



Job description

POST: Staff Nurse (Chemotherapy Services)
BASE: Chesterfield Royal Hospital NHS Foundation Trust
SALARY RANGE: Band 5 - £27,055 -£32,934
REPORTS TO: Macmillan Lead Chemotherapy Nurse/ Macmillan Chemotherapy Sister
ACCOUNTABLE TO: Associate Head of Nursing / Macmillan Lead Cancer Nurse

Supporting our vision and values

Our vision: Exceptional patient care provided by exceptional people.

Our mission: To bring our people communities and partners together – providing patient care we can all be proud of., We all play a part in achieving this, by living up to the values we promise to our patients and each other. As members of staff we will always be guided by our Proud to CARE values:

- **COMPASSION** – treating everyone with kindness – welcoming diversity and inclusion, considering individual needs; and challenging inappropriate behaviours outside of our values
- **AMBITION** – Aspiring to be the best – reaching high standards, providing exceptional care and services; and achieving measurable improvements in people's health and wellbeing
- **RESPECT** – Valuing and appreciating everyone – listening, learning and acting on their experiences, being open and honest; and recognising that working with others brings benefits
- **ENCOURAGEMENT**– Opportunities for all – supporting education and development, helping people to bring their improvement ideas to life and speak-up; and getting everyone involved in our future

Leading the Chesterfield Way

The Staff Nurse is a clinical Chemotherapy Nursing role within our organisation. Leading the Chesterfield Way supports the Trust's priorities and ambitions - and sets out the behaviours and characteristics that leaders are expected to adopt and that all staff can role model, to make the Trust an even better place to work; and to support the delivery of exceptional patient care. It provides a framework for leadership and supports individual progression through appraisal, career progression and personal development. As a trained Chemotherapy Staff Nurse you will use Leading the Chesterfield Way and its principles to:

- **Inspire a shared sense of purpose** – encouraging your team to take pride in what they do, improve the care and services they provide; and enable them to understand how they contribute to the success of the organisation
- **Lead with care** - showing colleagues compassion and care by listening - and offering empathy and understanding to help create a supportive workplace
- **Evaluate and use information** - be alert to what is happening around you; and evaluate the information you hear, receive or discover to take actions and decisions that improve both patient and staff experience
- **Work with others to connect services** – using the opportunity to link up with different colleagues, leaders and partners, building relationships that can help everyone to deliver effective and efficient healthcare and services
- **Engage with your team** - respecting every member of staff, valuing their diversity and making sure that every member of your team feels that their contribution is appreciated and valued
- **Hold yourself and others to account** - be clear about what's expected at work, giving honest feedback and acting quickly and fairly to support others who are struggling to meet expectations
- **Develop capability** – take opportunities to develop your own skills, take-up training and education that will help you in your role and keep up-to-date with the essential training that applies to you
- **Influence what happens** – by acting as an ambassador for the Trust, sharing good news and good practice with your team, contributing to debates, having a say and leading improvement – all ways of influencing what happens to our services in the future

Job purpose

The post holder will need to be flexible and carry out nursing duties in accordance with the NMC Code of Professional Conduct and ensure all Professional Standards and Trust Policies are complied with within the chemotherapy service in the NGS Macmillan Unit – specifically the chemotherapy treatment area. The post holder will assist senior staff with the provision of individualised nursing care. You will support the team in the achievement of chemotherapy services, in the safe handling, administration and disposal of anti-cancer therapy for haematology/oncology/palliative care patients undergoing treatment. The post holder will use a holistic patient centred approach to achieve objectives and provide support to relatives/carers whilst supporting patients through their cancer journey. It is imperative that the post holder have completed the UKONS SACT passport or have up to date, equivalent anti-cancer therapy training and be proficient in nurse led interventions such as venepuncture, cannulation and management of Central Venous Access devices (including implanted ports, Hickman lines and PICCs)

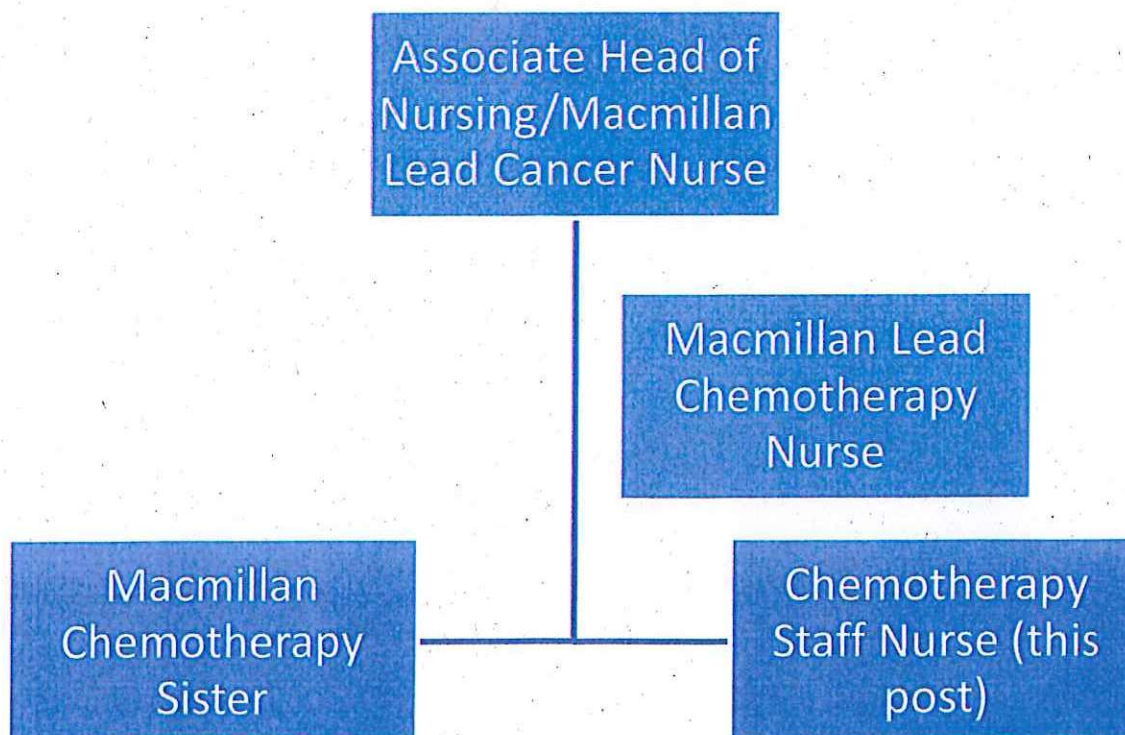
The Chemotherapy Treatment Area team

Contributes to the delivery of outstanding patient care by:

Aiming to provide the highest quality, holistic, patient centred care for all those in North Derbyshire affected by cancer, throughout all stages of their cancer journey, in a state-of-the-art facility built to the standard of the Macmillan Quality Environment Mark and beyond.

1. Ensuring that those affected by cancer have access to high quality, safe, effective treatment delivered in a timely, efficient manner.
2. Acting in line with the Trust's CARE values.
3. Ensuring the privacy, dignity and confidentiality of patients and their carers/families is respected at all times.

The Team



Key Result Areas

Clinical

1. Use knowledge, skills and experience to communicate the needs of patients and manage patient flow during their treatment attendance, sign posting them to appropriate areas of care to meet identified needs with the aim of promoting positive health.
2. Have an awareness of clinical effectiveness and ensure interventions are based on research findings or evidence based practice and linked to outcome measures.
3. Ensure all medication interventions/practices comply with the Trust's Medicines Management Policy and the NMC Standard for Administration of Medicines.
4. Be responsible for the ongoing assessment and treatment of patients ensuring emotional and professional support to patients, parents and carers during their hospital attendance.
5. In accordance with Trust policies and procedures and NMC record keeping guidelines, ensure that Nurses and Health Care Support Workers maintain accurate documentation and record keeping.
6. Ensure all policies are followed including Extravasation guidelines, neutropenic sepsis management policy, cytotoxic waste management
7. Positively generate good relations and communications with patients' relatives/next of kin, ensuring that they are informed of the condition, progress and aftercare arrangements of their relative or friend receiving care.
8. Maintain close, effective communications with all staff within the nursing and medical/oncology/haematology/supportive/palliative care teams regarding the care of patients, reporting changes in condition to appropriate personnel. Liaise with CNS in the clinic environment, the Macmillan information centre and chemotherapy treatment area to ensure all patient wellbeing needs are met
9. Taking an active role in research projects, audit and attaining a high standard of clinical effectiveness.
10. Ensure the environment meets all trust standards

Personal Development

The post holder will take responsibility for the development and maintenance of the skills required to deliver the high standards of patient care.

Teaching and Assessment

The post holder will contribute to the development of team members/others.

Health and Safety

- To be familiar with relevant Operational, Personnel, Health and Safety Policies and procedures, including Fire, COSHH, Infection Control, No Smoking and Alcohol.
- Deal with incidents appropriately and according to Trust policy.
- Possess up to date knowledge for the safe handling, storage, administration and disposal of anti-cancer therapy

Trust policies and commitments

All staff employed by the Trust must comply with the Trust's policies

PERSON SPECIFICATION

Post Title: Staff Nurse (Chemotherapy Services)

| Assessment Criteria | Essential | Desirable | How Assessed |
|------------------------------------|--|---|---|
| Qualifications and Training | <ul style="list-style-type: none"> Registered Nurse NMC professional registration Systemic Anti-Cancer Therapy Passport or equivalent training (Chemotherapy Trained) Competencies in the management of Central Venous Access Devices I.e. Hickman line, PICC and implanted port and cannulation/venepuncture | <ul style="list-style-type: none"> Mentorship Qualification Advanced Communication Course | <ul style="list-style-type: none"> Application form NMC website Interview /Selection Process |
| Experience | <ul style="list-style-type: none"> Experience of working in a multi-disciplinary team Experience and understanding of nursing processes i.e. assessment, care planning, implementation and evaluation. | <ul style="list-style-type: none"> Previous experience in a cancer outpatient setting Knowledge of patient safety. | <ul style="list-style-type: none"> Application form Interview/Selection process |
| Skills and Knowledge | <ul style="list-style-type: none"> Commitment to undertake professional development including Trust's Preceptorship and essential training programmes Effective communication skills Organised and prioritises workload Knowledge of chemotherapy/anti -cancer related drugs Confident in accessing Central Venous Access Devices Knowledge and understanding of managing anaphylaxis and extravasation. | <ul style="list-style-type: none"> Knowledge and understanding of: <ul style="list-style-type: none"> harm free care patient safety quality/clinical governance evidence based practice Understanding of current issues in healthcare Knowledge in palliative care and/or patients with cancer Knowledge of Holistic Needs assessments | <ul style="list-style-type: none"> Application form Interview process |

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| Personal Attributes | <ul style="list-style-type: none"> • Flexible in working across chemotherapy services to support the service needs (bank holidays, early and late shifts) and there is an expectation for successful applicant to stay if treatments run over time • Able to deal with exposure to bereavement & 'difficult' patients & relatives • Professional appearance/approach to work • Good Team Member • Caring manner • Coaches/supervises junior team members and HCA's • Works without direct supervision. • Uses initiative and makes decisions as required • Commitment to high clinical standards when working with patients • Professional appearance • Professional manner • Resourceful • Initiative, tact and diplomacy | <ul style="list-style-type: none"> • Has an interest in improving knowledge and skills • Has a passion for improving the chemotherapy and cancer service | <ul style="list-style-type: none"> • Interview process/Selection process |
| Demonstrates our Proud to CARE Values | <ul style="list-style-type: none"> • Compassion, • Ambition, • Respect, • Encouragement – Proud to CARE | | <ul style="list-style-type: none"> • Interview/ Selection Process |