

## Clinical Nurse Specialist Job Description

**Title:** Chronic Obstructive Pulmonary Disease Specialist Nurse/Physiotherapist

**Band:** 6

**Staff Group:** Nursing and Midwifery

**Reports to:** COPD Specialist team lead, Respiratory Outpatients

### Job Summary:

An autonomous practitioner, responsible for the assessment, primary and/or secondary diagnosis, management and evaluation of treatment and/or care for a caseload of patients with COPD and their families. You will:

- Assist in the co-ordination and implementation of an overall strategy of evidence-based care for a caseload of COPD patients.
- Delivery of admission and discharge COPD care bundles and the enrolment of patients onto the National Respiratory Audit Programme (NRAP).
- Deliver a safe, effective, responsive and caring service where compassion is embedded, and a positive patient experience is achieved.
- Works across organisational and professional boundaries.
- Undertake and facilitate nursing/multi professional and national audit.
- Act as an Oxygen Champion to assist improving education, prescription, and use within the Trust.
- Participate in Respiratory Outpatient activity, such as delivery of post discharge telephone follow up clinics.

The post holder will also join the respiratory virtual team, sharing the role of identifying respiratory patients for early supported discharge, co-ordinating virtual ward admission and daily virtual review of patients on the virtual service. You will:

- Provide support for the Respiratory Virtual Ward process by:
  - identification of suitable patients to be discharged with the Respiratory Virtual Ward (independently, or via liaison with the inpatient teams).
  - attending regular RVW MDT meetings via Teams and maintaining accurate records for the patients discharged via the RVW, or those discussed during the meetings.
  - maintaining regular communication with the relevant community partners and supporting when required for direct admissions from community to the Respiratory Wards at QAH.

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### Key Responsibilities:

#### *Clinical/Professional*

- Promote and set high standards of professional care and maintain the delivery of quality care within the trust policies, protocols and guidelines. Implement the trust 'values and beliefs' ensuring they are embedded into everyday practice and evaluate their impact on the patients' experience.
- Continuing responsibility for the assessment of care needs and the development, implementation and evaluation of programmes of care.
- Act as a specialist clinical practitioner demonstrating developed clinical skills and knowledge.

- Contribute to the development of a service philosophy and models of care to ensure that all policies and procedures are implemented. Monitor any impact on the patient experience.
- Ensure that any patient quality and safety issues are addressed in a timely manner and communicate any concerns to the team lead.
- Implement evidence-based practice and identify changes that lead to improvements in standards of care.
- Communicating, influencing and working with the multidisciplinary team in different ways to improve quality of care, and inform clinical decisions.
- Promote innovation and participate in benchmarking and quality audits to measure effectiveness of current practices.
- In collaboration with members of the multidisciplinary team, ensure that the users of the service and their families have a positive experience.
- Ensuring that accurate and timely MDT records are maintained.
- As part of the Multidisciplinary team (MDT) communicate the 'breaking of bad news' in an empathetic manner, appropriate to the situation and patient's level of understanding.
- Make independent clinical, psychological and social assessments of COPD patients, either in the inpatient or outpatient setting and initiate/interpret investigations/treatments.
- Reduce emergency admissions by providing timely telephone advice and education to COPD patients and their families. In addition, provide education to health care professionals both in hospital and in the community.
- Supporting the COPD Specialist Service with the delivery of the 72hrs post discharge COPD follow up clinics and liaising with the relevant community partners when required, aiming to prevent hospital readmissions.
- Accept referrals and refer patients to other health care professionals as required in the hospital and/or in the community.
- To act as an Oxygen Champion to assist in improving education, prescription and use within the Trust.
- To support Portsmouth and Southeast Hampshire Targeted Lung Health Services in assessing and managing newly diagnosed COPD patients.

### ***Management/Leadership***

- Provide clinical expertise to relevant staff within and outside PHT, to inform service provision and development.
- To contribute to achievement of national, network and trust standards in relation to COPD, specifically in relation to The National COPD Audit (NACAP), Improving Outcomes Guidance and Quality Standards for COPD.
- Demonstrate awareness of national and local guidelines relating to specialty (e.g., NICE guidelines, BTS guidelines) and influence care developments in accordance with these.
- Identify, contribute to or lead on aspects in the development and dissemination of evidence-based guidelines, standards and protocols as required and implement change to improve the quality of care.
- Contribute to trust peer reviews and any focused CQC style reviews.
- Actively contribute to achieving the clinical governance goals/targets set by the trust and department.
- Be proactive in the prevention and management of complaints (formal and those via Patient Advice and Liaison Service).
- Promote effective communication with staff members across organisational boundaries and provide support to those dealing with COPD patients who are either newly diagnosed or in late stages of their illness.
- Promote the health and well-being of MDT, patients and their carers. Making every contact count.
- Comply and promote compliance with Trust policies and guidelines e.g., Health and Safety, Clinical Risk and Infection Control.

- Take appropriate action to address unexpected changes and situations, informing the team lead if unable to resolve.
- Responsible for good housekeeping and economic use of resources.
- Work closely with partners i.e., Engie, resolving any relevant issues and escalate when issues cannot be resolved.
- Utilise user feedback to inform COPD team and to facilitate service development
- Attend relevant department meetings. Work closely with ward teams to ensure ward training needs are met to ensure high quality evidence-based care delivery; there is good communication and dissemination of information.
- Network with other specialty teams to share good practice and bring back new ideas to improve the local service.
- Attend local, regional and national networks/meetings and working parties as required ensuring learning contributes to the evidence base.
- Present at seminars/conferences/meetings to raise profile of team and department. Submit articles for publication in peer review or other appropriate journals.

## **Research and Education**

### ***Research***

- Participate in research within MDT to identify current knowledge and deliver evidence-based care.
- Support local research teams, actively contribute to local department multidisciplinary audits, represent the clinical area at governance meetings and highlight areas for change.
- Liaise with the relevant research team to ensure patients are identified to take part in clinical research studies and research is delivered safely on the ward.

### ***Education***

- Participate in education of ward staff.
- Contribute to the multidisciplinary education and training provision for health care professionals involved in relevant specialty area across organisational boundaries.
- Mentor and coach students, support staff and other registrants.
- Educate patients, relatives and/or carers on COPD and its management either in inpatient or outpatient setting, or by attending patient support groups

## **Communication and Working Relations**

- Communicate highly sensitive and complex information with empathy ensuring that information is understood.
- To counsel newly diagnosed patients with COPD, ensuring those patients and their families/significant others understand the information and their plan of care. Be available to address specific concerns that they may have and ensure responses are timely.
- Ensure patients, their carers and the MDT have access to specialist information and provide care that that meets individual patients needs at all stages of the care pathway. This includes the provision of telephone support/ advice.
- Use advanced communication skills to patients and carers regarding their diagnosis, including discussions about terminal and end of life disease overcoming significant barriers to acceptance in a highly emotive atmosphere.
- Frequent exposure to highly distressing events. Working and supporting staff and patients/family/carers within a highly emotive environment.

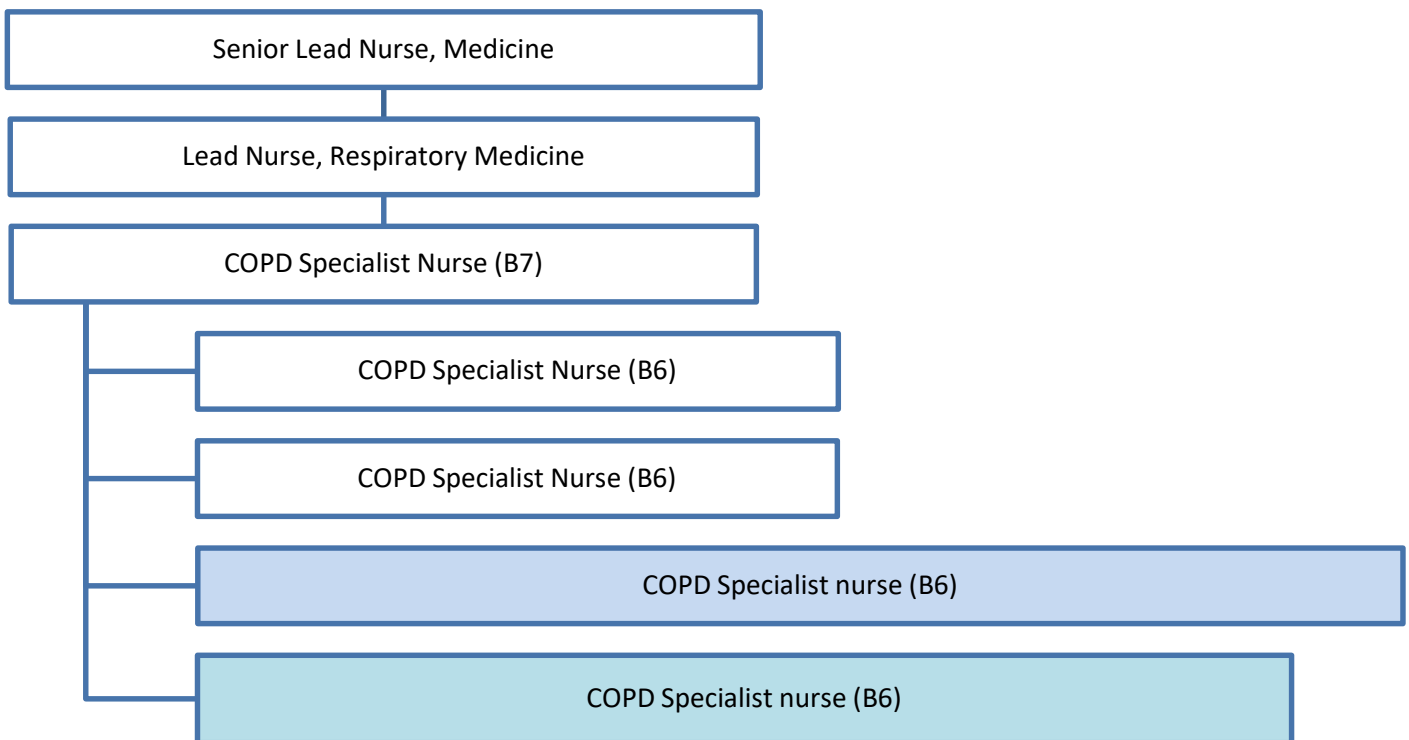
- Communicating and co-operating with other specialist areas, promoting and maintaining good working relationships within own clinical area and across the organisation, giving accurate information as required.
- Develop expertise in dealing with interpersonal conflict and be responsible for the resolution of any adverse situation/incidents. Comply and promote compliance to Trust policies e.g., Harassment and Bullying.

**Working Conditions**

- Working within a team caring for very sick patients that require complex interventions and liaison with partner agencies.
- Working within an environment that requires rapid response to unpredictable events

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**Organisational Chart**





## Management Essentials

We are proud to offer a comprehensive development programme, Management Essentials, designed to equip staff with the skills and knowledge to become effective managers.

This post has been identified as a role that will benefit from this training, and you will be able to enrol in both mandatory and, relevant, optional modules upon commencement with the Trust.

Please click [here](#) for further information on the Management Essentials programme.



## Leadership Insights

Additionally, our new leadership development programme, Leadership Insights, aims to help all newly promoted, existing and aspiring leaders, at every level at the Trust, to recognise, reflect and role model the core principles of people-centred leadership.

If, this is of interest to you, you will be able to enrol upon commencement with the Trust.

Please click [here](#) for further information on the Leadership Insights programme.

## Person Specification

### Qualifications and Experience

#### *Essential*

- Current RN
- Registration with NMC
- BSc Degree in relevant field
- Minimum 4 years post registration experience including at least 2 years' experience in respiratory medicine.

#### *Desirable*

- Masters' degree and evidence of working towards)
- Post Reg. qualifications in respiratory medicine

### Skills and Knowledge

- Clinically competent in respiratory medicine.
- Clinical decision-making skills
- Advanced Communication Skills Training
- Organisational skills and forward planning
- Flexibility
- Critical appraisal skills
- Strong customer service skills.
- IT literate

### Working Together for Patients with Compassion as One Team Always Improving

**Strategic approach** (clarity on objectives, clear on expectations)

**Relationship building** (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

**Personal credibility** (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, act with honesty and integrity)

**Passion to succeed** (patient centred, positive attitude, act, take pride, take responsibility, aspire for excellence)

**Harness performance through teams** (champion positive change, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff, respect diversity)

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Job holders are always required to act in such a way that the health and wellbeing of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition, all staff are expected to complete essential/mandatory training in this area.

**Print Name:**

**Date:**

**Signature:**