

HEART FAILURE CLINICAL NURSE SPECIALIST
RAPID DIURESIS RESPONSE SERVICE / VIRTUAL WARD

JOB DESCRIPTION

JOB TITLE:	Heart Failure Clinical Nurse Specialist
GRADE:	Band 7
BASE:	St Leonards Hospital, Nuttall Street, London, N1 5LZ
MANAGED BY:	Heart Failure Nurse Specialist Team Lead
ACCOUNTABLE TO:	Head of Nursing
RESPONSIBLE TO:	ACERS Consultant Nurse
DIVISION:	Emergency Medicine and Rehabilitation Services

JOB SUMMARY

The Heart Failure CNS will work as an autonomous practitioner delivering high quality nursing care to heart failure patients in the community. The post holder will assist in the delivery of a specialist nursing service for people with heart failure predominantly in primary care, with some secondary care input. They will take a lead role in the day to day management of the Rapid Diuresis Response service within the Adult Cardiorespiratory Enhanced Responsive (ACERS) Heart Failure Team, working alongside the Heart Failure Clinical Nurse Specialist Team Lead and Cardiorespiratory Nurse Consultant.

The primary objective of the role is to provide care for patients who are having an episode of acute heart failure decompensation, provide treatment at home and avoid unplanned hospital admissions. The postholder will be expected to assess patients referred to the service, initiate and/or titrate heart failure medications. You will work closely with hospital consultants, GPs and the community heart failure team to devise treatment plans and monitor patients' response to treatment.

MAIN DUTIES AND RESPONSIBILITIES

Clinical Practice

- Work as an independent practitioner, managing and prioritising own caseload, working in a variety of settings, exercising a high level of judgement, discretion and decision making in clinical care.
- Undertake a comprehensive assessment of patients, including those with complex presentations.
- Work as an expert practitioner in the delivery of high standards of nursing care using evidence based practice, and adhere to local and national guidelines for heart failure management.
- Assess patients for suitability for intravenous (IV) diuretics, deliver the treatment in the community and provide close monitoring and supervision during the care episode.

- Undertake responsibility for prescribing medication in line with supplementary and independent nurse prescribing guidelines following accredited training.
- Monitor and supervise patients receiving IV diuretics in the community.
- Maintain skills and competence in venepuncture, cannulation, IV drug administration.
- Assess and interpret signs and symptoms, laboratory tests and other measures of function to formulate a diagnosis and response to treatment.
- Liaise with GPs, hospital consultants, community heart failure team. Promote effective communication across service sectors to ensure continuity of care. Be an active member of the multi-disciplinary team.
- Enable and ensure integration of patients wishes into care planning.
- Treats all patients and colleagues with dignity and respect.
- Negotiate with professionals in all settings to provide care in the most appropriate manner possible.
- Takes account of differences in diversity when planning and implementing care.
- Support relatives and carers to develop the necessary knowledge and skills required to manage the condition.
- Empower patients and carers to evaluate possible treatment options as disease progresses.
- Support patients with end stage heart failure and provide specialist input into palliative care.
- Ensure all electronic and paper based records are kept up to date and electronic systems including RIO, EPR, EMIS are maintained appropriately, and in a timely manner.
- Ensure that care is delivered in a high-quality courteous manner, to achieve a high level of patient satisfaction with the service.
- Provide expert advice to other health care professionals in the management of the chronic heart failure patients.
- Rotate to covering the community team caseload where required, which involves working in clinics and home visits.
- Promote heart failure pulmonary rehabilitation programmes both within the hospital setting and in the community.
- Identify service development needs and participate in facilitating agreed changes in service.

Education and Research

- Identify training needs of health care professionals and participate in the provision of formal and informal education programmes for heart failure care.
- Actively participate in educational events provided by the Trust and Primary Care sector.
- Attend meetings and conferences as appropriate/relevant.
- Participate in clinical audit within the Trust as directed.
- Be aware of and participate in nursing research and evidence based practice relevant to cardiovascular disease and chronic heart failure.

Administration/Management

- Create and maintain a database for patients referred, including treatment outcomes, hospital admission data and patient satisfaction surveys.
- Understand data protection, patient confidentiality and the policies & procedure surrounding them.
- Line manage Band 6 nurses as outlined by the nurse consultant and be responsible for the provision of appraisals and regular supervision.
- Ensure that all Trust/Department policies and guidelines are adhered to.

- Assist in induction of new staff in accordance with the Trust's induction programme. This includes identifying their training and development needs, and evaluating progress in accordance with the Trust's appraisal and training procedures.
- Network with colleagues in other agencies/organisations to secure improvements of services for populations served.

Professional

- Achieve a range of clinical competencies as required within the Trust and specialty.
- Keep up to date with current literature, research and clinical guidelines within chronic heart failure management.
- Maintain personal and professional developments in accordance with NMC requirements, and attend mandatory training.
- Actively participate in performance objectives and appraisals.
- Adhere to the NMC Code of Professional Conduct working within and accepting agreed levels of competence.
- Work towards further post registration qualifications relevant to chronic heart failure

Further information

Other Job Duties

This job description outlines the current main responsibilities of the post. However the duties of the post may change and develop over time and this job description may, therefore, be amended in consultation with the postholder.

Equality, Diversity and Inclusion

We are committed to achieving [equality and inclusion for all our people at Homerton Healthcare NHS Foundation Trust](#) and we respect and value the diversity and differences of our patients and our people, ensuring everyone is enabled to thrive, feels a sense of belonging, and is able to be their authentic self.

We are proud to be in one of the most diverse locations in the country, with nearly 90 different languages spoken as a main language, and we champion equality, diversity and inclusion in all aspects of our employment practices and service delivery. Every member of our staff is expected to understand, commit to, and champion equality, diversity and inclusion throughout their work.

We offer a range of flexible working options that enable you to balance your work and personal life, including part-time, compressed hours, remote working and job-shares.

If you are interested in joining our team, please let us know your preferred working pattern in your application, and we will consider all requests for flexible working and try to accommodate them wherever possible

Standards of English

All employees are required to have the appropriate level of English competence to enable them to effectively carry out their role, deliver safe care and enhance the patient experience. This is a requirement of the Immigration Act 2016 (Part 7), and the Person Specification will clearly define the required level of competence for the role.

Health and Safety

Employees, in line with the Trust's commitment to the Health and Social Care Act 2008 (Previously known as the 'Hygiene Code'), improving infection control and health and safety are individually required to ensure that they make every effort to contribute to making the Trust a clean and safe environment within which to work and receive care.

All staff have a responsibility to prevent and control infection within Homerton Healthcare. This includes ensuring personal and team compliance with the Hygiene Code (Health and Social Care Act 2008) and all relevant policies including Hand Hygiene, Homerton Dress Code, MRSA screening and Infection Control.

Trust Policies

All employees of the Trust are required to observe legislation, Trust policies, standards and guidelines relating to risk management, equal opportunities, data protection and standards of business conduct.

Safeguarding

It is the responsibility of each member of staff to be aware of, and work in accordance with, the Trust's safeguarding children and adults policies and procedures. This includes ensuring that they undertake statutory and mandatory safeguarding children and adult training appropriate for their role. In addition to acquiring safeguarding knowledge and skills, each member of staff must be competent and maintain their knowledge and skills in clinical practice to safeguard the health and wellbeing of children and adults.

Sustainability

It is the responsibility of leaders of the Trust to demonstrate and foster the Trust's commitment to environmental sustainability and corporate social responsibility by acting as a role model and enabling others. It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers, monitors and equipment when not in use, minimising water wastage and reporting faults promptly.

Smoke-Free

Homerton Healthcare NHS Foundation Trust is smoke free. Smoking by staff is not permitted on Homerton premises.

Living Our Values – How We Work at Homerton Healthcare

At Homerton Healthcare we consider all our people as leaders and we expect everyone to demonstrate our leadership behaviours in their work:

- Be compassionate and kind
- Have a growth mindset
- Demonstrate professionalism
- Practice gratitude
- Champion equality and inclusion
- Advocate Just Culture

Our five values, Personal, Safe, Respectful, Inclusive, and Responsibility, underpin our leadership behaviours and set out how we show this in practice

Personal

We will give compassionate care that addresses individual needs and is responsive to our patients, service users, their families and carers, and our people.

We will:

- ensure that relationships with patients and service users are founded on compassion, empathy, and kindness
- appreciate each person as an individual and address their specific needs to ensure we deliver equitable care
- actively listen to and involve patients and service users in decisions about their care
- provide continuity of care through good communication and teamwork

Safe

We will do everything we can to make our services as safe as possible and constantly seek to learn and improve.

We will:

- be open and honest when we get things wrong, and do all we can to correct and learn from our mistakes
- listen to our staff, patients, service users and their families and carers and use their feedback to improve services
- ensure that we have the right staff, in the right numbers, with the right skills, in the right place, at the right time
- constantly monitor standards of care and respond quickly if there are concerns

Respectful

We will treat others as we would expect ourselves or our families to be treated and cared for.

We will:

- treat everyone with dignity and respect
- listen to others and value their contribution
- provide services that meet the diverse needs of our communities
- value and support the health and wellbeing of all our staff

Inclusive

We will respect and value the diversity of our patients and people so everyone can thrive, feel a sense of belonging and can be their authentic self.

We will:

- celebrate and value everyone's uniqueness and difference
 - create psychologically safe spaces that enable people to bring their whole, authentic selves to work
 - foster a sense of belonging
 - have an anti-racist approach and tackle all forms of discrimination
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Responsibility

We will take responsibility for our actions and any problems that we come across – we lead by example.

We will do this by:

- being open and transparent about our performance and setting challenging improvement targets
- thinking differently and looking for new and innovative ways of working
- ensuring our care is evidence based and follows best practice
- doing the right thing, even when it is difficult

Person Specification – Heart Failure Clinical Nurse Specialist – Band 7

	Essential	Desirable	Means of assessment
Education and qualifications	<ul style="list-style-type: none"> ▪ RGN/RN ▪ Post registration nursing course in cardiac or heart failure care. ▪ Ability to think and practice at first degree level ▪ Recognised teaching certificate e.g. ENB 998 	<ul style="list-style-type: none"> ▪ Independent non-medical prescriber course ▪ Advances Physical assessment course 	Application form
Skills and abilities	<ul style="list-style-type: none"> ▪ Clinical assessment skills. ▪ Skills in caring for patients with chronic heart failure ▪ Venepuncture trained and proficient ▪ Cannulation, or willingness to undertake training ▪ IV drug administration, or willingness to undertake training ▪ Established organisational and leadership skills. ▪ Ability to establish effective communication with patients and colleagues ▪ Innovative, able to problem solve and make autonomous decisions. ▪ Teaching skills in informal and formal situations. ▪ Ability to work as part of a team. ▪ Computer literate 	<ul style="list-style-type: none"> ▪ Counselling skills 	Application form, interview, presentation
Experience	<ul style="list-style-type: none"> ▪ Significant post registration experience in cardiology. ▪ Recent experience of caring for patients with heart failure either in community or hospital 	<ul style="list-style-type: none"> ▪ Working in primary care 	Application form
Knowledge	<ul style="list-style-type: none"> ▪ Sound knowledge of heart failure management and treatments. ▪ Knowledge and understanding of health care needs in a multicultural society. ▪ Understanding of the role of the clinical nurse specialist. ▪ Knowledge of health promotion activities and strategies. 	<ul style="list-style-type: none"> ▪ Knowledge of Health Promotion Activities. ▪ Knowledge of palliative care related to symptom management 	Interview, presentation
Other	<ul style="list-style-type: none"> ▪ Motivated to further personal and professional development. ▪ Commitment to the principle of equal opportunities for all. ▪ Understanding of the issues of confidentiality. ▪ Ability to work flexibly to meet the needs of the service 	<ul style="list-style-type: none"> ▪ Full driving licence 	Interview, presentation

	<ul style="list-style-type: none"> ▪ Understanding and demonstration of the Trust Values ▪ Commitment and adherence to equality, diversity and inclusion 		
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Clinical Nurse Specialist JOB PLAN

Name: Heart Failure CNS - rapid diuresis response team

Specialty: Cardiology

Principal Place of work: St Leonards Hospital

Managerially Accountable to: Lead heart failure nurse, ACERS

Professional Accountable to: Cardiorespiratory Nurse Consultant

a) Timetable of activities which have a specific location and time

Session	Day and Time	Location	Type of work (Clinical/SPA/Integrated)	Additional Detail	Estimated Number of Patients reviewed (if appropriate)
1.	Monday AM	St Leonards Hospital	Clinical/home visits/phone calls/deal with emails in team inbox		3
2.	Monday PM	St Leonards Hospital	Clinical/home visits/phone calls/deal with emails in team inbox		
3.	Tuesday AM	St Leonards Hospital	Clinical/home visits/phone calls/deal with emails in team inbox		3
4.	Tuesday PM	St Leonards Hospital	Clinical/home visits/phone calls/deal with emails in team inbox		
5.	Wednesday AM	St Leonards Hospital	Heart failure multidisciplinary meeting		
6.	Wednesday PM	St Leonards Hospital	Clinical/home visits/phone calls/deal with emails in team inbox		2

7.	Thursday AM	St Leonards Hospital	ACERS Team meeting Admin time		
8.	Thursday PM	St Leonards Hospital	Clinical/home visits/phone calls/deal with emails in team inbox		2
9.	Friday AM	St Leonards Hospital	Clinical/home visits or clinic/phone calls/deal with emails in team inbox		3
10.	Friday PM	St Leonards Hospital	Admin time to update KPI data		

a) Additional activities (internal)

Location	Type of work (Clinical, SPA or Integrated)	Additional Detail	Frequency	Session usually undertaken in

b) Additional Activities (external)

Location	Type of work (Clinical, SPA or Integrated)	Additional Detail	Frequency	Session usually undertaken in

With effect from: Commencement in post (date)

This job plan will be subject to review at least annually or more often if the re-design of services or changes to staffing resources, working practices or where the practitioner's circumstances require it.