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| job title | breast clinical nurse specialist |
| equivalent banding | 7 or 8 depending on experience |
| accountable to | director of nursing/ matron |
| reports to | director of nursing/ matron |
| key working relationships | Breast unit consultants  Imaging Team  Service Managers/ Business Development Team  Governance team  Inpatient ward team  Critical care team  Physiotherapists  Theatre team  Outpatient team  Pre-operative assessment team |
| Working hours: | Full time 37.5 hours/ week. Monday to Friday |

A Breast Clinical Nurse Specialist is a registered nurse who has additional specialist knowledge, experience and through a command of a specific expert knowledge base and clinical competence is able to make complex clinical decisions using specialist clinical judgement.

# JOB SUMMARY

1. To progress the pathway of care for patients undergoing investigation, diagnosis, treatment and follow-up for breast conditions.
2. To provide a contact point for breast patients throughout the patient journey
3. To promote the breast unit through expert collaboration with the breast consultants and the service managers to achieve the hospital strategy for Women’s Health.
4. Work within the nursing, imaging and multi-professional team to ensure an excellent standard of evidenced base care, outstanding outcomes and patient experience for cancer/ benign breast care patients.
5. Provide clinical leadership/expert advice on breast care to the nursing staff and other members of the multidisciplinary team
6. Be responsible for devising and providing education initiatives for staff, patients and carers and act as a professional expert resource to these groups.
7. To review, develop and initiate development of hospital clinical procedures, protocols and practice to ensure the effective delivery of service to breast patients and consultants within the Hospital. These will evidence based good practice and in line with NICE guidelines.
8. To undertake clinical audit and research and have a commitment to improving practice based on research findings

## CLINICAL:

1. Undertake and provide clinical leadership, assessment of patient needs, implementation and evaluation of programs of care, which are evidence based.
2. Act as a role model through the provision of professional leadership and demonstration of competent and effective practice.
3. To support the outpatient breast unit clinics.
4. To assess breast patients pre-operatively to ensure current best practice guidelines are followed to prepare patients for breast surgery
5. Together with the MDT to provide the patient with comprehensive information regarding diagnostic and surgical procedures, ensuring informed consent
6. To promote the Enhanced Recovery Program for breast surgical care.
7. To review all post-operative patients on the ward at least daily.
8. To participate in consultant ward rounds as appropriate.
9. To carry out follow up phone calls to offer support to breast surgery patients after discharge from hospital.
10. Monitor and track all urgent and suspected cancer referrals ensuring the implementation of appropriate processes to meet cancer care guidelines.
11. Actively participate in multidisciplinary team meetings, sharing practice and improving patient choice
12. Act as an effective change agent integrating information gained from research and audit into clinical practice.
13. Maintain patient records in line with NMC guidelines for records and record keeping.
14. Provide/facilitate interventions which are evidence based and individualised to the patient’s needs
15. Demonstrate the ability to make sound decisions regarding patient management in the absence of specific protocols and to communicate with the consultants.
16. Take action to raise concerns and improve practice in areas where unsatisfactory practice is identified

## MANAGEMENT

1. To contribute extensively to the submission of an annual report to board to show good governance, clinical effectiveness, patient experience and operational excellence.
2. Effective use of hospital resources. Use of physical and financial resources and technology effectively and in the best interests of the patient.
3. Implement changes in clinical practices in line with current national guidelines.
4. To work with the service managers to carry out service evaluation by utilizing patient, consultant and staff feedback to develop service plans and improvements and to contribute to the strategic and operational development of Breast services

Participate in the development of care pathways, protocols and clinical guidelines

## PROFESSIONAL:

1. Empower patients to take responsibility for their health, well-being and future lifestyle by practising in an open transparent and inclusive manner thereby ensuring patients have the relevant information to participate in decisions about their care.
2. Innovate, develop and lead evidence based clinical practice and professional development.
3. Facilitate and lead in the development of local policies in relation to the implementation of national and regional strategies
4. Promote and support innovation in clinical practice.
5. Practice within the Legal and Ethical framework as established by the NMC and National Legislation to ensure patients interests and wellbeing are met.

## Education and Research/Audit:

1. Maintain expert professional practice through continuing education, professional updating and involvement with professional specialist groups.
2. Establish, devise, co-ordinate and evaluate educational initiatives for appropriate healthcare staff in conjunction with Education and Training Manager.
3. To develop and support a network of skilled link/ lead nurses to ensure consistently excellent care for patients through 24/7.
4. Communicate effectively with patients and their families and assess needs and provide relevant support, information, education, advice and counselling where and when necessary
5. Actively promote and disseminate research based practice
6. Initiate and participate in relevant research/audit projects where appropriate to the service and practice needs.
7. Audit current practice and negotiate appropriate changes to practice.
8. Evaluate effectiveness of role in relation to patient outcomes, service needs and professional requirements.
9. Act as a resource for information within the breast care setting – outpatient and inpatient
10. Facilitate the sharing of information and the development of knowledge amongst nursing and non-nursing staff
11. Develop and deliver training and education to support the development of nursing practice and competencies in outpatient and inpatient settings.

## COMMUNICATION:

1. Engage in effective communication with patients, relatives and visitors, often delivering complex and highly sensitive information.
2. Demonstrate effective verbal and written communication with all members of the multidisciplinary team within own department and relevant departments, which service the clinical area
3. Provide a telephone advice line for patients
4. Provide the opportunity for patients to be seen in the out-patients department for unscheduled visits on a “drop-in” basis.
5. To coordinate the communication of health care advice and guidance around breast care, diagnostics and surgery for staff and patients, including verbal and printed advice and ongoing monitoring of their effectiveness
6. Use of technology such as web based systems to provide patient information
7. Act as a patient/staff advocate through the application of ethical, legal and professional knowledge and skills

## KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED:

1. First level Registered Nurse at degree level with a minimum of five years post registration experience.
2. Two years’ experience at senior level and/or within the breast care speciality.
3. Additional training within breast speciality or working towards.
4. Masters degree level qualification or working towards.
5. Excellent communication and counselling skills.
6. An appropriate level of expertise and skills to fulfil the CNS role, including organisational and time management skills, leadership abilities, decision making and problem solving skills.

*This is not intended to be a comprehensive description of the duties of the post. The job description must be read in conjunction with the main role job description of senior staff nurse. The post holder may be required to undertake other related duties not specifically mentioned above. Any changes to this role specification will be made in consultation with the post holder.*