgery



Modern Matron – Surgical Services



Band 7 Lead Urology Specialist Nurse



Band 6 Urology Specialist Nurse (THIS POST)

Communications and Relationships

- Communicate with medical staff and other health professionals regarding patient conditions and clinical care plan, disseminating this information to the wider clinical team
- Ensure effective communication with patients, relatives and carers, explaining medical conditions, progress and investigations taking into consideration level of understanding, culture and background
- Encourage and support patients to take an active part in their own care
- Communicate with staff at all levels to motivate and advise on achieving high standards of care
- Maintain effective links with specialist nurses, utilising their skills and knowledge
- Regularly give presentations to groups for education and training
- Represent the specialism/clinical area at appropriate forums, cascading information both up and down the organisation
- Support relatives to take part in the care and welfare of the patient
- Demonstrate a caring, nurturing attitude at all times with patients, carers and relatives
- Actively participate in professional forums including ward/departmental meetings and multi professional meetings

Knowledge, Skills, Training and Experience

Essential:

- Current RN NMC Registration
- Diploma in Nursing
- Degree in Nursing or working towards completion
- Broad knowledge, skills and experience within urology and surgical nursing
- Relevant experience in specialist area of practice
- High level of interpersonal and communication skills

- Organisational skills and the ability to manage own workload
- Skilled in worked within an MDT environment to ensure quality patient focused outcomes
- Evidence of ongoing Professional Development and Clinical Practice Development (CPD)
- Significant Band 5 staff nurse experience i.e. minimum of 2 years
- Ability to facilitate learning to others
- Ability to cope with and diffuse difficult and stressful situations
- Evidence of an ability to prioritise their own workload
- Risk management knowledge
- IT skills
- Flexible approach to work
- Participation in Clinical Supervision

Desirable:

- Awareness of the local, regional and national cancer agenda
- Clinical skills course
- Advanced Communication Skills
- Counselling skills
- Audit/research experience
- Teaching Qualification
- Evidence of CPD in specialist area
- Experience of change management

Analytical and Judgemental Skills

- Assess patients using clinical skills and knowledge to make a clinical judgement on condition and discuss treatment plan with clinical colleagues
- Work as a specialist practitioner, providing support and advice relevant to patient care and treatment/ management plan
- Utilise analytical and judgement skills in the implementation of agreed protocols ***e.g. nurse led discharge, onward patient referrals***
- Effectively deal with complaints from patients and relatives
- Effectively deal with sensitive issues and upset patients and relatives
- Analyse clinical information through detailed patient assessment
- Analyse audit data and research, relating it to practice
- Make judgements and recommendations about clinical nursing practice
- Comply with the Trust's Risk Management Strategy and report any incidents/accidents and near misses in accordance with the Trust Policy

Planning and Organisational Skills

- Actively participate in the planning, organisation and implementation of individual patient care
- Plan short term adjustments to own workload depending on priorities and staffing
- Support the planning and implementation of audits to meet the needs of reviews, service development and improvements
- Carry out audit of compliance with protocols/care pathways
- Plan care in collaboration with other health care professionals, other agencies and the patient and devise nursing care plan for implementation

Physical Skills (manual dexterity)

- Undertake highly developed physical tasks and clinical skills where accuracy is important
- Deliver practical/clinical care which may involve a range of physical skills, **e.g. IV cannulation and phlebotomy, performing male/female catheterisation, digital rectal examination (DRE), prostate assessments, physical assessment of patients using clinical skills**
- Deliver specialist clinical care which may involve a range of specialist physical skills, **e.g. DRE, bladder scanning, pelvic examination**
- Competence in the use of all medical devices
- Competence in the use of specialist equipment relevant to the role
- Accurate IT skills for policy, presentation, reports, date entry and email communication

Patient/Client care:

- Develop and deliver the **specialist urological nursing service** in conjunction with other team members
- Support an environment where health promotion and informed patient choice is encouraged and developed to its maximum potential, with the available resources
- Support the evaluation of **specialist clinical practice** by monitoring the standards of care and ensuring that nursing practice is audited and research based in order to provide a continually improving service and support the clinical governance framework
- Request patient investigations within protocols and manage patient care within own professional /**specialist competence**
- Monitor treatment compliance and advise on modifications to treatment within agreed guidelines and protocols
- Contribute to the development of nursing practice guidelines, policies and protocols/ care pathways **within the urology service**
- Act as the patient's advocate in all matters relating to care, treatment and welfare; acknowledging and incorporating cultural preferences, health beliefs and behaviours
- Demonstrate specialist knowledge and skills through delivery of **specialist nursing practice** to the highest standard
- Act as a professional role model and provide specialist support and advice to colleagues
- Take a lead in assessing, planning, implementing and evaluating specialist programmes of care in partnership with the patient and the multidisciplinary team
- Respond to enquiries from patients, relatives and carers; deal with concerns, formal complaints, PALS concerns and actively problem solve to improve the patients experience
- Comply with NMC Professional Registration; practice in line with current NMC Code and keep up to date with current nursing practices
- Complete and maintain the required specialist training and related clinical, technical and interpersonal skills and competence required to undertake a holistic approach to the systematic assessment of patient needs and implementation of care required
- Ensure safe administration of drugs in accordance with current NMC guidelines for administration of medicines and GHNT Policies
- Ensure accurate nursing records are kept in line with current NMC guidelines on records and record keeping and GHNT Policies
- Ensure that evidentiary documentation of competence and skills is maintained and reviewed annually through appraisal and personal development plan

- Provide trust wide education and training on both specialist area of practice and generic nursing and care management

Policy and Service Development:

- Audit areas of practice encouraging change where necessary to ensure best practice
- Implement locally devised PGDs
- In conjunction with all members of the team ensure that all national targets, standards and guidance are achieved
- Contribute to policies and procedures relevant to services
- Ensure that Trust policies are adhered to by self and others
- Deliver the quality standards and targets outlined in the Trusts' Risk Management Strategy and local Operational Policies
- Demonstrate learning from compliments, complaints and concerns and patient experience feedback
- Contribute to team discussion on proposed and planned changes affecting *urology services* and the continuing development of services

Financial and Physical Resources

- Ensure a safe working environment, using the resources available
- Comply and adapt to the changing needs of the health care system
- Utilize resource effectively using evidence-based practice
- Demonstrate awareness to be cost effective
- Report the failure or mechanical problems of any items of equipment in line with the Medical Devices Policy
- Adhere to the Trust Information Governance Procedures
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Human Resources

- Identify and pursue own educational and professional development to meet the requirements of role
- Mentor junior staff, participate in teaching programmes for all learners in accordance with their objectives
- Provide clinical advice and support to colleagues across the organisation and externally across the regional service.
- Lead by example and act as a specialist resource for all staff
- Assess ward/departmental nurse competencies where applicable
- Attend core skills training
- Support and contribute to the delivery of education and training to nursing staff, AHPs and the wider multi-professional team
- Participate in the induction of staff new to the clinical area
- Monitor work performance of junior staff and make accurate and honest reports to the person with continuing responsibility as appropriate
- Behave in a manner that respects the differing needs and cultures of other staff
- Actively participate in The Trust's Annual Appraisal process and provide evidence to demonstrate achievements towards Knowledge and Skills Framework
- Ensure that CPD requirements are achieved and demonstrated in practice
Demonstrate the Trust vision and core behaviours in delivering a quality service to both internal and external customers

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Information Resources:
<ul style="list-style-type: none">• Access patient results and act appropriately• Maintain accurate record keeping documentation with patients records, integrated care pathways and electronic systems• Maintain confidentiality and follow Trust data management and documentation policies• Complete relevant records relating to annual leave, study leave and travel expenses• Use of PAS and any other IT programmes• Use IT/databases in clinical and non-clinical work

Research and Development
<ul style="list-style-type: none">• Support the development of audit tools to assess patient experience and satisfaction• Support the evaluation of clinical practice by monitoring standards of care and ensuring that nursing practice is audited and research based in order to provide a continually improving service• Remain up to date with developments in research and evidence-based practice in relation to own and associated areas
<ul style="list-style-type: none">• Proactive in developing own and others practice and in contributing to quality improvement within the Trust• Participate in practice development activities• Participate in research and audit projects and implement findings to improve patient care

Freedom to Act
<ul style="list-style-type: none">• Accountable for own professional practice and able to work without direct supervision• Work within the Trust policy and guidelines to meet current standards• Able to prioritise and arrange own workload on a daily basis according to service needs• Use management and judgemental skills to analyse complex situations and formulate appropriate solutions• Maintain own high professional standards and discuss opportunities to develop clinical practice with B7 line manager / Lead Specialist Nurse• Alert the B7 line manager / Lead Specialist Nurse or of any untoward situation• Practice in accordance with current NMC Code with particular reference to acknowledging the limitation of competence of staff in order to safeguard the well-being of patients

Physical Effort
<ul style="list-style-type: none">• Assist patients in a range of aspects of clinical care for example on/off beds, examination couch push wheelchairs and basic needs such as hygiene and toileting requirements• Able to deliver direct patient care in accordance with individual need

Mental Effort
<ul style="list-style-type: none">• Concentration to manage patients in a safe environment and act appropriately with new demands• Frequently needs to concentrate whilst delivering direct patient care• Frequent interruptions when answering bleeps and telephone calls• Interruptions when dealing with patients and relatives• Deal with stressful situations and resolving conflict• Constant troubleshooting and problem solving• Demands on using clinical skills appropriately and safely for patients

- Effectively deal with patients and families who are upset or aggressive and may challenge explanations given

Emotional Effort

- May be required to provide support to patients /carers following serious diagnosis which may be distressing and involve complex discussion and treatment plans
- Communicating with distressed staff, patients and relatives
- The breaking of bad news to patients and relatives
- May be required to support local resolution of patient /carer complaints which may involve conflict and challenging behaviour
- Any untoward event offering support to staff, patients and relatives
- Deal with situations which require empathetic management of patient/carer/colleague distress and anger including the provision of unwelcome news to these groups

Working Conditions

- Frequent exposure to highly unpleasant working conditions for example dealing with foul odour, bodily fluids, faeces and urine
- Possible exposure to difficult highly aggressive situations
- Exposure to VDU Screens
- Ergonomics
- Work flexible hours according to demands of the service
- Deal with aggressive and possible physical behaviour from patients and visitors
- Ensure that work life balance of staff is a recognised

CONTROL OF INFECTION

All Trust staff have a duty to provide a safe environment by considering adherence to infection prevention and control as an integral part of their roles and responsibilities. The individual roles and responsibilities for staff are outlined in the Trust's Control of Infection policy (IC 1). There should be specific discussion of control of infection within the KSF/Appraisal process and as a minimum all staff must demonstrate good hand hygiene and practice and support the Clean Your Hands Campaign.

PRIVACY & DIGNITY & RESPECT AND EQUALITY OF OPPORTUNITY

The Trust is committed to ensuring that all current and potential staff, patients and visitors are treated with dignity, fairness and respect regardless of gender, race, disability, sexual orientation, age, marital or civil partnership status, religion or belief or employment status. Staff will be supported to challenge discriminatory behaviour.

PROFESSIONAL CODE OF CONDUCT (IF APPROPRIATE)

To abide by the Code of Practice of Professional body as published by the relevant regulatory body (if appropriate)

CODE OF CONDUCT FOR SENIOR MANAGERS (IF APPROPRIATE)

To adhere to the Code of Conduct for NHS Senior Managers

Signed: (Job Holder)

Date:

Signed: (Manager/Head of Service)

Date:

Note to Managers: - Please complete this form clearly, providing as much information as possible to candidates.

Risk Assessment Indicators for the post

	DUTIES AND RISK FACTORS OF THE POST	Yes	No
1.	Exposure Prone Procedures (EPP's)*		<input type="checkbox"/>
2.	Manual Handling Operations	<input type="checkbox"/>	
3.	Dust, Dirt, Smells	<input type="checkbox"/>	
4.	Chemicals, Fumes or Gasses (Glutaraldehyde, fixer, anaesthetic gases, reconstitution/handling of cytotoxic drugs)		<input type="checkbox"/>
5.	Patient Contact	<input type="checkbox"/>	
6.	Babies/Children Contact		<input type="checkbox"/>
7.	Food handling / Preparation		<input type="checkbox"/>
8.	Driving	<input type="checkbox"/>	
9.	Fork Lift Truck Driving		<input type="checkbox"/>
10.	User of Display Screen Equipment	<input type="checkbox"/>	
11.	Noise	<input type="checkbox"/>	
12.	Infestation	<input type="checkbox"/>	
13.	Blood and Body Fluids/Waste/Samples/Foul Linen	<input type="checkbox"/>	
14.	Excessive Cold		<input type="checkbox"/>
15.	Excessive Heat		<input type="checkbox"/>
16.	Inclement weather		<input type="checkbox"/>
17.	Radiation		<input type="checkbox"/>
18.	Laser Use		<input type="checkbox"/>
19.	Working at Heights over 2 metres		<input type="checkbox"/>
20.	Confined Spaces		<input type="checkbox"/>
21.	Vibration i.e. Power Tools		<input type="checkbox"/>
22.	Using machinery with moving/exposed parts		<input type="checkbox"/>
23.	Shift work	<input type="checkbox"/>	
24.	Use of latex products	<input type="checkbox"/>	
25.	Physical violence / aggression	<input type="checkbox"/>	
26.	Any other hazards please specify		<input type="checkbox"/>
27.	Other		<input type="checkbox"/>

If any hazard is identified above please give details below.

Hazards Identified:-

*Definition of Exposure Prone Procedures (EPP's)

Exposure prone procedures are those where there is a risk that injury to the Health Care Worker may result in the exposure of the patient's open tissues to the blood of the HCW. These procedures include those where the HCW's gloved hands may be in contact with sharp instruments, needle tips and sharp tissue (spicules of bones and teeth) inside a patients open body cavity, wound or confined anatomical space where the hands or fingertips may not be completely visible at all times.

DIVISION / DEPARTMENT: SURGICAL SERVICES BUSINESS UNIT	JOB TITLE: Urology Specialist Nurse BAND: 6	PERMANENT POST – Full/ Part Time Job Share Considered
	ESSENTIAL	DESIRABLE
SKILLS, KNOWLEDGE AND APTITUDE	<ul style="list-style-type: none"> • High level of interpersonal and communication skills • Organisational skills and ability to prioritise workload • Work as part of a multidisciplinary team • Extended clinical skills • Ability to cope with and diffuse difficult and stressful situations • Venepuncture, IV drug administration and cannulation • Mentorship • Evidence of competency in relation to nursing practices appropriate to the post • Time management • Ability to assess, deliver, evaluate and benchmark quality care • Risk management knowledge • Ability to facilitate learning to others 	<ul style="list-style-type: none"> • IT Skills/knowledge • Clinical skills course or equivalent • Leadership skills • Counselling skills • Advanced communication skills
QUALIFICATION AND TRAINING	<ul style="list-style-type: none"> • Current RN NMC registration • Diploma in Nursing • Degree in Nursing or working towards • Evidence of ongoing professional development • Evidence of CPD in specialist area • Ability to facilitate the learning of others • Understanding of contemporary nursing issues • Knowledge of current professional and Clinical Governance issues • Participation in Clinical Supervision 	<ul style="list-style-type: none"> • Qualification in specialty • Degree in Nursing • Teaching Qualification

DIVISION / DEPARTMENT	JOB TITLE: Urology Specialist Nurse BAND: 6	PERMANENT POST - Full/ Part Time Job Share Considered
	ESSENTIAL	DESIRABLE
EXPERIENCE	<ul style="list-style-type: none"> • Experience of effectively managing people and resources • Significant staff nurse experience within urology / general surgery • Broad knowledge, skills and experience in acute nursing • Relevant experience in specialist area • Evidence of clinical practice development skills • Be able to carry out audit 	<ul style="list-style-type: none"> • Research and clinical audit • Experience in Change Management
DISPOSITION	<ul style="list-style-type: none"> • Motivated • Ability to set objectives and prioritise • Competent in the use of IT packages • Ability to work under pressure and meet tight deadlines 	
SPECIAL REQUIREMENTS	<ul style="list-style-type: none"> • Flexible approach to work 	