

Job title:	MSK Clinical Nurse Specialist
Salary:	£21,282 - £28,612 per annum pro rata
Accountable to:	Pain Pathway Lead
Location:	Here, 177 Preston Road, Brighton BN1 6AG

About us and our culture

We are a not-for profit, social enterprise, membership organisation delivering NHS services. Our members are local GPs, practice managers, practice nurses and our own staff.

We believe these things to be true

- Care is something we can choose to show for ourselves and each other at any time. Care is not exclusive to an appointment or a medical intervention
- We have a right to take control of our lives
- It takes courage to step forward and effect change. The capacity to lead is within us all
- Every interaction can be powerful if we choose to engage consciously. We know the ripples from these movements can go on to create profoundly positive change
- True care is a way of living that creates meaning between us all

Our Purpose in the World

Care Unbound. To create more possibilities for care in every moment.

How we work in service of our purpose

- We strengthen our capacity to care for ourselves and each other
- We recognise each opportunity to help people make meaningful choices
- We encourage ourselves to be guided by our values in the work we do every day
- We develop the capacity for leadership in ourselves and with all those we engage with
- We make improvements quickly where we recognise the opportunity, rather than waiting for perfect solutions
- We bring together the right people organisations and ways of working to create true partnerships

We believe in enabling people to take control of their health care journeys – we help to change the way health and wellbeing services work so care can focus on what matters to individuals.

We work to ensure that our culture is one that allows everyone to come to work as their 'whole' selves. For most of us, work takes up a big part of our day. We want to

ensure that it's enjoyable and speaks to us on a level deeper than 'just getting the job done'.

Because of this:

- We run a coaching programme which enables everyone to learn how to become a coach and have access to coaching when needed
- We have a process called 'Pirate Dave' which allows peer-to-peer conversations about development
- We have a staff-run 'Wellness Group' that enable staff to set up initiatives that link to wellness/wholeness. This has included running yoga, installing a ping pong table in the rec room and buying free fruit for staff
- We have a staff-run 'Time & Spaces Group' who run organisational wide projects to ensure that every voice from the organisation is heard. They have been a big part of our recent office refurbishment which included installing a quiet room covered in grass for when we need to take a break and running an artwork competition so we can cover our walls with art created by our staff.
- We host mindfulness sessions twice per day

JOB SUMMARY

To assess and treat patients who may have complex presentations, and maintain own records as an autonomous practitioner. This will include supporting patients with a variety of acute and chronic pain patterns, significant impairments due to pain or injury and psychological issues.

To take an active role in the teaching and supervision of junior staff, assistants and students

Running Rehabilitation Classes and Educational Groups

To deputise as necessary

COMMUNICATION AND WORKING RELATIONSHIPS

To communicate effectively with patients and carers to maximise rehabilitation potential and to ensure understanding of condition. Communication skills of persuasion, motivation, explanation, empathy and gaining informed consent will be used with a wide variety of patients. Barriers to effective communication will regularly be evident (e.g. loss of hearing, altered perception, pain, fear, language barrier).

To maintain accurate, comprehensive and up-to-date professional documentation in line with legal and departmental requirements, and communicate assessment and treatment results to the appropriate disciplines in the form of reports and letters.

To communicate effectively, both verbally and in writing to members of the multi-disciplinary team.

KEY RESPONSIBILITIES

To undertake the assessment of patients, including those with a complex presentation.

To assist in the formulation of an individualised management and/or treatment plan, using clinical reasoning skills and utilising a wide range of treatment skills. To evaluate patient progress, reassess and alter treatment programmes as required.

To maintain own professional development through reflective practice, attending appropriate postgraduate courses, keeping up to date with new evidences and effective ways of working, assessing and treating patients and changing practice in light of this as appropriate.

To attend and occasionally present at in-service training programmes, staff meetings, training sessions/courses (internal and external)

To know all emergency procedures and attend mandatory training sessions.

To be actively involved in the collection of appropriate data and statistics for the use of the department.

To use evidence based practice, audits and published research to inform practice.

To provide specialist advice to other health professionals within the area of speciality and to work closely with the multidisciplinary team and other agencies.

MAIN TASKS

To identify objectives for personal development through Individual Performance Review Programme (IPR).

To participate in clinical supervision following the department's guidelines for clinical supervision.

To participate and sometimes lead in audit.

Be aware of Health and Safety aspects of your work and implement any policies which may be required to improve the safety of your work area, including the prompt recording and reporting of accidents to senior staff, and ensuring that equipment used is safe.

To be responsible for equipment used in carrying out duties, and to adhere to departmental equipment policy, including competence to use equipment and to ensure the safe use of equipment by others through teaching, training and supervision of practice.

Demonstrate physical ability to carry out assessment and intervention including manual therapy techniques, therapeutic handling and manual handling equipment.

To support the MDT in clinical responsibility for patients and to organise this efficiently and effectively with regard to clinical priorities and use of time. To ensure a high standard of clinical care for the patients and support junior staff to do likewise.

ORGANISATIONAL CHART



FLEXIBILITY

This job description is intended to provide a broad outline of the role. The post holder may be required to carry out other duties commensurate with their banding and competence.

USE OF NEW TECHNOLOGY

We will make use of computer technology. Staff should expect to use automated information systems in their work in order to improve quality and co-ordination of services, and to enable faster and more accurate communication within and outside of the organisation.

CONFIDENTIALITY

As an employee of 'Here' you may gain knowledge of a highly confidential nature relating to the private affairs, diagnosis and treatment of patients, information affecting members of the public, matters concerning staff and details of items under consideration by 'Here'. Under no circumstances should such information be divulged or passed to any unauthorized person. This includes holding conversations with colleagues concerning patients or staff in situations where the conversation may be overheard. Breaches of confidence will result in disciplinary action which may involve dismissal.

EQUAL OPPORTUNITIES

Our policies and practices are designed to ensure equality of opportunity in employment and service delivery. All staff are expected to comply with these policies and practices.

HEALTH AND SAFETY

All staff have a responsibility to perform their duties in such a way that accidents to themselves and to others are avoided, and to cooperate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers. Similarly, it is each person's responsibility to ensure a secure environment and bring any breaches of security to the attention of their managers.

NO SMOKING POLICY

We operate a no-smoking policy. This applies to all staff and visitors. This policy also includes travelling in 'Here' owned or leased vehicles during work time and whilst travelling in their own vehicles whilst on duty, in work time or whilst on 'Here' premises. It is a condition of employment for staff that they do not smoke whilst on duty or anywhere on the premises including the car park.

TRAINING AND DEVELOPMENT

All employees have a responsibility to undertake statutory and mandatory training that is required by 'Here'. In accordance with the Training and Development Policy staff are expected to actively participate in the appraisal system and using this process to develop a Personal Development Plan (PDP).

AGREEMENT

This job description will be reviewed as necessary and may be amended to meet the changing needs of 'Here'. It will also be used as the basis to set performance standards and/or objectives and the contents will be used as part of annual appraisals. This job description has been agreed between the post holder and 'Here'.

Employees

Signature:

Print Name

Date:

Manager Signature:

Print Name:

Date:

JD author (name and job title):	Karen Cox
Date JD agreed:	19/11/2020
Brief description of reason for review (if applicable)	
Version number	1