

Job title:	Endocrine Clinical Nurse Specialist for Young People
Division:	Children and Young Peoples
Board/corporate function:	Specialist Hospital Board
Salary band:	Band 7
Responsible to:	Divisional Matron
Accountable to:	Chief Nurse
Hours per week:	37.5 hours / week (Fixed Term until 31/03/25)
Location:	UCLH

University College London Hospitals NHS Foundation Trust

University College London Hospitals NHS Foundation Trust (UCLH) is one of the most complex NHS trusts in the UK, serving a large and diverse population.

We provide academically-led acute and specialist services, to people from the local area, from throughout the United Kingdom and overseas.

Our vision is to deliver top-quality patient care, excellent education and world-class research. We provide first-class acute and specialist services across eight sites:

- University College Hospital (incorporating the Elizabeth Garrett Anderson Wing)
- National Hospital for Neurology and Neurosurgery
- Royal National Throat, Nose and Ear Hospital
- Eastman Dental Hospital
- Royal London Hospital for Integrated Medicine
- University College Hospital Macmillan Cancer Centre
- The Hospital for Tropical Diseases
- University College Hospitals at Westmoreland Street

We are dedicated to the diagnosis and treatment of many complex illnesses. UCLH specialises in women's health and the treatment of cancer, infection, neurological, gastrointestinal and oral disease. It has world class support services including critical care, imaging, nuclear medicine and pathology.

Children and Young Peoples Division

The Children and Young Peoples (CYP) Division provides a range of acute and specialist tertiary services for patients aged 0 – 19 years. Inpatient areas comprise of four inpatient wards and Day Care facilities of 77 beds which are situated on floors T11 &12 in the Tower at UCLH. Outpatient facilities sit within the EGA Wing, with dedicated CYP areas. A dedicated operating theatre and recovery area for CYP is situated on floor 3 of the podium, UCLH. Our service collaborates and has a close working relationship for CYP services within:

- CYP Emergency Department located within the main Accident and Emergency Department
- Macmillan Cancer Centre
- Royal National Throat, Nose and Ear Hospital (RNTNEH)

The CYP Division's acute and oncology specialist services accept tertiary referrals from patients nationwide. The hospital provides treatment for patients from all over Southeast England and work closely to support North Central London hospitals, including Great Ormond Street Children's Hospital. The nursing teams within the CYP Division have accomplished a variety of enhanced clinical skills. This is a key strength which enables several services to be exclusively nurse-led.

CYP Acute Services

The acute CYP services has dedicated in-patient and outpatient areas. It covers many specialities including neonatology, diabetes, adolescent endocrinology, asthma, allergy, epilepsy, infectious and tropical diseases, migrant health, adolescent rheumatology, haemoglobinopathy, urogenital problems, adolescent health, obesity, specialist child protection, paediatric surgery, adolescent gastroenterology, and gynaecology. Trust policy deems all CYP should be seen in an age-appropriate area by appropriately trained staff. Play specialists / activity coordinators are in all clinical areas. We have a strong team of children's specialist nurses (CNS's) particularly in the fields of allergy, asthma, infectious diseases and migrant health, endocrinology, diabetes, urology, and adolescent care.

Young Peoples Endocrine Service

The London Centre for Paediatric Endocrinology & Metabolism (LCPEM) was created in 1994 to link Endocrine metabolic services at Great Ormond Street Hospital (GOSH) and University College London Hospital (UCLH). In conjunction with the adult endocrine services, UCLH provides one of the largest Endocrine Centres in Europe, covering all aspects of paediatric endocrine disorders in a MTD setting.

Currently the Gender Identity Dysphoria Service (GIDS) is undergoing a review to establish regional services working to a new national service specification. The service will provide multidisciplinary assessment and care to children and young people and their families who will benefit from clinical support around the development of their gender identity, and interventions in response to a diagnosis of gender dysphoria, and consultation and support to local professionals. The Service will be an established specialist tertiary paediatric unit with a strong partnership with mental health services; which will include an established academic centre with a strong track record of research in children and young people; and have robust safeguarding frameworks in place.

The LCPEM serves the Thames regions and receives national and international referrals. Amongst others, referrals include those for brain tumours, calcium and bone disorders, intersex disorders, genetic & familial conditions. The consultants also provide outreach services to District General Hospitals in the Thames regions.

Job Purpose

To be a key member of the Children & Young People's Endocrinology Team.

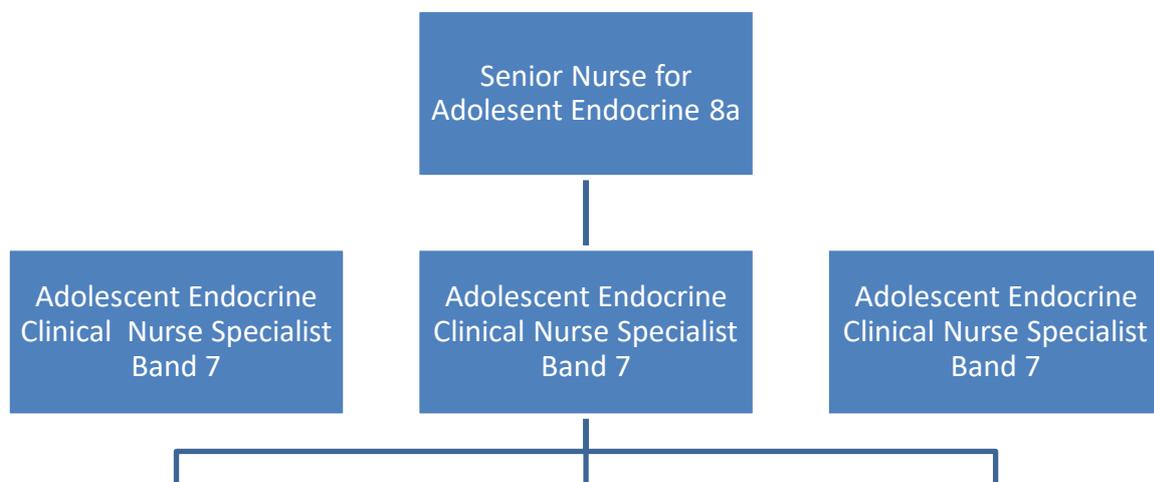
To provide expert specialist nursing and strong clinical leadership for children & young people aged 13-19 within the Endocrine Service (10 years upwards in the GID Service).

To ensure effective communication and collaboration the adolescent endocrine CNS will work between GOSH and UCLH with a focus on adolescent transition to ensure that a seamless pathway is developed for the transition of adolescent patients.

To take part in developing the nursing workforce, including training & teaching in relation to endocrine testing including the maintenance of policies and guidelines to support safe practice.

The post holder is required to lead and deliver clinical care working within agreed protocols and guidelines in conjunction with the consultant team. The endocrine CNS will be expected to run their own nurse led clinics providing detailed specialist advice, education and training. There are also potential research opportunities to take part in national and local studies. The post holder will promote the concept of clinical governance and facilitate the implementation of the UCLH Nursing & Midwifery strategy.

Key Working Relationships



Key working relationships are across all UCLH ED Department, all CYP areas, with relevant external agencies and other Hospital Trusts. Key personnel include Emergency Department, Heads of Operations, Heads of Nursing, Divisional Senior Nurses/Matrons, Divisional/Directorate Management Teams and Clinical Directors, Ward/Departmental sisters/charge nurses. All members of the multi-professional teams, including nursing and medical staff, allied health professionals and support workers (e.g., Housekeepers and Receptionists)

Key Results Areas

- To support patients and their families following diagnosis and through treatment for endocrine conditions
- Growth hormone therapy, steroid replacement management, pubertal induction and blockade, cross-sex hormone administration, monitoring effectiveness of treatment and medication concordance issues
- Manage day care and out-patient patients requiring endocrine treatment and support
- Provide expert clinical resource for endocrine investigation and tests
- Ensure that adequate resources are available in the clinical areas
- Act as advocate for endocrine patients and giving expert support and advice based on best practice
- To support patients and their families through assessment, diagnosis and subsequent endocrine management for young people
- To oversee the smooth transition of young people to adult specialist hospital or community care
- To work closely with the local medical and nursing teams to ensure that staff are appropriately trained and kept up to date with new advances
- To regularly take part in relevant audit and service improvement projects together with the team

Main Duties and Responsibilities

Communication

- To demonstrate a high level of communication skills and act as an advocate for patients and staff within the adolescent endocrine service.
- To work effectively within the multidisciplinary allergy team (including attending day case patient visits, meetings, and out-patient clinics as appropriate) ensuring an individualised, evidence based optimum service for each patient and their family.
- To meet with the lead Consultant and clinical teams on a regular basis to feedback and ensure continuity of care for patients and decide how the nurse role can compliment the patient's journey.
- To participate in Divisional clinical governance meetings and quality improvement initiatives
- Ensure effective communication between staff, patients' visitors and outside agencies
- Work collaboratively as required to ensure effective and efficient provision of health care services
- Communicate the vision and rationale of the service provided
- Keep the Directorate/Divisional management team informed of relevant issues regarding expenditure/income and accounting for significant variances against budget
- Use communication skills in order to convey complex and sensitive information effectively to patients, carers and other staff, overcoming any barriers to understanding and providing support during distressing or emotional events
- Ensure patients are able to gain access to health and social care information and support relevant to their needs
- Provide information for CYP and their families which enables patients to make choices about adopting a healthier lifestyle
- Ensure patient confidentiality is maintained

- Maintain professional boundaries and working relationships with patients and colleagues

Professional / Clinical Skills

- To work collaboratively with the allergy MDT to deliver high quality patient centred care.
- To provide generic and focussed telephone advice for endocrine patients
- To be responsible for a delegated caseload of patients
- To act as an expert resource for patients and their families, giving advice, education and support that is appropriately planned to meet each individual's needs empowering them to manage their treatment regimens.
- To support all specialist areas within endocrinology including: Klinefelter's, Turners and endocrine late effects of childhood cancer
- To provide education and support for all endocrine patients; acting as a specialist resource when liaising with and facilitating the best use of all available services.
- To draft and create and implement supportive literature for patients and staff relating to endocrinology.
- To act as an expert resource for the Trust in the training of others
- To help with the implementation of endocrine clinics, managing an independent caseload where appropriate. This will involve liaising with patients with regard to appointments, organising the supply of growth hormones and administration of growth hormone injections
- To provide clinical care where and when needed in times of adversity within UCLH Trust
- If the post holder is a qualified non-medical prescriber they can only prescribe drugs for children and young people that fall under their scope of practice. This would cover children and young people that are treated within UCLH Trust. They must fulfil the legal requirements of the NMC, National Prescribing Centre and national guidelines.

Management / Organisational responsibilities

- To develop and maintain clinical skills and knowledge of the speciality of endocrinology with evidenced based 'best practice' principles
- To supervise pre and post registration nurses to develop clinical skills and assess their clinical competencies
- To work in partnership with colleagues, having accountability for decisions made
- To ensure the availability of endocrine-specific supplies and equipment to facilitate the smooth running of the service
- To develop professional practice through reflection, participation on post registration courses and attendance at meetings and conferences
- To be responsible for your own personal and professional development in line with NMC revalidation programme
- To support patients by communicating with other agencies and offering support, advice and education where necessary
- To participate promptly and effectively with the investigation of complaints and incidents in line with UCLH Trust policy and procedures
- Anticipate, recognise, and prevent situations that may be detrimental to self and the health and wellbeing of patients, carers/relatives or staff
- To be aware of and act in accordance with the British Society for Paediatric Endocrinology and Diabetes guidelines

- To participate promptly and effectively with the investigation of complaints and incidents in line with the Trusts policy and procedures
- To maintain high standards of nursing care within own practice
- To support the development and implementation of policies and procedures related to the adolescent endocrine service

Service Development

- To lead in developing the quality and availability of adolescent endocrine information for families and community health care professionals supporting integrated care and promote joint working with community colleagues
- To keep up to date with new treatment, research, and developments within adolescent endocrinology
- To actively contribute to the supporting documentation to develop the adolescent endocrine service. Development and coordinate of protocols, policy and procedure

Research and Audit

- To maintain an active awareness of clinical and professional developments within endocrinology and to disseminate that knowledge to all colleagues
- To identify and suggest relevant areas for research which will enhance patient experience
- To support and develop the clinical audit activity of the team
- To participate in the presentation of relevant research and best practice initiatives
- To participate and be actively involved in multidisciplinary research studies of relevance to the care of patients with allergic conditions
- To encourage other staff to recognise the need for research

Equality and Diversity

- Carry out duties and responsibilities regarding the Trust's Equal Opportunity policies
- Recognise the importance of peoples' rights and act in accordance with legislation, policies, and procedures
- Ensure that staff acknowledge and recognise peoples' expressed beliefs, preferences, and choices; respecting diversity and valuing people as individuals
- Take account of own behaviour and its effect on others

Financial Management

- Participate in the business planning process, budget setting and ongoing review in partnership with the CYP Directorate management team and finance manager

Further Duties

- To work within the endocrine team to support caseload guided by best practice, Trust policies, guidelines and support from colleagues
- To act as a role model and clinical expert when liaising with primary healthcare teams, employers and other relevant community health professionals.

- To be an advocate for processing individual patient care in relation to specific symptoms and treatment regimes
- To be actively involved with conferences and meetings, developing presenting skills in the national setting
- To represent the Trust nationally and internationally
- To network with other endocrine healthcare professionals throughout the UK, joining appropriate organisations in order to collaborate, share and benchmark practices and initiatives
- To participate in the presentation of relevant research and best practice initiatives

Other Duties:

This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.

You will be expected to actively participate in annual appraisals and set objectives in conjunction with your manager. Performance will be monitored against set objectives.

Our Vision and Values

The Trust is committed to delivering top quality patient care, excellent education and world-class research.

We deliver our vision through [values](#) to describe how we serve patients, their families and how we are with colleagues in the Trust and beyond.

We put your [safety](#) and wellbeing above everything

Deliver the best outcomes	Keep people safe	Reassuringly professional	Take personal responsibility
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We offer you the [kindness](#) we would want for a loved one

Respect individuals	Friendly and courteous	Attentive and helpful	Protect your dignity
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We achieve through [teamwork](#)

Listen and hear	Explain and involve	Work in partnership	Respect everyone's time
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We strive to keep [improving](#)

Courage to give and receive feedback	Efficient and simplified	Develop through learning	Innovate and research
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Person Specification

Person Specification

Post: Adolescent Endocrine Clinical Nurse Specialist

Band: Band 7

Department: Paediatric and Adolescent Services

Requirements	Essential	Desirable	Assessment Criteria			
<p>Knowledge and Qualifications RN (child) / RGN minimum 5 years post registration 1st level registration with NMC Degree level education Teaching / assessment programme Completed or working towards MSc or equivalent Hold non-medical prescribing qualification or working towards Leadership / management development programme</p>	<p>E E E E E</p>	<p>D D</p>	<p>A A A A A</p>	<p>I I I</p>		
<p>Experience Minimum 3 years relevant post registration experience in endocrinology Substantial experience at Band 6 Knowledge of the research process Able to work across organisational and professional boundaries Working with databases Audit experience Knowledge and experience in the care of young people Experience in the management of endocrine diagnostic testing Knowledge of the endocrine medications (sex steroids, GH, GnRH, steroids, Blockers) Experience of health and safety issues pertaining to clinical practice Experience of participation in service improvement initiatives</p>	<p>E E E E E E E</p>	<p>D D D</p>	<p>A A A</p>	<p>I I I I</p>		

<p>Skills and Abilities</p> <p>Organisational and managerial skills Excellent interpersonal skills Ability to inspire and motivate others Proven communication skills Ability to manage and resolve complex patient caseload Ability to lead and coordinate change and service development Teaching and assessment skills Ability to work with databases Competent writing skills</p> <p>Ability to organise and run Nurse Led clinics or similar clinical services related to adolescent endocrine Clinical audit skills Skills in endocrine management</p>	<p>E E E E E E E E E</p>	<p>D D D</p>	<p>A A A</p>	<p>I I I I I I I I</p>		<p>P P</p>
<p>Communication</p> <p>Able to communicate sensitive information and deal with stressful situation Communicates effectively verbally, in writing and in electronic formats Presentation skills</p>	<p>E E</p>	<p>D</p>	<p>A</p>	<p>I I</p>		<p>P</p>

<p>Personal and People development</p> <p>Demonstrates evidence of up-to-date professional development Evidence of ability to be able to work autonomously</p>	<p>E E</p>		<p>A</p>	<p>I I</p>		<p>P</p>
<p>Specific Requirements</p> <p>Knowledge of key professional issues and NMC guidelines relating to professional practice. Ability to evaluate and manage change.</p>	<p>E E</p>		<p>A</p>	<p>I</p>		

A= Application Form
 I= Interview
 R=References
 T/P=Test/Presentation

