

JOB DESCRIPTION & PERSON SPECIFICATION

Job title: Endocrine Clinical Nurse Specialist (CNS) – band 7

GOSH profile

Great Ormond Street Hospital for Children NHS Foundation Trust (GOSH) is an international centre of excellence in child healthcare. GOSH is an acute specialist paediatric hospital with a mission to provide world-class care to children and young people with rare, complex and difficult-to-treat conditions.

Together with our research partner, the UCL Great Ormond Street Institute of Child Health, we form the UK's only academic Biomedical Research Centre specialising in paediatrics. Since its formation in 1852, the hospital has been dedicated to children's healthcare and to finding new and better ways to treat childhood illnesses.

Great Ormond Street Hospital receives nearly 300,000 patient visits (inpatient admissions or outpatient appointments) every year (figures from 2018/19). Most of the children we care for are referred from other hospitals throughout the UK and overseas. There are 60 nationally recognised clinical specialities at GOSH; the UK's widest range of specialist health services for children on one site. More than half of our patients come from outside London and GOSH is the largest paediatric centre in the UK for services including paediatric intensive care and cardiac surgery.

Through carrying out research with the UCL Great Ormond Street Institute of Child Health, University of London and international partners, GOSH has developed a number of new clinical treatments and techniques that are used around the world.

The UK's only academic Biomedical Research Centre (BRC) specialising in paediatrics is a collaboration between GOSH and UCL Great Ormond Street Institute of Child Health. We are a member of University College London (UCL) Partners, joining UCL with a number of other hospitals – an alliance for world-class research benefitting patients.

In partnership with six other NHS trusts, we are the lead provider for North Thames Genomics Medicine Centre, part of the national 100,000 Genomes Project.



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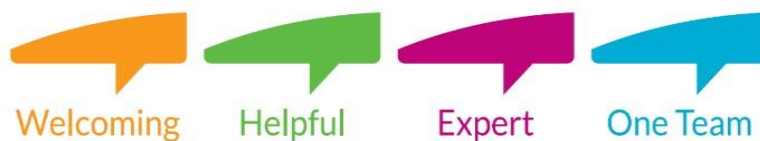


Great Ormond Street Hospital at a glance



The Trust has developed the Always Values with our staff, patients and families that characterise all that we do and our behaviours with our patients and families and each other.

Our Always Values are that we are:



Diversity & Inclusion

Here at GOSH, we believe that improving lives for our patients begins with improving how we learn, work and grow as colleagues. So, we're changing. We know that we need to develop a more inclusive culture where everyone feels seen and heard. By growing an ever more diverse workforce, we'll have a greater range of perspectives and knowledge in our GOSH community, meaning that we can provide the children and young people at our hospital with even better care. At GOSH we have opportunities for our staff to engage with colleagues through the following networks: REACH (Race, Ethnicity and Cultural Heritage) ENABLED (Enhancing Abilities & Leveraging Disabilities Network), PRIDE & Women's networks.

Job title	Clinical Nurse Specialist (CNS) Endocrinology
Directorate	Brain
Band	7
Supervised by	Lead Endocrine CNS
Type of contract	Secondment for 1 year
Hours per week	22.5 (0.6 WTE)
Location	Great Ormond Street Hospital
Budgetary responsibility	N/A
Manages	N/A

Main purpose of the job

The post-holder will be part of the Endocrine CNS team, with responsibility for a defined caseload of general endocrine patients which may also include children with Turner syndrome. There will be some overlapping responsibilities with cross covering other CNS's in the team as needed, as well as the opportunity to develop some specific specialty interests.

As a senior nurse leader, the CNS is a key member of the speciality and Brain directorate nursing team with a responsibility to contribute to wider service delivery.

To enable the fulfilment of these requirements, all CNSs are expected to work clinically as part of a ward roster. This requirement is equivalent to two full 12.5 hour shifts per month based on full time employment (pro rata if part time) but may be subject to review according to service requirements.

To be familiar with the 2019 NHS Long Term Plan and the Chief Nursing Officer for England's three priorities that complement the Long Term Plan.

Key working relationships

Internal: Doctors, Nurses, Families and patients, Psychosocial team, Physiotherapists, Laboratory staff, Theatres, other CNS teams, Outpatients Department.

External: Families, schools, community services, referring hospitals, charities, other paediatric hospitals.

Main duties and responsibilities:

- Take responsibility for a defined caseload of children and families incorporating a care co-ordination remit as agreed.
 - Provide effective nursing leadership, expertise, advice and support to a team / department and ensure the provision of high-quality care to children and families
 - Act as a role model and highly competent practitioner
 - Act as a designated resource to children and families, and other shared care professionals.
 - Facilitate the development of the all staff within the team, including registered nurses, student nurses, doctors and others to support staff in delivering care based upon the most up to date evidence and best practice.
 - Promote an innovative and progressive attitude to the continual improvement of patient care through research and evidence-based practice
 - Use measurable outcomes for safety, patient experience and service efficiency
 - Have line management or supervisory responsibility for other members of the specialist nursing team as appropriate
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- Develop and update clinical practice guidelines
- Work in accordance with the NMC Code of Professional Conduct, Trust policies and procedures and the Trust's Personal Responsibility Framework.

The post-holder will work within the Endocrinology CNS team, with whom they may be asked to provide reciprocal cross cover for short leave periods between individuals in the CNS team to ensure continuity of a quality service for all patients.

Clinical

- Provide information, clinical advice and support to children and families within a defined caseload and act as a resource to other professionals involved in that child's care.
- Be a highly competent, knowledgeable and visible practitioner within the specialty ensuring the provision of high-quality evidence based nursing care for the children and their families.
- Ensure that each child is assessed, and their care planned, implemented and evaluated in negotiation with the family and other staff caring for the child, and that this is accurately communicated and documented.
- Liaise with clinical, non-clinical and facilities staff in order to maintain a safe, friendly and welcoming environment for the children, families, visitors and staff.
- Act as an advocate for the child and family ensuring the provision of appropriate information and support services.
- Ensure that each child within the caseload has a named lead clinician to co-ordinate their care and ensure a smooth ongoing journey through effective discharge planning.
- Ensure effective communication between all members of the multidisciplinary team both internally and externally to the Trust, other hospital departments, relatives and visitors.
- Develop and maintain the clinical skills and knowledge necessary to provide clinically effective, evidence based patient care. This includes the expanded role and responsibilities of the nurse, within the Scope of Professional Practice. These new roles are developed following appropriate training.
- Be competent in the administration of medication under patient group directives or supplementary prescribing as relevant.
- Be fully aware of the uses, safety precautions and handling of equipment in the department.
- Develop and review policies and standards for the safe use of equipment and any new equipment introduced to the department as specialty / caseload appropriate.
- Provide support and counsel to families through hospital and in the community, with appropriate referral and liaison with other agencies.

Management and Leadership

- Provide nursing leadership to develop, deliver and evaluate services.
 - Support the effective management of patient activity throughout the care pathway with a focus on continuous quality improvement.
 - Complete workload activity recording in line with Trust Policy
 - Actively participate in an annual appraisal process including a review of the job plan and of the service, ensuring it meets the needs of the children, young people, their families, and the Departmental/Divisional/Trust objectives.
 - Contribute to the service development plans as appropriate
 - Assist the team in identifying potential cost reduction efficiency savings
 - Act as a visible role model and foster an environment that enhances the patient family and staff experience
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- Provide expert professional advice and support to colleagues
- Act as a clinical supervisor to other staff.
- As appropriate, manage the appraisal process for directly line-managed staff, ensuring that all staff have the opportunity to review their performance and develop a meaningful professional development plan.
- Ensure that all staff know where to access trust policies and clinical procedure guidelines and that staff adhere to these at all times
- In conjunction with managers and the Head of Nursing, ensure systems for the effective investigation and management of complaints and clinical incidents within the department are established, ensuring that lessons learned are shared within the unit, division and Trust as appropriate.
- Actively promote and engage with the patient quality (safety, effectiveness, and experience) agenda and the transformation programme locally and across the Trust
- Lead on relevant elements of the corporate nursing and transformation agenda for the specialty and clinical unit and undertake relevant Trust wide projects in agreement with the line manager
- Initiate and develop audits of service delivery and implementation of findings to improve patient care.
- Act as an ambassador for the department and specialty both within and outside the Trust.
- Participate in events or publications that promote the Trust and children's nursing.
- Develop and maintain written information for families and external health professions.
- To offer education and support to all professionals caring for children and young people affected by endocrine conditions.
- Participate and present at relevant conferences as appropriate.
- Develop a range of resources with colleagues to ensure support and education for families.

Educational

- Ensure that all staff caring for children in the caseload have up to date clinical skills knowledge and competence
 - Foster environments conducive to learning, inquiry, and research and to support the identification of the training and development needs of nursing staff / learners in the department.
 - Support the Practice Educator with the planning, delivery and evaluation of training and education programmes.
 - Play a lead role in educational development relevant to the specialty and caseload.
 - Contribute to the provision of a validated supportive and challenging environment for student nurses in training, act as a supervisor and mentor to learners.
 - Participate as required with the delivery of appropriate orientations to the department for all new staff, learners, and temporary staff.
 - Act as a resource for students and junior multi-disciplinary colleagues, facilitating the development of junior staff.
 - Contribute to identification of learning needs and development of appropriate multi-professional programmes on a national basis.
 - Develop and evaluate teaching programmes for children/families, empowering them to manage their own condition and seek appropriate help and advice.
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- Ensure that systems are in place to develop, assess and record competence of patients and carers to manage their own condition supported by strong governance arrangements.
- Provide support and training to other professionals both within the Trust and in community/shared care settings to develop skills/knowledge to deliver appropriate specialist care to children and families within the caseload.
- Contribute to relevant university accredited education programmes both in the workplace and in the university setting.
- Participate in national / international events in order to further national / international knowledge and share best practice.
- Have a leadership role in the development, production and evaluation of national and international clinical procedure / practice guidelines.
- Maintain own professional development and mandatory training identifying learning needs in relation to specialist area of practice.

Research and Development

- Initiate and lead improvement, audit and research studies relating to nursing and multidisciplinary care, within the specialist area of practice, presenting findings through presentations and writing for publication
- Actively promote research awareness and evidenced base care to ensure that all children are cared for in accordance with the latest evidence.
- Work within the research governance arrangements to support audit of practice and continual improvement - locally, nationally and internationally
- Develop and evaluate tools to audit practice within specialist area of practice
- As appropriate, to engage in research trials within specialist area of practice and publish results to increase the body of knowledge
- Keep up to date with emerging thinking / findings from other centres.
- When required, work with others to maintain clinical databases,

This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the postholder.

Safeguarding

All Trust staff have a responsibility for safeguarding children, young people and vulnerable adults which includes:

- an understanding of relevant Trust Policies
- ensuring that any safeguarding and child protection or vulnerable adults' concerns are both recognised and acted on appropriately
- attendance at mandatory safeguarding children & adults training and updates at the competency level appropriate to their role and in accordance with the Trust's safeguarding training guidance.

Confidentiality

On appointment you may be given access to confidential information which must only be disclosed to parties entitled to receive it. Information obtained during the course of employment should not be used for any purpose other than that intended. Unauthorised disclosure of information is a disciplinary offence.

Risk Management

You will be required to ensure that you implement systems and procedures at a local level to fulfil the requirements of the organisation's Risk Management Strategy including local management and resolution of complaints and concerns, management of SUIs/incidents and near misses. Your specific responsibility for risk management will be clarified to you by your manager at your local induction.

Emergency Planning

In accordance with the organisation responsibilities under the Civil Contingencies Act 2004, you may be required to undertake alternative duties as is reasonable directed at alternative locations in the event of and for the duration of a significant internal incident, major incident or flu pandemic.

Human Rights

You are required to comply with the regulations of the Human Rights Act 1998 during the course of your employment.

Sustainable Development

You will be required to demonstrate a personal commitment to the Trust's Sustainable Development Plan and to take personal responsibility for carrying-out your work duties in a way which is compliant with this Plan.

This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the post-holder.

Other information

Great Ormond Street Hospital for Children NHS Foundation Trust is a dynamic organisation, therefore changes in the core duties and responsibilities of this role may be required from time to time. These guidelines do not constitute a term or condition of employment.

The GOSH Learning Academy (GLA)

Staff education and training influences every stage of the patient journey. Be it the communication skills of the medical secretary planning a patients' stay, the multi-professional team caring for them on the ward, the leadership skills of our corporate and operational teams, or the administrator planning their transport home – each member of staff needs the up-to-date knowledge, skills, and capabilities to provide our patients with exceptional care. We have a number of opportunities for staff available through the [GOSH Learning Academy](#):

PERSON SPECIFICATION

This table lists the essential and desirable requirements needed in order to perform the job effectively. Candidates will be shortlisted based on the extent to which they meet these requirements. Evidence for suitability in the role will be measured via a mixture of application form, testing and interview.

GOSH Culture and Values	Essential	Desirable	Assessment method
Our Always values <ul style="list-style-type: none"> • Always welcoming • Always helpful • Always expert • Always one team 	E		I/A/T
1) Knowledge and Understanding of diverse backgrounds and perspectives. 2) Understanding of Diversity and Inclusion challenges in the workplace.	E E		I I
Academic/Professional qualification/Training			
On the relevant part of the NMC register i.e Children's registered	E		I/A
Evidence of ongoing, dynamic continuing professional development within the specialty, linked to demonstrable clinical competencies	E		I/A
Assessing and mentoring qualification	E		I/A

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Possession of a relevant honours degree	E		I/A
Independent Prescribing qualification		D	I/A
Experience / Knowledge			
Sufficient experience at band 6 level or equivalent, or above including within relevant clinical environment	E		I/A
Experience of leading and managing a team	E		I/A
Previous experience of research and audit	E		I/A
Previous experience of change management and problem solving	E		I/A
Experience of handling clinical incidents and complaints	E		I/A
Demonstrates Compassion in Practice	E		I/A
Expert knowledge relevant to the speciality/field or practice	E		I/A

Understanding of professional and current issues in children's nursing and healthcare	E		I/A
Detailed understanding of audit and research methodologies	E		I/A
Understanding of resource management, health and safety, clinical risk and quality issues	E		I/A
Understanding of Child protection procedures	E		I/A
Knowledge and understanding of diverse backgrounds and perspectives.	E		I/A
Understanding of Diversity and Inclusion challenges in the workplace.	E		I/A
Good attendance record	E		I/A
Evidence of fulfilling CPD	E		I/A
Experience of working as a CNS		D	I/A
Skills/Abilities			
Excellent relevant clinical skills	E		I/A



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Specialist skills and abilities for the post	E		I/A
Excellent managerial, leadership and organisational skills	E		I/A
Able to motivate and develop a multi-professional team	E		I/A
Able to problem solve and initiate change	E		I/A
Negotiating skills	E		I/A
Self-discipline and good time management to support periods of lone working.	E		I/A
Interviewing skills	E		I/A
Appraisal skills	E		I/A
Ability to delegate and prioritise	E		I/A
Excellent verbal and written	E		I/A
Communication and listening skills	E		I/A
Excellent teaching, training and preceptorship skills	E		I/A
Able to work across professional team and organizational boundaries	E		I/A
Administration of IV drugs, as appropriate	E		I/A
Administering medication under patient group directives or supplementary prescribing as appropriate	E		I/A
Computer literate (word processing, PowerPoint presentation)	E		I/A
Ability to initiate, manage and sustain change	E		I/A
A flexible approach to work	E		I/A
Ability to work as an integral part of the multidisciplinary team	E		I/A
Ability to deal with conflict situations	E		I/A
Be flexible with hours	E		I/A

Criteria Key:

Essential: **E**

Desirable: **D**

Review Method:

Application form: **A**

Interview: **I**

Test: **T**

