



MINIMUM CORE JOB DESCRIPTION FOR A BAND 6 MACMILLAN CLINICAL NURSE SPECIALIST (CNS)

Introduction and Purpose

There are approximately 3500 Macmillan nurses working across the UK and this number is set to increase radically over the next 10 years. Increasingly, service redesign, skill mix and succession planning will be taken into consideration and some posts will be Band 6, Agenda for Change. Currently, many are working to different job descriptions, have different titles and until now there has been little agreement of what the role should cover.

Working in partnership with Skills for Health, Macmillan has developed a Nationally Transferable Role (NTR) for Macmillan CNS's which outlines the competence required to fulfil the role. The NTR is an important step towards establishing consistency within the role across the UK and setting a benchmark standard, which will benefit patients, commissioners, employers and employees.

To complement the NTR, Macmillan has developed a core job description (JD) and person specification to describe the skills, knowledge and behaviours required, which are transferable across the UK and across the statutory, voluntary and private sectors. The JD outlines the minimum that will be required by all new Macmillan Clinical Nurse Specialist posts, whether treatment-specific, site-specific or working within palliative and end of life care.

The purpose is to set the minimum standard for all new Macmillan Clinical Nurse Specialist posts from 1ST April 2011 onwards. Over time there may be an opportunity to influence older JD's when vacancies arise or through service improvement or service re-design. Additional content can be added to this core job description according to local requirements. So this is a minimum core rather than an exhaustive list of all the tasks and roles a Macmillan Clinical Nurse Specialist might undertake.

Scotland will continue to use the NES Capability Framework which was developed in partnership with Macmillan in 2007 rather than the NTR as it is already accepted and widely used across the nation and similarly is based on the NHS Nursing Career Framework. However, there is an expectation that the content of the Macmillan core JD will be used.

The **content** of the attached JD must be **reflected** in all new Clinical Nurse Specialist JD's, although the format and language is likely to differ according to the partner organisation's (PO) preferences. Each MDM has the responsibility to agree the JD with the PO for every new post approved and must ensure that the contents are in line with this JD. There is an expectation that the regional SMDM's and General Managers will also take responsibility to check that JD's are reflecting our position before approving funding.

JOB DESCRIPTION

Job Title: Macmillan Clinical Nurse Specialist + speciality or area

Agenda for Change Band: 6

Responsible to:

Professionally accountable to:

Job Purpose:

To develop:

- Leadership
- Innovation
- Mastery
- Excellence (clinical)

Main Responsibilities:

Leadership:

- Demonstrates leadership through clinical expertise, delivering high standards of person-centred care and using the underpinning philosophy of co-creating care with people affected by cancer.
- Promotes a culture that supports and enables self-management.
- Contributes to the delivery of specialist education and training to other professionals involved in patient care.
- Supports and contributes to the development and promotion of the nursing service ensuring the delivery of high quality, cost-effective care.
- Supports patient and public involvement within the sphere of practice.
- Supports and contributes to quantitative and qualitative data collection of the nursing service in order to provide evidence of productivity, outcomes and quality and contributes to providing Macmillan with an Annual Report demonstrating the evidence.
- Participates in Macmillan Service Reviews in order to drive service improvement.
- Supports and contributes to the implementation and monitoring of adherence to relevant clinical guidelines.
- Takes professional responsibility for ensuring effective communication between all service providers across the care pathway.
- Actively participates in multi-professional meetings, acting as patient advocate and representing nursing views.
- Makes sure that people affected by cancer are aware that they are interacting with a Macmillan Professional and know the full range of resources and services available through Macmillan.
- Actively engages with Macmillan Cancer Support to contribute expertise and experience and supports the Macmillan Strategy.
- Acts as a role model for excellent communication skills and expertise.

- Develops skills in conflict resolution and negotiation skills when dealing with difficult or challenging situations.
- Supports the development of patient focussed education, including training to self-manage ongoing consequences of treatment.
- Demonstrates and role models in practice the Macmillan Human Rights Standard for Cancer Care

Innovation:

- Develops new skills in response to emerging knowledge and techniques.
- Works across professional boundaries using creative reasoning and problem-solving
- Supports and manages change within a complex environment.
- Influences the development of others through education and training.
- Utilises patient and public experience feedback to drive innovation and change.

Mastery:

- Develops clinical, technical and research skills through breadth and depth of knowledge.
- Develops and uses clinical expertise, clinical acumen, creative reasoning and experience to advance care.
- Demonstrates evaluation of nursing practice and suggests changes as appropriate.
- Takes personal responsibility for life-long learning and personal development through clinical supervision, appraisal and Knowledge and Skills Framework and actively engages with the learning and development opportunities offered by Macmillan.

Excellence (clinical):

- Puts quality at the heart of practice by delivering evidence based individualised and personalised care through holistic needs assessment, care planning and evaluation of care and all care interventions.
- Actively integrates theory and practice
- Act as an Associate Key Worker for a clinical caseload under supervision, working to proactively manage care and provide easy access for ongoing support for patients.
- Assesses people's information needs and provides relevant information to meet those needs through the use of information prescriptions.
- Supports people to access, identify, appraise and interpret complex technical information, to enable people to determine their own future.
- Provides clinical expertise, specialist advice and support across service boundaries.
- Supports the nursing contribution to service development, ensuring the pursuit of excellence in care.
- Follows an agreed care pathway, refers to other professionals and sign-posts to other agencies as appropriate.
- Promotes the service and clinical excellence by contributing to publishing and presenting innovations, audit and research locally, regionally and nationally.
- Supports and contributes to the development of policy and clinical guidelines.
- Promotes self-management, undertaking risk stratification to determine those who can self-manage, following education, those who will need guided support to self-

manage and those who will require on-going, face to face support in order to support people to live with and beyond cancer and its treatment.

MINIMUM PERSON SPECIFICATION FOR BAND 6 MACMILLAN SPECIALIST NURSE

	<u>ESSENTIAL</u>	<u>DESIRABLE</u>	<u>EVIDENCE</u>
EDUCATION AND QUALIFICATIONS	<ul style="list-style-type: none"> Registered General Nurse First level degree in related subject or undertaking a Degree Pathway. Post-basic qualification in cancer/palliative care or relevant subject or working towards Evidence of continued professional development 	<ul style="list-style-type: none"> Research qualification Advanced Communications Skills Training or prepared to work towards Recognised teaching qualification or prepared to work towards Evidence of Masters level learning or prepared to work towards 	Application form CV NMC PIN check Professional Portfolio
RELEVANT EXPERIENCE	<ul style="list-style-type: none"> Relevant post registration experience, at Band 5 or above, in cancer, palliative care or the speciality Experience of multi-professional working Experience of teaching Evidence of good communications skills Ability to support and influence change 	<ul style="list-style-type: none"> Experience of audit and research Understanding of Macmillan Cancer Support and its role across the UK. Leadership and management experience 	Interview References Application form
SKILLS AND ABILITY	<ul style="list-style-type: none"> IT literate Teaching/assessment and presentation skills Organisation and negotiation skills Effective communication Ability to motivate self and others Ability to work autonomously 	<ul style="list-style-type: none"> European Computer Driving Licence or equivalent Leadership and motivational skills 	Interview References Application form Presentation

	<p>and as part of a team</p> <ul style="list-style-type: none"> • Flexible attitude to working • Exemplar written communication skills 		
PERSONAL CAPABILITIES	<ul style="list-style-type: none"> • Diplomatic • Calm and objective • Assertive, confident, yet approachable • Personally and professionally mature • Recognition of own limitations • Demonstrates enthusiasm • Able to travel between sites 		Interview
EFFORT	<ul style="list-style-type: none"> • Ability to deal with complex and difficult emotional situations 		Interview