Clinical Nurse Specialist (CNS) Dermatology / FotoFastrack Project

Job Specification & Terms and Conditions

Job Title, Grade	**Clinical Nurse Specialist (CNS) Dermatology Grade Code 2632**
Whole Time Equivalent	I whole time equivalent fixed term 1 years
Taking up Appointment	A start date will be indicated at job offer stage.
Duration of Post	Fixed term 1 years
Location of Post/ Organisational Area	Dermatology Cancer Directorate
Informal Enquiries	traceyfitzpatrick@mater.ie sflynn@mater.ie
Reporting Relationship	The professional reporting relationship Directorate Nurse Manager cancer services. The clinical reporting relationship Clinical Lead Dermatology.
Key Working Relationships to include but not limited to	The CNS/CMS will work collaboratively with a range of internal and external stakeholders including: Director/Assistant Director of Nursing/Midwifery/Line Manager CNS/CMS's, RANP/RAMP's and other nursing grades Multidisciplinary Team colleagues and other key stakeholders within services, including National Clinical and Integrated Care Programmes Service users/families and/or carers Nursing and Midwifery Board of Ireland Educational Bodies Nursing and Midwifery Planning and Development Units Centres of Nursing and Midwifery Education National Clinical Leadership Centre Other relevant statutory and non-statutory organisations
Purpose of the Post	The CNS/CMS post holder will deliver care in line with the five core concepts of the role set out in the Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts, 4th edition, National Council for the Professional Development of Nursing and Midwifery (NCNM) 2008. FotoFastrack will test a novel system using imaging technology to screen over 1000 referrals for patients with non-urgent lesions on the MMUH waiting list. The tech-led innovation will accelerate access to treatment for the small proportion of hidden cancers among this large and ever-increasing cohort of low-risk patients that have been referred in to out rule cancer, while also enabling discharge and removal from the waiting list for the majority of the remainder. The new pathway will be delivered by a CNS with clinical oversight from a consultant, thus de-risking this much needed tech innovation. Currently, if a GP identifies a suspicious pigmented lesion, the only option to confirm or out rule a cancer, is to refer the patient to a dermatologist. If the referral information contains 'red flags,' the patient will be triaged as urgent and prioritised for an appointment with a consultant. If there are no 'red flags' and the GP is seeking to out rule a cancer in a low-risk context, the patient will be triaged as 'soon' or 'routine' and wait for months or even years because of the ever-increasing volume of referrals. Inevitably, cancers will then be found among these long-waiting patients. New AI-supported skin visualization technologies make it possible to screen for skin cancer by taking high-resolution full-body images and close-up dermoscopic photos of moles and lesions. AI tools assess individual lesions for features associated with skin cancer. The CNS uses the AI technology to screen for skin cancer. A clinician then reviews the findings to confirm diagnosis and management plan.

	FotoFastrack will test the use of these technologies to enable a CNS and consultant team to screen large volumes of referrals rapidly and safely. This in turn will expedite access to treatment for the small proportion with skin cancers (~8%) while providing reassurance to and enabling discharge of those that are benign. **Caseload** The CNS/CMS will focus initially on the following service user groups: Phototherapy , Patch Testing and CNS led dermatology clinics The concepts are: • Clinical Focus (Direct and Indirect Care) • Service user/client Advocacy • Education and Training • Audit and Research • Consultancy (including leadership in clinical practice)
Principle Duties and Responsibilities	**<u>Clinical Focus</u>** **The CNS Dermatology will be supported to:** Develop a strong service user focus whereby the specialty defines itself as nursing/midwifery and subscribes to the overall purpose, functions and ethical standards of nursing/midwifery. The clinical practice role may be divided into direct and indirect care. Direct care comprises the assessment, planning, delivery and evaluation of care to the service user, family and/or carer. Indirect care relates to activities that influence and support the provision of direct care. **<u>Direct Care</u>** The CNS/CMS will: • Provide a specialist nursing/midwifery service for service users with a diagnosis of skin disorders who require support and treatment through the continuum of care • Undertake comprehensive service user assessment to include physical, psychological, social and spiritual elements of care using best evidence based practice in Dermatology nursing care. . • Use the outcomes of nursing/midwifery assessment to develop and implement plans of care/service user group management to contribute to the plans of service users, their families/carers and the MDT • Monitor and evaluate the service user's response to treatment and amend the plan of care accordingly in collaboration with the MDT and service user, family and/or carer as appropriate. • Make alterations in the management of service user condition in collaboration with the MDT and the service user in line with the nursing/midwifery aspect of agreed pathways and policies, procedures, protocols and guidelines (PPPG's). • Accept appropriate referrals from MDT colleagues • Co-ordinate investigations, treatment therapies and service user follow-up • Communicate with service users, family and/or carer as appropriate, to assess service user needs and provide relevant support, information, education, advice and counselling as required • Where appropriate, work collaboratively with MDT colleagues across Primary and Secondary Care to provide a seamless service delivery to the service user, family and/or carer as appropriate • Participate in medication reconciliation taking cognisance of poly-pharmacy and support medical and pharmacy staff with medication reviews and medication management

	• Identify and promote specific symptom management strategies as well as the identification of triggers, which may cause exacerbation of symptoms. Provide service user with appropriate self-management strategies and escalation pathways • Manage nurse/midwife led Phototherapy , patch testing and dermatology nurse led clinics in collaboration with the MDT • Identify health promotion priorities for the service user, family and/or carer and support service user self-care in line with best evidence. This will include the provision of educational and health promotion material which is comprehensive, easy to understand and meets service user' needs **Indirect Care** The CNS/CMS will: • Identify and agree appropriate referral pathways for service user with skin disorders • Participate in service user case reviews with MDT colleagues • Use a case management approach to service user complex needs in collaboration with MDT in both Primary and Secondary Care as appropriate • Take a proactive role in the formulation and provision of evidence based PPPGs relating to Dermatology care. • Take a lead role in ensuring the nursing/midwifery service for service user with dermatology conditions is in line with best practice guidelines and the Safer Better Healthcare Standards (HIQA, 2012) **Service user/Client Advocate** The CNS/CMS will: • Communicate, negotiate and represent service user, family and/or carer values and decisions in relation to their condition to MDT colleagues in **both Primary and Secondary Care** as appropriate • Develop and support the concept of advocacy, particularly in relation to service user participation in decision making, thereby enabling informed choice of treatment options • Respect and maintain the privacy, dignity and confidentiality of the service user, family and/or carers • Establish, maintain and improve procedures for nursing/midwifery collaboration and cooperation between Acute Services, Primary Care and Voluntary Organisations as appropriate • Proactively challenge any interaction, nursing/midwifery or otherwise, which fails to deliver a good quality service to service user. **Education & Training** The CNS/CMS will: • Maintain clinical competence in service user management within dermatology nursing keeping up-to-date with relevant research to ensure the implementation of evidence based practice. • Provide the service user, family and/or carer with appropriate information, education and other supportive interventions to increase their knowledge, skill and confidence and autonomy in managing their dermatology condition. • Contribute to the design, development and implementation of education programmes and resources for the service user, family and/or carer in relation to dermatology conditions **to** enable them to manage their own condition. • Provide mentorship and preceptorship for nursing/midwifery colleagues as appropriate.

	• Participate in training programmes for nursing/midwifery, MDT colleagues and key stakeholders as appropriate. • Create exchange of learning opportunities within the MDT in relation to evidence based dermatology nursing delivery through journal clubs, conferences etc. • Develop and maintain links with Regional Centres for Nursing & Midwifery Education (RCNMEs), the Nursing and Midwifery Planning and Development Units (NMPDUs) and relevant third level Higher Education Institutes (HEIs) in the design, development and delivery of nursing/midwifery educational programs in dermatology care. • In tandem with the line management structure, be responsible for addressing own continuing professional development (CPD) needs to maintain competencies required for the role. • Use agreed protected time for research, education and professional development. • With the line manager, use the Professional Development Planning Framework for Nurses and Midwives to plan and self-assess additional CPD needs. **Audit & Research** The CNS/CMS will: • Establish and maintain a register of service user with FOTOFASTRACK patient cohort within the CNS Caseload. • Maintain a record of clinically relevant data aligned to National Key Performance Indicators (KPI's) as directed and advised by the DoN/M/Services in conjunction with the senior clinical decision maker. • Identify, initiate and conduct nursing/midwifery audit and research relevant to the area of practice and take part in MDT audit and research. • Identify, critically analyse, disseminate and integrate into practice, best evidence relating to care in dermatology. • Contribute to nursing/midwifery research on dermatology care. • Use the outcomes of audit to improve nursing/midwifery service provision and advocate, when appropriate, for improvement of non-nursing/midwifery services • Contribute to service planning and budgetary processes through use of audit data and specialist knowledge • Monitor, access, utilise and disseminate current relevant research to advise and ensure the provision of informed evidence based nursing/midwifery practice **Audit expected outcomes including:** • Collate data (insert agreed KPIs/clinical targets) which will provide evidence of the effectiveness of the CNS/CMS interventions. Refer to National KPIs associated with the specialty. KPI's should have a clinical nursing/midwifery focus as well as a breakdown of activity - patients seen and treated. • Evaluate nursing/midwifery audit results and research findings to identify areas for quality improvement in collaboration with nursing/midwifery management and MDT colleagues (Primary and Secondary Care). **Consultant (including leadership in clinical practice)** The CNS/CMS will: • Understand leadership in clinical practice with the aim of acting as a resource and role model for dermatology nursing/midwifery practice. • Contribute the expanding nursing/midwifery knowledge/expertise to the development of clinical standards and guidelines and support implementation • Use growing specialist knowledge to support and enhance—own

	nursing/midwifery practice and practice of colleagues. • Develop collaborative working relationships with local dermatology CNS/ CNM2/ RANP/ CANP, MDT colleagues as appropriate, contributing to person centred care pathways to promote the integrated model of care delivery. • With the support of the DoN/M/line manager, attend integrated care planning meetings as required • Where appropriate, develop and maintain relationships with specialist services in voluntary organisations which support service users in the community. • Liaise with other health service providers in the development and on-going delivery of the National Clinical and Integrated Programme model of care. • Network with other CNS/CMS's in Dermatology Nursing **and** in related clinical and professional areas of practice.
Health and Safety	These duties must be performed in accordance with local organisational and the HSE health and safety polices. In carrying out these duties the employee must ensure that effective safety procedures are in place to comply with the Health, Safety and Welfare at Work Act (2005). Staff must carry out their duties in a safe and responsible manner in line with the local policy documents and as set out in the local safety statement, which must be read and understood. • Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role. • To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service. **Quality, Risk and Safety Responsibilities** **I**t is the responsibility of all staff to: • Participate and cooperate with legislative and regulatory requirements with regard to quality, risk and safety • Participate and cooperate with local quality, risk and safety initiatives as required • Adequately identifies, assesses, manages and monitors risk within their area of responsibility • Participate and cooperate with internal and external evaluations of the organisation's structures, services and processes as required, including but not limited to, The National Hygiene Audit, National Decontamination Audit, Health and Safety Audits and other audits specified by the HSE or other regulatory authority • Initiate, support and implement nursing/midwifery quality improvement initiatives in their area which are in keeping with local organisational quality, risk and safety requirement • Contribute specialist expertise to the development of PPPGs and safe professional practice and adhere to relevant legislation, regulations and standards • Comply with Health Service Executive (HSE) Complaints Policy • Respond immediately and appropriately to ensure the safety of any service user that you are aware has been put at risk • Ensure completion of incident/near miss forms and clinical risk reporting • Adhere to department policies in relation to the care and safety of any equipment supplied and used to carry out the responsibilities of the CNS in dermatology care **<u>Specific Responsibility for Best Practice in Hygiene</u>** Hygiene is defined as: "The practice that serves to keep people and environments clean and prevent infection. It involves the study of preserving one's health, preventing the spread of disease, and recognising, evaluating and controlling health hazards. In the

	healthcare setting it incorporates the following key areas: environment and facilities, hand hygiene, catering, management of laundry, waste and sharps, and equipment" (HIQA, 2008; P2) It is the responsibility of all staff to ensure compliance with local organisational hygiene standards, guidelines and practices.
Management / Administration:	• Provide an efficient, effective and high quality nursing/midwifery service, respecting the needs of each service user, family and/or carer • Effectively manage time and caseload in order to meet changing and developing service needs • Continually monitor the nursing/midwifery service to ensure it reflects current service user and organisational needs • Implement and manage identified changes • Ensure that confidentiality in relation to service user records is maintained • Understand the need to represent the specialist nursing/midwifery service at local, national and international fora as required • Maintain accurate and contemporaneous records and data on all matters pertaining to the planning, management, delivery and evaluation of nursing/midwifery specialist care and ensure that this service is in line with HSE requirements. • Contribute to the service planning process as appropriate and as directed by the Director of Nursing/Midwifery/Line Manager **To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.** **The above Job Description is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to them from time to time and to contribute to the development of the post while in office.**
Eligibility Criteria Qualifications and/or experience	**Candidates must have at the latest date of application:** **1. Professional Qualifications, Experience, etc.** i) Be a registered nurse/midwife on the active Register of Nurses and Midwives held by An Bord Altranais and Cnáimhseachais na hÉireann (Nursing and Midwifery Board of Ireland) or be eligible to be so registered. **And** ii) Be registered in the division(s) of the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) Register for which the application is being made or be entitled to be so registered. **Or** In exceptional circumstances, which will be assessed on a case by case basis be registered in another Division of the register of Nurses and Midwives. **And** (iii) Have a minimum of 5 years' post registration full time experience or an aggregate of 5 years' full time experience in the division of the register in which the application is being made (taking into account (ii) (iii) if relevant) **And**

(iv) Have a minimum of 2 years' experience full time experience in specialist area of Dermatology nursing.

And

(v) Have successfully completed a post registration programme of study, as certified by the education provider which verifies that the applicant has achieved a Quality and Qualifications Ireland (QQI), National Framework of Qualifications (NFQ) major academic Level 9 or higher award that is relevant to the specialist area of care (equivalent to 60 ECTS or above), and in line with the requirements for specialist practice as set out by the National Council for Nursing and Midwifery 4th ed (2008).
Alternatively provide written evidence from the Higher Education Institute that they have achieved the number of ECTS credits equivalent to a Level 9 or higher standard, relevant to the specialist area of care (equivalent to 60 ECTS or above), and in line with the requirements for specialist practice as set out by the National Council for Nursing and Midwifery 4th ed (2008).Dermatology care prior to application* (See **Note below).

And

(vi) Be required to demonstrate that they have continuing professional development (CPD) relevant to the specialist is including phototherapy...

**Note 1: For Nurses/Midwives who express an interest in CNS/CMS roles and who currently hold a level 8 educational qualification in the specialist area (equivalent to 60 ECTS or above), this qualification will be recognised up to September 2026.

Have the ability to practice safely and effectively fulfilling his/her professional responsibility within his/her scope of practice

2. <u>Annual registration</u>
(i) Practitioners must maintain live annual registration on the appropriate/relevant Division of the register of Nurses and Midwives maintained by the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) for the role.

And

(ii) Confirm annual registration with NMBI to the HSE by way of the annual Service user Safety Assurance Certificate (PSAC).

3. <u>Health</u>
Candidates for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

4. <u>Character</u>

Candidates for and any person holding the office must be of good character.

Please note that appointment to and continuation in posts that require statutory registration is dependent upon the post holder maintaining annual registration in the relevant division of the register maintained by

	Bord Altranais agus Cnáimhseachais na hÉireann (Nursing & Midwifery Board of Ireland) by way of the Service user Safety Assurance Certificate (PSAC)
Post Specific Requirements, additional qualifications and or experience required	The organisation will consider the post specific requirements or experience required in developing the specific CNS Dermatology service. For example: Demonstrate depth and breadth of Nursing/Midwifery experience in the specialist area of Dermatology patients • Have undertaken or agree to undertake, within an agreed timeframe, the Nurse Prescribing of Medicinal Products Certificate. • Have undertaken or agree to undertake, within an agreed timeframe, the Nurse Prescribing of Ionising Radiation Certificate. Formally apply for entry onto the Interim ONMSD CNS/CMS database (until the database is transferred to its permanent location)
Essential Skills, competencies and/or knowledge	**Professional Knowledge and Experience** The CNS/CMS will: • Practice in accordance with relevant legislation and with regard to The Scope of Nursing & Midwifery Practice Framework (Nursing and Midwifery Board of Ireland, 2015) and the Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives (Nursing and Midwifery Board of Ireland, 2021) • Maintain a high standard of professional behaviour and be professionally accountable for actions/omissions. Take measures to continuously develop and maintain the competences required for specialist practice • Adhere to the Nursing & Midwifery values of Care, Compassion and Commitment (DoH, 2016) • Adhere to national, regional and local HSE PPPGs • Demonstrate practitioner competence and professionalism as it related to CNS/CMS. • Demonstrate an awareness of current and emerging nursing strategies and policy in relation to the clinical/specialist area. • Demonstrate the ability to relate nursing research to nursing practice. • Demonstrate an awareness of HR policies and procedures including disciplinary procedures. • Demonstrate an awareness of relevant legislation and policy e.g., health and safety, infection control etc. • Demonstrate a commitment to continuing professional development. • Demonstrate a willingness to develop IT skills relevant to the role. **Demonstrate:** • An in-depth knowledge of the role of the CNS Dermatology. • In-depth knowledge of the pathophysiology of Dermatology Nursing. • The ability to undertake a comprehensive assessment of the patient with including taking an accurate history of their skin condition and presenting problem. • The ability to employ appropriate diagnostic interventions including (name some of these) to support clinical decision making and the patients' self- management planning. • The ability to formulate a plan of care based on findings and evidence based standards of care and practice guidelines. • The ability to follow up and evaluate a plan of care. • Knowledge of health promotion principles/coaching/self-management strategies that will enable service user/client to take greater control over decisions and actions that affect their health and wellbeing. • An understanding of the principles of clinical governance and risk management as they apply directly to the CNS/CMS role and the wider health service. • Evidence of teaching in the clinical area.

	• A working knowledge of audit and research processes. • Evidence of computer skills including use of Microsoft Word, Excel, E- mail, PowerPoint. **Communication and Interpersonal Skills** Demonstrate: • Emotionally intelligent communication skills • Ability to build and maintain relationships particularly in the context of personal and team relationships • Ability to present information in a clear and concise manner • Ability to provide constructive feedback to encourage future learning • Demonstrates the ability to influence others effectively. **Organisation and Management Skills:** Demonstrate: • Evidence of effective organisational skills including awareness of appropriate resource management and the importance of value for money • Ability to plan and organise effectively • Ability to attain designated nursing/midwifery service targets, manage deadlines and multiple activities • Ability to work autonomously • A willingness to be flexible in response to changing local/organisational requirements. **Building & Maintaining Relationships including Team and Leadership skills** Demonstrate: • The ability to work on own initiative as well as the ability to build and maintain relationships with MDT colleagues. • With the required support, demonstrate leadership in clinical practice • A knowledge of change management and team management skills • Adopts a collaborative approach to patient care by co-ordination of care/interventions and interdisciplinary team working. **Commitment to providing a quality service:** Demonstrate: • Awareness and respect for service user and family/carers' views in relation to their care • A strong commitment to providing quality improvement programmes • The ability to conduct audits • Demonstrates integrity and ethical stance. • Demonstrate motivation, initiative and an innovative approach to job and service developments, is flexible and open to change. **Analysing and Decision Making** Demonstrate: • Adopts an overview of complex problems before generating solutions and anticipates implications • Effective analytical, problem solving and evidenced-based decision making skill • Uses a range of information sources and knows how to access relevant information to address issues.
Competition Specific Selection Process **Short listing / Interview**	A ranking and or shortlisting exercise may be carried out on the basis of information supplied in your application form. The criteria for ranking and or shortlisting are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore it is very important that you think about your experience in light of those requirements.

	Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process. Those successful at the ranking stage of this process (where applied) will be placed on an order of merit and will be called to interview in 'bands' depending on the service needs of the organisation. *Candidates who are successful at interview and subsequently meet the necessary registration requirements with NMBI will automatically be upgraded into the prepared Clinical Nurse/Clinical Midwife Specialist post.*