



LUNG CANCER CLINICAL NURSE SPECIALIST

INFORMATION FOR CANDIDATES

ABOUT THE TRUST

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east.

The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are The Princess Royal Hospital (PRH) in Telford and The Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ more than 6,000 people, and hundreds of colleagues and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at The Royal Shrewsbury Hospital, Friends of The Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at The Royal Shrewsbury Hospital.



OUR VISION AND VALUES

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

Our Vision:

“To provide excellent care for the communities we serve”

Our Values:



OUR VISION

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

OUR VALUES

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective, and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is, so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.

A MESSAGE FROM OUR CEO

Thank you for your interest in this role.

Our Trust's Vision is to provide excellent care for the communities we serve. We are striving to provide high quality, safe care for our patients in an environment which our colleagues are proud to work in.

We are looking for an inspiring, motivated individual who demonstrates our values, and who can provide clear vision and direction as we continue to move forward.

You will know that our Trust is on an improvement journey. Our recent Care Quality Commission inspection demonstrates that we are making progress towards our aim of Getting to Good, despite the challenges of a pandemic. We also know that we have more to do and that we must sustain the changes if we are to keep on improving. We are wholeheartedly committed to this and have plans in place to support this including our exciting Hospitals Transformation Programme. This will support the reconfiguration of where and how we deliver our services and the modernisation of our facilities and infrastructure, so that we can deliver better quality care for all of our communities.

It is a really exciting time to be a part of our Trust. I hope that you will join us to help steer and support us on our journey.

Louise Barnett

Louise Barnett
CHIEF EXECUTIVE OFFICER

A MESSAGE FROM OUR DIRECTOR OF NURSING

Thank you for your interest in this role.

Our Trust's Vision is to provide excellent care for the communities we serve. We are striving to provide high quality, safe care for our patients in an environment which our colleagues are proud to work in.

Here at SaTH we strive to provide excellent care for our communities, and nursing is an integral part of our workforce to enable this to be achieved.

The role of a nurse is incredibly rewarding. As nurses we are often a source of great comfort and hope to patients during some of life's most pivotal moments, and you could play your part in that journey.

I have been a nurse for 30 years and every day I see the dedication and commitment our nurses show. When you join our team, you will be given the support, guidance and opportunities to develop and flourish here at SaTH.

Hayley Flavell

HAYLEY FLAVELL
DIRECTOR OF NURSING

COLLEAGUE BENEFITS

GENERAL

27 days annual leave entitlement at joining, increasing with length of service, plus 8 bank holidays

Flexible working policies

Generous maternity pay and 2 weeks full pay paternity leave

Colleague recognition scheme and long service awards

Option to buy and sell additional annual leave

Greener travel initiative, including cycle to work scheme and lift share

Childcare information and support available, including onsite nurseries

Discounted bus passes with Arriva

FINANCIAL

Access to various local and national discounts via various external websites

- Blue Light Card
- Health Service
- Discounts NHS

Salary sacrifice schemes for home electronics and bikes

Generous Pension scheme

Access to a financial support booklet

Pre-retirement courses

Free Will writing service

Savings and Loan schemes

HEALTH AND WELLBEING

PSYCHOLOGICAL SUPPORT

- Coaching
- Mental Health First
- Aiders Chaplaincy

PHYSICAL SUPPORT

- Fast track physiotherapy service Free
- eye test vouchers

HEALTHY LIFESTYLES AND EMOTIONAL SUPPORT

- Slimming World referral scheme Staff
- cervical screening service Long Covid support
- Access to wellbeing/rest rooms
- Menopause support including advocates, webinars, toolkits, clinics, and bi-monthly meet ups Men's
- Health - Bi-monthly forums and men's MOT
- Sleep School Wellbeing Support

Discounts with local gyms

LEARNING AND DEVELOPMENT

COACHING AND MENTORING

Opportunities to grow, develop and perform at your best

LEADERSHIP ACADEMY

Leadership and management training for all levels of staff

ACCESS TO ELEARNING COURSES

Many eLearning modules to learn from with access available at home

APPRENTICESHIPS

There are a growing number of apprenticeship opportunities at SaTH across all disciplines

Secondment and acting-up opportunities

Support to complete qualifications such as NVQ, Masters etc. whilst on the job



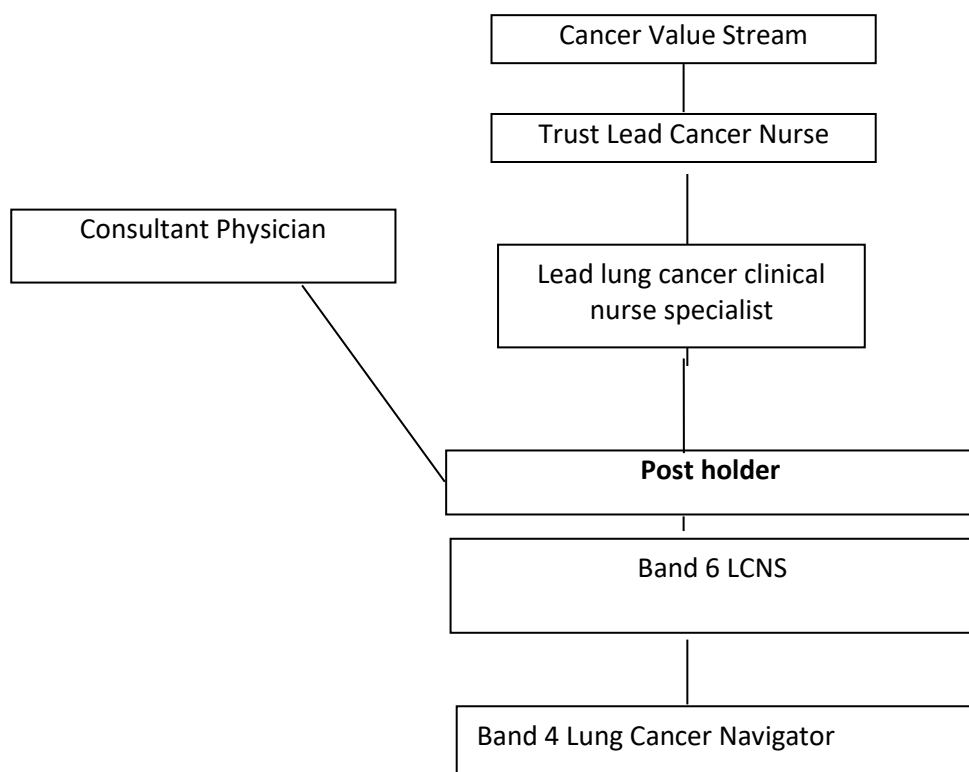
JOB DESCRIPTION

Job Title	Lung Cancer Clinical Nurse Specialist
Band	7
Directorate	Service Delivery
Accountable to	Lead Lung Cancer Clinical Nurse Specialist
DBS Required?	Yes

JOB OVERVIEW

To work within the Department of Respiratory Medicine and Oncology at the Shrewsbury and Telford Hospital NHS Trust to support the further development of the service for patients who have Lung cancer and Mesothelioma. The post holder will work with the Lung MDT to develop deliver the service to reflect the needs of patients with Lung cancer and Mesothelioma and benign pleural pathologies throughout the patient pathway. The post holder will ensure the delivery of a high quality, clinically effective care, prioritising, and utilising research.

Organisational chart:



Key Responsibilities

1. Clinical

1. Take on the role of patient's key worker. As key worker: -
 - a. Wherever possible, be available when discussions with medical staff may lead to patients having to make choices concerning complex treatments and clinical management options. This will include patients requiring referral for pleural interventions.
 - b. Undertake key worker role; providing advice, support and information at key stages in patient pathway.
 - c. Undertake a holistic assessment of patient needs (physical, social and psychological) at key stages in the patient pathway co-coordinating care and referring to other services and disciplines as necessary.
2. Provide emotional and psychological support at key stages in the patient pathway signposting/referring for level 3 and 4 psychological support as necessary.
3. Ensure compliance with Manual of Cancer Standards by developing a system that ensures individual patients have: -
 - a. Opportunity of a record of key consultations regarding diagnosis, treatment, or prognosis, and ensure this is recorded in case notes and SOMERSET database.
 - b. A key worker.

- c. Receive necessary patient information at key stages in the pathway. This will include information of a highly emotive or distressing nature about diagnosis, treatment and prognoses, information regarding benefits advice and national/local patient support groups – in a format that patients/carers can understand. It may also include the CNS imparting information about diagnosis, treatment, staging and prognosis.
4. Work closely with and refer to, other specialist nurses and appropriate services to co-ordinate seamless transitions of care.
5. Ensure effective liaison between the community team, the hospital and the multi-disciplinary team.
6. Be a member of the Lung MDT, contributing to discussions regarding individual patients - acting as patient advocate.
7. Demonstrate highly effective communication and information sharing with patients, ensuring a variety of modalities of information is available to patients.
8. Develop patient information which is coherent with Trust's protocol.
9. In collaboration with Respiratory Physicians facilitate the Pleural clinic service, empowering patients in decision making, managing symptoms, and providing support and education to patients and staff.
10. To act as a resource, providing care, information and support to patients, carers and staff in their treatment pathway.
11. To co-ordinate and manage a patient caseload from pre-pleural procedure to ongoing advice and support when home in the community.
12. To provide clinical support and coordination to the joint pleural service and to act as a point of contact for teams within the Trust and community regarding indwelling pleural catheters. Liaise with Primary care staff regarding patients that have been discharged from hospital with an indwelling pleural catheter.
13. To undertake the role of Nurse Independent Prescriber within the lung cancer clinical nurse specialist team and in line with Trust policy, professional regulatory and national guidance.
14. Within a defined development plan which includes a period of supervised practice: -
Develop and participate in nurse led clinics which include a range of service related activities such as delivering a highly skilled service for the follow up of patients (selected by protocol) providing support and advice. Initiate any further appropriate investigations dependent on the individual case and needs. Performing a physical examination of patients dependent on their symptoms. Reviewing results and co-ordinating further clinical management accordingly as per protocol.

2. Management

15. Contribute to the daily management of the patient caseload, being responsible for a named cohort of patients on the lung cancer pathway, organising work load effectively.
16. Maintain accurate and up to date patient documentation.

17. In collaboration with the Lead Clinician for the Lung cancer MDT, the Pleural team and in agreement with Trust Lead Cancer Nurse:
- a. Develop, review and update relevant patient information.
 - b. Define and implement service objectives which reflect the Trust's nursing strategy and operational plan.
 - c. Adopt the service improvement approach to developing new ways of working to improve the effectiveness and efficiency of the service.
 - d. Provide an annual report, work plan and operational policy related to the service.
 - e. Develop strategies to ensure the involvement of patients and carers views in service development and patient information and liase with appropriate relevant disciplines and services (including Cancer Patient Involvement Groups) regarding any necessary action plans.
 - f. Develop methods to collect activity data on own practice through liaison with Trust Cancer Information Manager.
 - g. Ensure SOMERSET database is completed in line with national guidelines.
18. Communicate effectively with all wards and departments to facilitate the provision of a consistently high quality of care for patients and their carers.
19. To support the organisation with any necessary responses to patients/relatives comments/complaints, initiating any required investigation and documentation, responding constructively.
20. Support team members in achieving their professional goals, encouraging good health and wellbeing for all.

3. Research

18. Undertake clinical and organisational audit, promoting the importance and value of undertaking such initiatives through multidisciplinary collaboration. Sharing good practice via MDT and external meetings is encouraged.
19. Be aware of current clinical Lung cancer research protocols utilised in the Trust, ensuring patient participation is based on complete information of the research and attached procedures.
20. To make recommendations regarding future proposals worthy of nursing research.

4. Education

Health care professionals:

21. Develop and deliver educational programmes for healthcare professionals in primary and secondary care.
22. To be a resource for all disciplines seeking advice regarding the management of patients with lung cancer and Mesothelioma, and pleural effusions, continually aware of empowering other colleagues.
23. Liaise with Stafford University to provide opportunity for student nurses to have placement within the Clinical Nurse specialist nursing service – when appropriate.
24. In collaboration with other members of the health care team assess the educational needs of all healthcare workers and develop a strategy to meet these needs.

25. Ensure that one's own clinical knowledge is continually updated and reflective of leading-edge practice. Be a member of any relevant national, regional/local Lung cancer nursing forums.

Patients and carers

26. To educate patients and their carer about their disease and effective coping strategies.
27. When necessary, participate in any relevant health education promotions to raise awareness in the early detection of symptoms suggestive of Lung cancer.

5. Professional Development

28. Maintain individual professional development to ensure specialist knowledge is up to date.
29. Demonstrate advanced communication skills (completion of recognised advanced communication skills course).
30. Ensure statutory training requirements are met annually.
31. Participate in annual appraisal to ensure personal objectives meet service and corporate objectives.

6. Other

32. Travel between hospital sites will be necessary in all aspects of this role.
33. It will be necessary to work across a wide range of clinical areas, across organisational and professional boundaries.

7. General

34. The post holder is responsible for adhering to all Trust policies and procedures and the NMC code of Conduct.
35. This job description is a reflection of the intended position and is subject to review and alteration in the light of future changes and developments.
36. All information concerning patients must adhere to the Data Protection Act 2018.



PERSON SPECIFICATION

The following pages contain a description of the qualifications, skills, experience, knowledge and other attributes a candidate should ideally possess to successfully perform this role.

QUALIFICATIONS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • RGN • Evidence of Continuing Professional development/qualification relevant to lung cancer. • Nursing Degree 	<ul style="list-style-type: none"> • Masters Degree or prepared to work towards a Master's degree • Non-Medical Prescribing qualification

EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<p>Sufficient post registration experience to prepare for this post this will include extensive experience and advanced knowledge within oncology and/or respiratory nursing –</p> <ul style="list-style-type: none"> • High level advanced clinical skills and knowledge. • Experience in teaching and training of staff • Involvement in Nursing audit and Research • An awareness and understanding pleural disease and the ability to work between primary and secondary care. • Up to date knowledge and understanding of nursing policy and practice relevant to speciality 	<ul style="list-style-type: none"> • Understanding national and local policy relating to speciality

SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Ability to work and communicate effectively within a multidisciplinary team setting within and outside the Trust. • Evidence of advanced communication skills including verbal, non verbal and written. This will include evidence of breaking bad news. • Evidence of excellent Patient documentation and record keeping skills. • Excellent interpersonal skills with professional credibility • Time management skills with an ability to act on own initiative and be both self directed and motivated in the work environment. • Positive attitude to change with a proven ability to assist in the implementation of change and practice development. • Competent IT skills. • Awareness of professional and personal limitations. • Ability to inspire confidence in others , demonstrating strong leadership qualities and acting as a positive role model to other members of the team. • Strong Team worker • Flexible and Adaptable in approach • Ability to work flexibly to meet service needs 	

GENERAL CONDITIONS

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

HEALTH & SAFETY

As an employee of the Trust, you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety

INFECTION PREVENTION AND CONTROL (IPC)

The prevention and management of acquired infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and colleagues; and
- maintain an up-to-date knowledge of infection prevention and control, policies, practices, and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy)

INFORMATION GOVERNANCE

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently, and effectively. You are required to comply with the Trust's Information Governance policies and standards.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.

- Disclosure of Information - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment, to protect yourself and the Trust from any possible legal action.
- Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

PROFESSIONAL STANDARDS AND PERFORMANCE REVIEW

As an employee of the Trust, you have a responsibility to:

- participate in continuous personal development including, statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a personal and a professional responsibility within the Trust to identify and report abuse.

As an employee of the Trust, you have a responsibility to ensure that:

- you are familiar with and adhere to the Trust's Safeguarding Children procedures and guidelines
- you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role

SOCIAL RESPONSIBILITY

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills, and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to

take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

CONTINUOUS IMPROVEMENT

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

EQUAL OPPORTUNITIES AND DIVERSITY

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

NO SMOKING POLICY

There is a no smoking policy in operation within the Trust. Smoking within the Trust's premises or within the Trust's grounds is not permitted.

MISCELLANEOUS

This job description is an outline of the key tasks and responsibilities of the post and is not intended to be an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services as well as the personal development.





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[Getting to The Royal Shrewsbury Hospital](#)

The Princess Royal Hospital

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Apley Castle

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TF1 6TF

[Getting to The Princess Royal Hospital](#)