

Job Description

Job Title:	Breast Cancer Care Clinical Nurse Specialist / Secondment
Base:	Breast Unit
Band:	6
Reporting to:	Lead Breast Cancer CNS Band 7

Our Values

Our values are at the heart of everything we do. You can expect to see them in the way we act and the way we treat each other. Our values make us who we are.

Person Centred and Safe

Our focus is on delivering high quality, safe and person focussed care through teamwork and continuous improvement

Professional

We will be open and honest, efficient and act as role models for our teams and our communities.

Responsive

We will be action oriented, and respond positively to feedback.

Friendly

We will be welcoming to all, treat people with respect and dignity and value others as individuals.

Progressive

We will constantly seek to improve and transform the way we work, to ensure that our services respond to the changing needs of our communities

Main Purpose of the Job

To be part of the development and delivery of a high quality Surgical/Oncological CNS service for breast cancer patients as part of the MDT multi-disciplinary Breast Cancer Care team at Salisbury NHS Foundation Trust. This care is delivered in collaboration with the Oncology Services, Plastic Surgery Department and Palliative Care Team.

The Breast CNS team provide specialist nursing care to patients, and relatives, with a diagnosis of primary breast cancer and/or a recurrence of breast cancer, this care is aligned to key outcomes of the National Cancer Patient Experience Survey.

The Band 6 CNS will be an accountable, autonomous practitioner delivering expanded nursing practice. They will deliver care pre and post-operatively and carry out clinical review follow up with patients in all aspects of breast cancer treatment. The CNS will carry out clinical examination, request diagnostic investigations and initiate changes in management of treatment .

The CNS will act in the best interests of the patient at all times. They will be responsible for patient assessment, physically and emotionally, planning of care, providing safe, compassionate care and evaluating the effectiveness of care. As and NMC registrant they will facilitate learning and development of staff and students. The CNS will uphold the values of the Trust and the NMC Code of Conduct.



Main Responsibilities and Duties

Be a known point of contact and support for patients throughout their treatment pathway. Provide clinical care, specialist nursing advice and emotional/ psychosocial support.

Provide specialist nursing care to patients, working as part of the multidisciplinary team.

Provide appropriate information to patients and carers regarding diagnostic and treatment procedures.

Provide emotional and psychological support, through well developed communication skills to signpost patients and carers to help them:

- . Understand signs and symptoms resulting from their diagnosis and which might cause concerns and the need for clinical review.

- . Be confident and know how to access help, in and out of hours.

- . Understand and know when to promote health and well being and how to access local support services.

Communicate with patients in ways that empower them to make informed choices about their health and health care.

Act as an advocate for individual patients and the client group as a whole.

Provide and receive complex and sensitive information which may require reassurance and tact. Acknowledge where there are barriers to communication and work to establish effective communication within the multidisciplinary team.

Work in collaboration and partnership with other health care professionals and be able to offer advice and support to colleagues. Aim to deliver co-ordinated care effectively, referring patients to other health care practitioners as required.

Ensure effective and compassionate leadership skills at all times. Have the courage to challenge performance, practice, attitudes and behaviours that breach the principles of the Trust values, beliefs, policies and the NMC Code of Conduct.

Manage yourself, your practice and that of others in accordance with professional standards, performance and ethics and recognise your abilities and limitations.

Be prepared to work collaboratively with all services within the Trust.

Additional Information

The Trust may ask you to undertake other duties, as required, which are not necessarily specified in the job description but which are commensurate with the grade of the post. If this results in significant changes to the job description, it may be subject to a banding review, in line with the Trust's Control of Banding policy.

The job description itself may be amended from time to time in consultation with the post holder, within the scope and general level of responsibility attached to the post.



All post holders must take responsibility to ensure that they are aware of and adhere to all Trust policies, procedures and guidelines relating to their employment regardless of their position within the Trust.

Appendix A of this Job Description and Person specification details key information you should be aware of.

Person Specification

Job Title:	Breast Cancer Care CNS Band 6/ secondment
Base:	Breast Unit

The following criteria will be assessed from information provided on your completed application form, during the shortlisting and assessment process, and by your referees.

Criteria	Essential	Desirable
Trust Values	We will expect your values and behaviours to reflect the Values of the organisation: Person Centred and Safe Professional Responsive Friendly Progressive	
Education, Qualifications and Training	First level Registered Nurse; Adult Advanced Diploma/ Nursing degree Teaching and assessing course	
Experience	Minimum of 3 years post registration experience Minimum of 2 years experience of nursing patients in a related specialty. Evidence of personal and professional development Evidence of being caring and compassionate with a good understanding of managing patients with complex needs. Previous experience of formal / informal teaching of patients and staff.	
Knowledge and Skills	Ability to work autonomously and as part of a team. Excellent communication skills: verbal, non verbal and written. Ability to provide and receive complex, confidential information which is sensitive or contentious, requiring sensitive communication skills. Ability to interpret changes in patient's condition and take appropriate action. Leadership skills Strong clinical knowledge in breast cancer or related area. Knowledge of current issues and developments in relation to the nursing care of patients with breast	



	<p>cancer.</p> <p>Good organisational planning and time management skills</p> <p>Teaching and supervision skills</p> <p>Ability to develop and maintain professional relationships.</p> <p>Ability to work as an independent practitioner making autonomous decisions and clinical judgements.</p> <p>IT skills</p>	
<p>Other Job-Related Requirements</p>	<p>Confidence in own knowledge base and skills, aware of learning needs and able to seek guidance when appropriate</p> <p>Ability to think creatively and contribute to service improvement initiatives.</p> <p>On post appointment, be committed to undertake appropriate qualification/training in principles of breast cancer nursing and advanced communication skills.</p>	



Appendix A

Additional information applicable to all posts

Confidentiality

During the course of your employment, you may see, hear or have access to information on affairs of patients and staff. Post holders may only use information as appropriate to carry out their normal duties.

Post holders must not disclose personal, clinical or commercial information to any unauthorised third party; any such disclosure will be investigated and may lead to disciplinary action and possible dismissal. You must adhere to the Trust Data Quality Policy and be fully versed in the responsibilities outlined for your job role.

These obligations are in line with common law duty of confidentiality, Caldicott Principles. Data Protection Act 2018 Freedom of Information Act 2000.

Equality and Diversity

The post holder must comply with all Trust policies and procedures designed to ensure equality of employment and that services are delivered in ways that meet the individual needs of patients and their families.

The post holder must promote equality, diversity and human rights for all and treat others with dignity and respect. No person whether they are staff, patient or visitor should receive less favourable treatment because of their gender, ethnic origin, age, disability, sexual orientation, religion etc.

Quality and Safety

Patient, service/facility user and staff safety is paramount at Salisbury NHS Foundation Trust. The post holder will promote a just and open culture to reporting of incidents and adverse events. The post holder should be aware of current health and safety policies of the Trust and are required to co-operate with management and safety representatives on matters relating to the Health and Safety at Work Action, including the Radiation Protection Supervisor. They must attend all mandatory health and safety training. They are also required to maintain a safe working environment for patients, visitors and employees and report any accidents or dangerous incidents promptly. They should use protective clothing and equipment where provided.

Vetting and Barring Scheme

The Vetting and Barring Scheme was created to ensure that the Trust has the most robust system possible for preventing those who seek to harm children, or vulnerable adults, from gaining access to them through work or volunteering.

It is a criminal offence for someone barred from regulated activity working with vulnerable adults or children to seek this employment. Any employer who knowingly pursues the employment of someone barred from working with vulnerable adults or children are liable for prosecutions.

Infection Control

To ensure the practice of self and others is at all times compliant with infection control, including hand hygiene policy and procedures. Hand hygiene must be performed before and after contact with patients and their environment. To undertake mandatory annual training/updates in infection prevention and control.

Government and Risk

Adhere to Trust policies, procedures and guidelines. Follow professional and managerial codes of conduct as applicable to the role. Take active steps to prevent theft or fraud in the workplace.

Duty of Candour

The post holder is also required to ensure compliance with the statutory "duty of candour". This is a legal duty to inform and apologise to patients if there have been mistakes in their care that have led to



significant harm. It is aimed at helping patients receive accurate, truthful information from health providers achieving a wholly transparent culture.

Data Quality

The Trust recognises the role of reliable information in the delivery and development of its service and in assuring robust clinical and corporate governance. Data Quality is central to this and the availability of complete, comprehensive, accurate and timely data is an essential component in the provision of high quality health services. It is therefore the responsibility of all staff to ensure that where appropriate, information is recorded, at all times, in line with the Trust's Policy and Procedures for Data Quality.

Safeguarding

To safeguard and promote the welfare of children and young people in compliance with Trust and staff responsibilities under Section 11 of the Children Act 2004; to follow Trust safeguarding children and child protection policies and guidelines and undertake appropriate mandatory training and updates in safeguarding children/child protection.

By following Trust policies in relation to Safeguarding Adults, staff will ensure that they work with other agencies to protect all adults from abuse at any time.

COVID Vaccination

During the COVID-19 pandemic, it has been necessary to take significant steps to protect the health and safety of our staff, service users and those attending our sites. In order to comply with our duty of care, we continue to encourage and support our staff to have the COVID vaccine in order to protect themselves, colleagues and their patients as this is the best line of defence against COVID-19.

Training and Personal Development – continuous professional development

There is a requirement for all Trust employees to take part in an annual appraisal; this can be in the capacity of facilitating staff appraisals and participating in their own appraisal and development plan.

The post holder must take responsibility in agreement with his/her line manager for his/her own personal development this includes attending all Trust Statutory and Mandatory training allocated for the role.

In addition the post holder must be aware of their education responsibilities within their area of work. All Healthcare Professionals have a responsibility to support and educate students/trainees and other learners in practice.

Sustainability and Carbon Reduction

Every member of staff is encouraged to take responsibility for energy consumption and carbon reduction and is expected to incorporate the agenda of sustainability, carbon and health in their daily work.

Flexible Working

We support flexible working and will consider requests taking into account the needs of the service.

