

Job description

Post: **Advanced Multiple Sclerosis Champion – Neurosciences Network**

Contract: **Fixed Term/ Secondment 1 year (as pilot to establish permanent post)**

Band: **Band 7 – open to nurses and allied health professionals**

Location: **South West London and Surrey Neurosciences Network - post hosted by St George's University Hospital NHS Foundation Trust, Neuroscience Directorate**

Responsible to:

South West London and Surrey Neurosciences Network - post hosted by St George's University Hospital NHS Foundation Trust, Neuroscience Directorate

Line management: Lead Multiple Sclerosis Clinical Nurse Specialist

Main contacts:

- Consultant Neurologists
- MS Clinical Nurse Specialists
- Community Therapists
- General Practitioners
- Managers for Neurosciences
- Charity and patient organisations
- Neuroscience Network Collaboration Manager (for pilot outcomes and evaluation)

Job Description

Building on the success of the MS Trusts pilot, we are looking to recruit an Advanced MS Champion for the regional Neurosciences Network in SWL and Surrey. This is an exciting new post to work seamlessly with patients across specialist and community care environments in South West London and Surrey and the regional specialist unit at St George's Hospital.

This is a new role which has been developed as part of the Specialised Neurology Transformation Programme for SWL & Surrey.

A Band 7 MS specialist practitioner has highly specialist knowledge and understanding of the needs of people living with advanced MS and their families.

They will have highly developed clinical expertise and acumen enabling them to plan, deliver and coordinate complex care in routine and non routine circumstances to ensure that the needs of the person with advanced MS and their carer(s) are best served. They will work autonomously with their own caseload.

Band 7 MS specialist practitioners will instigate, implement and evaluate service improvement and changes in practice in response to feedback from patient experience, research evidence, service level data, and clinical and management requirements. They lead service level engagement with managers and instigate and lead multi-professional meetings, acting as patient advocates across organisational boundaries.

They will design and deliver education and training to patient/carer groups and provide specialist education and training to other health and social care professionals involved in the care of people with advanced MS.

They will take responsibility for embedding patient and public involvement within their sphere of practice.

The Advanced MS Champion will be a practitioner who can demonstrate excellent communication skills, empathy and compassion. They will be resourceful and innovative with high level assessment skills; and a prescribing qualification is desirable to ensure they can manage whole episodes of care.

Key Responsibilities

1. Communication and relationship skills

- Provides and receives highly complex, sensitive and potentially distressing information
- Overcomes barriers to understanding and communication, demonstrating empathy and reassurance (people with advanced MS may have difficulty with communication for a number of reasons including emotional distress, cognitive dysfunction or speech problems)
- Communicates openly and appropriately with patients and carers in situations of a highly distressing or sensitive nature, such as discussions with someone with advanced MS and their family around end of life care or points of transition such as the requirement for a gastrostomy feeding tubes e.g. percutaneous endoscopic gastrostomy (PEG feeding tube) or advanced care planning, mental capacity, best interest meetings.
- Is able to communicate and debate professional issues and findings in own and others' research with experts and non-experts in MS
- Takes professional responsibility for communicating effectively with team members and colleagues and develops systems and leads meetings to facilitate effective communication within the multidisciplinary team
- Provides a first point of contact for people living with advanced MS (including carers) who need advice, support or treatment; working with them to ensure they are able to access the right care at the right time
- Acts as an advocate on behalf of the person with advanced MS and their carer with other health and social care professionals working across organisational boundaries

2. Qualifications, experience and CPD

- Registered General Nurse or Therapist with experience in MS and/or neurorehabilitation
- A relevant masters qualification or evidence of masters level learning and related professional development, evidence of involvement in research leading to publications or posters, regular attendance at MS specialist learning events including neurorehabilitation and/or palliative care meetings
- Is a qualified non-medical prescriber or can demonstrate willingness to undertake this qualification

- Previously in a senior role in a neurology specialist or generalist area with skills that are transferable to the MS specialist practitioner role (e.g. hospice, community multidisciplinary team, continence nursing, assistive technology services)

3. Analytical and judgement skills

- Puts quality at the heart of practice by delivering evidence-based, individualised and personalised care through implementation of a holistic needs assessment, care planning and evaluation of all care interventions
- Demonstrates high level clinical, technical and research skills through breadth and depth of knowledge applied in all aspects of the role
- Develops and uses high level clinical expertise, clinical acumen, creative reasoning and experience to advance care and identify and meet complex care needs.
- Develops and uses high level clinical expertise, clinical acumen, creative reasoning and experience to identify potential risks to a person with advanced MS (such as avoidable complications of MS) and works proactively with people with MS, their carers and relevant members of the wider multidisciplinary team to mitigate these risks and promote self-management where appropriate
- Supports shared decision making at all times, involving carers where appropriate

4. Planning and organisational skills

- Plans and delivers work autonomously
- Leads on development and implementation of advanced MS service redesign and develops and changes practice in response to feedback from patient experience, research evidence, service level data and clinical and management requirements.
- Works with health and social care professionals from other teams and services (including neuro-rehabilitation, palliative care and respite services) to establish regular multidisciplinary team meetings and joint working across organisations
- Undertakes regular comprehensive assessments of the needs of the person with advanced MS and their carer, coordinating input from other services so ensuring everyone with advanced MS has a current, personalised care plan which is shared with the wider multidisciplinary team

5. Clinical procedural skills

- Independently conducts neurological examinations and objective measures of patient function such as assessments of cognition, upper and lower limb function and tone or respiratory function. Competently reviews and interprets data generated through these assessments and revises the care plan in conjunction with the person with advanced MS, their carer and appropriate other members of the team accordingly
- Applies high level assessment and consultation skills to diagnose issues early and ensure timely and appropriate treatment and support is offered
- Applies advanced practitioner skills relevant to the working context, e.g. refilling and titrating doses of baclofen pumps

6. Responsibility for patient care

- Plans care in partnership with the person with advanced MS and their carer, actively facilitating their choice and involvement in decision making. Plans and coordinates the input of other services to ensure complex needs of the person with advanced MS are fully met.
- Coordinates programmes of care with other health and social care professionals across organisational boundaries and makes appropriate, timely referrals to other professionals
- Instigates and leads multi-professional meetings, acting as a patient advocate and representing MS specialist views
- Establishes a database of people with advanced MS in the region and develops and implements pathways/systems by which people with advanced MS who have been lost to the MS service are able to be re-referred and to access the care and support provided by the Advanced MS lead
- Ensures the needs of people with advanced MS who are admitted to hospital as an emergency are met effectively, reducing length of stay and risk of readmission and improving patient satisfaction and outcomes
- Establishes systems to identify people with advanced MS who may be at increased risk of admission and develops and implements personalised action/care plans to minimise this risk
- Facilitates access to end of life care and support as required
- Supports people with advanced MS through periods of transition, e.g. requirement for a feeding tube (PEG); loss of upper limb function; loss of ability to transfer independently; need for continuing healthcare.
- Identifies people with advanced MS who would benefit from access to specialist equipment such as seating, profiling beds, environmental equipment etc. at an early stage and coordinates referrals and care with the services providing the equipment
- Supports and advises colleagues who are caring for people with advanced MS to help them to deliver high quality, cost effective, specialist care, which optimises outcomes for people with advanced MS and their families

7. Policy and service development

- Leads the development and promotion of the Advanced MS service ensuring the delivery of high quality, cost-effective care
- Develops and leads the implementation of policy, clinical guidelines, protocols and pathways that contribute to the safety and effectiveness of the Advanced MS service in the context of national guidelines, research and recommended best practice
- Engages with managers to promote and develop the Advanced MS service Leads on the development and implementation of integrated care pathways and Service Level Agreements with other services involved in care of people with MS, including palliative care services
- Evaluates own and others' practice, and initiates regular service review process

- Designs and leads the delivery of policy and service development through joint working with other health and social care teams in own organisation and in that of other health providers
- Embeds patient and public involvement within the sphere of practice
- Ensures there is an effective home visit policy in place and reviews the need for other methods of communicating/reviewing people with advanced MS, such as telephone clinics and Skype type technology
- Identify services offering respite care in the locality and understand how and who can access their services
- Ensures everyone with advanced MS is offered an annual review with a health professional with expertise in MS and that where people with advanced MS require more frequent reviews this is recorded and offered

8. Responsibility for financial and physical resources

- Responsible for ensuring that the Advanced MS service utilises the employer organisation's resources efficiently and effectively
- Ensures equipment used in clinical assessments and training is safe and fit for purpose
- Has a good understanding of the continuing healthcare process and supports/completes applications for continuing healthcare/assistive technology etc for people with advanced MS on their caseload where appropriate

9. Education and supervision

- Provides high level clinical expertise, specialist advice and support to other professionals involved in the care of people with advanced MS
- Provides teaching on the management of Advanced MS to MS colleagues, neurology staff, outpatient department staff, primary care, multidisciplinary team colleagues and social service staff (including care homes and palliative care teams)
- Provides information and training to the people with advanced MS and informal carer(s) as required
- Develop and disseminate tools, resources and models of best practice which can be used by other teams to enhance their provision of care to people with advanced MS

10. Information resources

- Accurately and diligently records and updates patient records and service level data.
- Maps services in the area which are available to people with advanced MS and their carers and understands how and who can access each service. Ensures information about these services (and their own) and how to access them is widely available to people living with advanced MS and other health and social care professionals
- Establishes/contributes to a database of everyone with advanced MS in their region to facilitate audit, regular review and effective deployment of resource

11. Research and development, audit and evaluation

- Leads on and participates in data collection and recruitment for research projects and clinical trials in line with research protocols
- Initiates and implements quantitative and qualitative data collection and audit of the Advanced MS service in order to provide evidence of productivity, outcomes and quality for audit and evaluation
- Promotes the service and clinical excellence by publishing and presenting innovations, audit and research locally and nationally

12. Freedom to act

- Autonomous practitioner responsible for managing whole episodes of patient care
- Lead specialist for the advanced MS service

13. Maintaining own health and physical wellbeing

- Takes steps to ensure their own and colleagues' mental and physical wellbeing is maintained
- Takes responsibility for their own and the collective health and safety of the Advanced MS team
Takes personal responsibility for life-long learning and personal development through clinical supervision, appraisal and actively engages with the learning and development opportunities accessible to MS Specialists

This role will involve some travel within SW London/Surrey and a driving licence and access is required. Travel costs incurred as part of the role will be reimbursed.

For an informal discussion about the role and working arrangements, please contact Lead Multiple Sclerosis Clinical Nurse Specialist, sarah.white@stgeorge.nhs.uk or Neurosciences Collaboration Manager, sarah.murray@stgeorges.nhs.uk

Person Specification

Factor	Essential	Desirable	Method of assessment
Qualifications and Training	Registered General Nurse or Therapist with experience in MS and/or neurorehabilitation	Education to degree level or equivalent with evidence of further professional development Master's degree Relevant post registration qualification in specialist field	A,I
Experience	Minimum of 2 years post qualification NHS experience in Band 6 or equivalent role Experience of delivering specialist advice and an understanding of the challenges faced relating to identification, assessment, treatment and ongoing management of a long-term condition Experience of working within neurology and with MS services Experience of handling confidential information relating to the care of an individual Experience of supervising junior members of staff	Working across organisations to deliver patient care	A,I
Skill	Strong verbal and written communication skills and the ability to listen and support individuals who are	Skilled in the use of outcome and evaluation measures.	A, I

	<p>facing health challenges</p> <p>Able to work autonomously and as part of a multi-disciplinary team, contributing to the delivery of diagnosis, care and education for service users, families and carers</p> <p>Excellent problem-solving skills</p> <p>Ability to prioritise the workload of others and to work quickly and efficiently to deadlines</p>		
Other	<p>Ability to develop and use MS Office and IT platforms to develop presentations in; public, professional and academic settings.</p> <p>Ability to form effective working relationships with key stakeholders (e.g. service users, relatives, consultant neurologists, medical staff in primary and secondary care, health and social care professionals)</p> <p>UK Drivers Licence</p>		A.I