



MINIMUM CORE JOB DESCRIPTION FOR A BAND 7 MACMILLAN CLINICAL NURSE SPECIALIST (CNS)

Introduction and Purpose

There are approximately 3500 Macmillan CNS's working across the UK and this number is set to increase radically over the next 10 years. 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 CNS 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 CNS 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 for example independent nurse-prescribing or physical examination skills. So this is a minimum core rather than an exhaustive list of all the tasks and roles a Macmillan CNS 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 as outlined above.

The **content** of the attached JD must be **reflected** in all new CNS 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 Nurse Specialist + speciality or area of work

Agenda for Change Band: 7

Responsible to:

Professionally accountable to:

Job Purpose:

To provide:

- Leadership
- Innovation
- Mastery
- Excellence (clinical)

Leadership:

- Acts as a role model demonstrating high standards of care and providing clinical leadership to others.
- Promotes a culture that supports self-management.
- Provides specialist education and training to other professionals involved in patient care.
- Leads the development, management and promotion of the service ensuring the delivery of high quality, cost-effective care.
- Embeds patient and public involvement within the sphere of practice.
- Promotes the philosophy of person-centred care, co-creating care with people affected by cancer.
- Collates and records quantitative and qualitative data to provide evidence of productivity, outcomes and quality, through audit and research and provides Macmillan with an Annual Report demonstrating the evidence.
- Participates in Macmillan Service Reviews in order to drive service improvement.
- Leads on the implementation and monitoring of adherence to relevant clinical guidelines.
- Takes personal responsibility for ensuring effective communication between all service providers.
- 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 about 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 advanced communication skills and expertise.
- Demonstrates skills in conflict resolution and competent negotiation skills when dealing with difficult or challenging situations.

- Leads 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
- Instigates and manages change within a complex environment.
- Influences the development of others through education and training.
- Promotes patient and public experience feedback through local initiatives to drive innovation and change.

Mastery:

- Demonstrates high level clinical, technical and research skills through breadth and depth of knowledge.
- Uses creative reasoning, experience and vision to advance care.
- Demonstrates continuous evaluation of practice and make changes where appropriate.
- Takes personal responsibility for life-long learning and personal development through clinical supervision, appraisal and Knowledge and Skills Framework and actively engages with 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, planning and evaluation of care and all care interventions.
- Actively integrates theory and practice
- Acts as a Key Worker for a clinical caseload, working to coordinate care and provide easy access for ongoing support for patients.
- Assesses people's information needs and provides relevant information to meet those needs.
- Enables people to access, identify, appraise and interpret information, to determine their own future.
- Provides clinical expertise, specialist advice and support across service boundaries.
- Leads the nursing contribution to service development, ensuring the pursuit of excellence in care.
- Defines a clear care pathway, refers to other professionals and sign-posts to other agencies as appropriate.
- Promotes the service and clinical excellence by publishing and presenting innovations, audit and research locally and nationally.
- Influences and develops policy and clinical guidelines internally and externally.
- 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.

**MINIMUM PERSON SPECIFICATION FOR BAND 7 MACMILLAN CLINICAL NURSE
SPECIALIST**

	<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. Evidence of Masters level learning or prepared to work towards Post-basic qualification in cancer/palliative care or relevant subject Evidence of continued professional development Advanced Communications Skills Training or prepared to work towards Recognised teaching qualification or prepared to work towards 	<ul style="list-style-type: none"> Research qualification 	Application form CV NMC PIN check Professional Portfolio
RELEVANT EXPERIENCE	<ul style="list-style-type: none"> Relevant post registration experience, at Band 6 or above, in cancer, palliative care or the speciality Experience of teaching In-depth specialist experience Leadership and management experience Experience of multi-professional working Evidence of advanced communications skills Ability to lead and influence change 	<ul style="list-style-type: none"> Previous experience of working as a clinical nurse specialist Experience of audit and research Understanding of Macmillan Cancer Support and it's role across the UK. 	Interview References Application form
SKILLS AND ABILITY	<ul style="list-style-type: none"> IT literate Teaching/assessment 	<ul style="list-style-type: none"> European Computer 	Interview References

	<ul style="list-style-type: none"> t and presentation skills • Organisation and negotiation skills • Effective communication • Leadership and motivational skills • Ability to motivate self and others • Ability to work autonomously and as part of a team • Flexible attitude to working • Exemplar written communication skills 	Driving Licence or equivalent	Application form Presentation
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