

Job description

Position	Dermatology Advanced Clinical Practitioner
Grade	Band 8a
Location	Princess Alexandra Hospital
Hours	37.5
Responsible to	Divisional Head of Nursing
Accountable to	Divisional Head of Nursing

Our Organisation

The Princess Alexandra Hospital NHS Trust (PAHT) provides a full range of general acute, outpatient and diagnostic services at The Princess Alexandra Hospital in Harlow, the Herts and Essex Hospital in Bishop's Stortford, and St Margaret's Hospital in Epping.

We employ 3,500 staff and serve a local population of around 350,000 people living in west Essex and east Hertfordshire, centred on the M11 corridor and the towns of Harlow, Bishop's Stortford and Epping. Our extended catchment area incorporates a population of up to 500,000 and includes the areas of Hoddesdon, Cheshunt and Broxbourne in Hertfordshire.

Our Values

The Princess Alexandra Promise to our patients as identified by our 3 values which will contribute to improving our patient experiences:

Patient at heart – Always holding the patient and their wellbeing at the centre of our thoughts and efforts

Everyday excellence – Sharing and celebrating our successes, being honest when we get it wrong, giving us the ability to learn from both

Creative collaboration – Knowing strength comes from diversity, we combine our experiences, skills and talents, working together to find new and better ways to care

The Trust believes in investing in all our staff and rewarding high standards of care whilst building for excellence and in return we expect our staff to uphold the Trust values to the highest level.



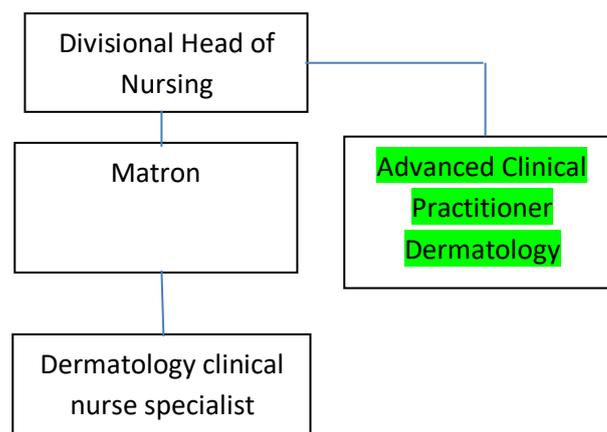
Job summary

To provide expert practice and professional nursing leadership in relation to dermatological nursing. As an autonomous practitioner, the post holder will work in conjunction with the members of the multi-disciplinary team and lead clinician to ensure the continuous improvement in patient care delivery and clinical quality.

The post holder will function as an expert practitioner, demonstrating advanced clinical skills and knowledge in the field of dermatology, including the assessment of patients and initiation of treatment, ordering of investigations and obtaining written consent, thereby improving the quality and efficiency of the dermatology nursing service.

The post holder will maintain clinical credibility by spending a minimum of 70% of time in clinical practice across the range of dermatology outpatients clinics across multiple sites

Organisational Position



Scope and range

- Responsible for the assessment and delivery of care needs.
- To make clinical decisions for a defined patient group
- Be an independent prescriber with a wide scope of practice
- Complex decision making
- Independently receive and make onward referrals, e.g. in skin cancer, children & young people, inflammatory skin clinic.
- Take an independent and leadership role in carrying out surgical procedures which are diverse or more complex.
- Required to teach, support and develop patients/parents/carers
- Supervise and support junior nurses and Health Care Assistants.
- Carry out other duties commensurate with the grade
- To assume responsibility for their workload ensuring that they adhere to the Trusts policies and procedures
- To work as part of a Multi-disciplinary team

Duties and responsibilities

To possess highly developed specialist dermatological knowledge underpinned by post graduate study to Masters' level experience.

- To be able to plan and organize complex activities and re-adjust to the patient/service requirements
- To possess highly developed fine motor skills to undertake dermatological surgery with a high degree of precision and speed
- As a member of the MDT, to provide highly specialized advice which will contribute to the diagnosis, care and education of dermatology patients and will develop specialized and individual packages of care
- To develop/update specialist treatment protocols and policies and protocols for dermatology
- To ensure the safe usage of specialist equipment and resources within the service
- To provide specialist training within the field of dermatology and develop links with education providers to review and enhance dermatology knowledge by teaching both internally and externally
- To ensure records of patients information are maintained contemporaneously within the patient record, ensuring relevant clinical findings, decisions made, information given to the patient and any drugs, treatment or dressings prescribed are recorded
- To facilitate patient awareness of informed choice regarding current trials, their protocols and surrounding issues
- To identify research needs with colleagues and conduct research as appropriate
- To develop and implement in collaboration with the nominated audit lead, the audit programme for the service, ensuring appropriateness of audits and completion of the audit cycle by implementing evidence based findings into own practice and disseminating good practice amongst colleagues



- To be a non-medical prescriber with extended scope of practice and to audit protocols in conjunction with lead clinician and specialist pharmacist. To interpret guidelines and policies and to be responsible for own professional competence and to supervise others to do the same
- To maintain concentration through multitasking and prioritizing when frequently interrupted by either third parties or the telephone
- To have the ability to frequently advise and guide on treatment options for other healthcare professionals whilst maintaining effectiveness and efficiency of own workload
- To constantly supervise, guide and support junior staff and students, setting learning objectives and creating teaching opportunities within caseload
- To significantly project manage on a larger scale including implementing strategies and evaluation
- Quality and safety leadership within domain of practice

Personal Development

- To continually update knowledge regarding dermatological cancer treatments and keep up-to-date with current literature and research within the dermatology Cancer speciality
- To be involved in primary research/evaluation to improve clinical practice/patient outcomes
- May be involved as a principle investigator
- Publishing research independently or as part of the dermatology team
- To maintain your own personal and professional development in accordance with Revalidation requirements, attending mandatory study sessions as required
- To undergo and actively participate in your own performance appraisals
- To adhere to the NMC Code of Professional conduct working within and accepting responsibility for maintaining agreed levels of competence

Systems & Equipment

The PAHT clinical information systems

- Cosmic
- ICE
- CMS
- PATHWEB
- INFOFLEX
- CRIS
- IMPAX
- Big hand
- Information Asset system
- Case Note Management



- Alertive

Decisions & Judgement

- To be able to make judgements that involve highly complex facts or situations that require analysis, interpretation and comparison of a range of options in the management and treatment of a dermatological disease process
- Perform with speed, accuracy and efficient to the wider healthcare pressures including 18 weeks, RTT, CWT and diagnostic performance targets
- To be able to frequently advise and guide on treatment options for other healthcare professionals whilst maintaining effectiveness and efficiency of own workload

Communication & Relationships

- Act as an ambassador for the trust at all times
- To provide and receive highly complex, sensitive or contentious information and in turn present this information to a large group of staff or members of the public in a persuasive, negotiating, training, empathetic or reassuring manner
- Liaise and communicate effectively with appropriate hospital and community colleagues to provide on-going care for dermatology patients and develop a follow-up system for patients both in the hospital and community, to ensure continuity of treatments and early identification of any recurring problems
- Provide comprehensive, evidence-based information to dermatology patients to empower them to make informed decisions with regards to their care and management options, including acting as the patient advocate at MDT meetings
- Anticipate barriers to communication and take appropriate action to improve communication
- To provide clinical leadership to the dermatology nursing team, ensuring all professional staff are appropriately managed and supported to maximise their engagement, motivation, efficiency and effectiveness

Physical Demands of the Job

- Using computers daily
- Travelling between sites of the Trust
- Complying with Trust moving and manual handling policy
- Frequent exposure to blood and human tissue due to the nature of the specialty
- Frequent exposure to chemicals such as formalin and Michels transport medium during minor/complex procedure sessions
- Frequent exposure to infectious and contagious diseases due to nature of specialty
- Frequent exposure to contact allergens within the allergy clinic



Most Challenging/Difficult Parts of the Job

- It requires physical and emotional investments
- Balancing management responsibility and clinical caseload.
- Working with a diverse group
- Dealing with frequent interruptions such as telephone calls from patients, relatives and other healthcare professionals
- To provide psychological support for patients and their families related to living with altered body image due to nature of the specialty
- Providing immediate professional and personal support to team members facing challenging patient care issues and fluctuating patient caseload
- Managing of caseload with unpredictable levels of patient referrals

Duty of Candour

The Princess Alexandra Hospital NHS Trust fully endorses the principles of being open and embraces the Duty of Candour. The Trust is committed to an open and fair culture and the overall approach expected within the organisation is one of help and support rather than blame and recrimination. All staff are expected to follow this approach.

This job description may be subject to change according to the varying needs of the service. Such changes will be made after discussion between the post holder and the manager. All duties must be carried out under supervision or within Trust policy and procedure.



Person specification

Position	Dermatology Nurse Specialist
Grade	Band 8a

Evidence for suitability in the role will be measured via a mixture of application form, testing and interview. Essential: E Desirable: D

Trust values	
Patient at heart – Always holding the patient and their wellbeing at the centre of our thoughts and efforts	E
Everyday excellence – Sharing and celebrating our successes, being honest when we get it wrong, giving us the ability to learn from both	E
Creative collaboration – Knowing strength comes from diversity, we combine our experiences, skills and talents, working together to find new and better ways to care	E

Education and qualifications	
RGN, 5 years post registration	E
ENB998 or equivalent teaching qualification	E
Study to Masters Level	E
Evidence of continued personal, professional development	E
Non-Medical prescribing	E

Experience	
Experience in dermatology at Band 7 in acute hospital setting	E
Knowledge and skills to deliver such specialist care as UVA/UVB treatments, patch testing and cryotherapy	E
Working across professional boundaries and within MDT	E
Demonstration of utilising evidence based practice to influence clinical practice	E
Evidence of developing patient pathways	E
Knowledge and skills to deliver nurse-led clinics in a range of dermatological conditions	E
Knowledge and skills to deliver such specialist care as PDT and complex dermatology surgical procedures	E
Demonstration of leadership and team management at a senior level	E
Ability to bring about effective change management	E



Knowledge and experience of clinical governance and risk management within an acute trust	E
Ability to reflect on own practice	E
Ability to demonstrate awareness of cultural and organisational issues	E
Ability to develop and utilise teaching materials for the development of staff both internally and externally	E
Effectively dealing with work related problems, pressure and stress in a professional and positive manner	E
Demonstrable achievement in improving patient care, being forward thinking and innovative	E
Public speaking and presentation skills	E

Skills and knowledge

Up to date knowledge of clinical and professional issues	E
In depth knowledge of dermatological diagnostics provided by nurse led service	E
Experience of audit, research and evidence based nursing care	E
Knowledge of ordering tests and referral processes	E
Up to date knowledge of clinical and professional issues	E

Personal qualities

Excellent verbal, written, interpersonal & communication skills	E
Knowledge and understanding of dermatological cancers and their treatments	E
Understanding of the Cancer Standards	E
Experience in patient advocacy	E
Experience in caseload management	E
Experience in clinical supervision	E
Ability to conduct own projects successfully & follow them through	E
Computer skills Inc. Word/Excel & patient admin systems	E
UK/International diving licence	E
Publication of articles	D
Experience of working in community or primary care nursing	D