About HealthHarmonie

HealthHarmonie Ltd is a fast paced, growing organisation that operates in the Healthcare sector based in the vibrant city centre of Birmingham. Established in 2003 HealthHarmonie has grown with the ever-changing healthcare industry and the access to NHS services that patients have today. HealthHarmonie Ltd work in partnership with a number of NHS Clinical Commissioning Groups nationwide to provide patients with access to community services closer to their home, these include Diagnostic Ultrasound, Ophthalmology Services, diagnosis and treatment of Dermatological conditions, Gynaecology services and the provision of extended Minor surgery procedures.

By joining the HealthHarmonie family you will be a part of the fundamental infrastructure needed to deliver excellent patient care across the UK. Whether this be joining us in a clinical role or an administration role your presence in HealthHarmonie is vital. All of our roles require you to have an innovative thought process, a willingness to learn new skills and the want to be in charge of your own career by taking ownership of the role you are completing.

The role

<table>
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<tr>
<th>Job title</th>
<th>Dermatology Nurse Specialist (Band 6/7 According to experience)</th>
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<tr>
<td>Description</td>
<td>An exciting opportunity has arisen within the dermatology team for a Specialist Dermatology Nurse to work within established Community Dermatology clinics, which currently run Monday-Sunday. You will be a registered nurse with significant post registration experience and excellent organisational and communication skills. You will hold a degree in Nursing and have knowledge of Dermatology and experience of delivering Dermatology treatments is essential. You must be willing to undertake any necessary training. You will have the ability to work independently and as part of the Dermatology team. You will report to the Clinical Governance Manager and work with them to audit and develop the nurse-led follow-up services.</td>
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<td>The Dermatology Specialist Nurse will be able to provide high standards of care in various Nurse-led follow-up clinics including some or all of the following:</td>
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<td>o Phototherapy (narrowband UVB)</td>
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<td>o Cryotherapy</td>
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<td>o Nurse Led Follow ups</td>
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<td>o Acne Clinics</td>
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<td>o Patch Testing</td>
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<td>o Nurse led Minor surgery clinics</td>
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<td>o Assisting in minor surgery</td>
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<td>To support patient pathways in dermatology and participate fully in the treatment and monitoring of the patients.</td>
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<td>To support where and when necessary with audit, triage of results and triage of referrals.</td>
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</table>
To support and advise patients on the promotion of health and prevention of illness, teaching patients and their relatives where appropriate.

To support the community dermatology clinics and provide education and resources for patients and families.

The post holder will be expected to demonstrate self-initiative as well as have the ability to manage their own caseload for the Nurse follow-up clinics.

**Additional Information:**

**Hours:** 40 hours per week (5 days over 7 days)

**Days:** Monday to Sundays covering 5 days over 7 days per week

**Salary:** Competitive depending on experience

**Please see below locations available:**

**Phototherapy Clinics:**
- Anglesey Clinic, 46 Anglesey St, Hednesford, Cannock WS12 1AA
- Basford Consulting Rooms, 540 Etruria Rd, Basford, Newcastle-under-Lyme, Newcastle ST5 0SX

Photography staff to have completed or willing to attend annual updates as required and undertake a period of supervised practice with a qualified Phototherapist to be signed off as competent.

**Cryotherapy Clinics:**
- Anglesey Clinic; 46 Anglesey St, Hednesford, Cannock WS12 1AA
- Penkridge; Pinfold Ln, Penkridge, Stafford ST19 5AP
- Basford; 540 Etruria Rd, Basford, Newcastle-under-Lyme, Newcastle ST5 0SX

Cryotherapy staff to have completed or willing to attend annual updates as required and undertake a period of supervised practice with a qualified Cryotherapist to be signed off as competent.

**Acne Clinics:**
- Basford, Basford; 540 Etruria Rd, Basford, Newcastle-under-Lyme, Newcastle ST5 0SX
- Infirmary, Foregate Street, Stafford, Staffordshire, ST16 2QY
- Anglesey; 46 Anglesey St, Hednesford, Cannock WS12 1AA

Nurses willing to undertake any relevant course available and a period of supervised practice to be signed off as competent.

**Patch Testing Clinics:**
- Infirmary, Foregate Street, Stafford, Staffordshire, ST16 2QY

Nurses willing to undertake any relevant course available and a period of supervised practice to be signed off as competent.

**Follow Up Clinics:**
- Infirmary, Foregate Street, Stafford, Staffordshire, ST16 2QY
- Woodlands Surgery, 301 Newtown Road, Bedworth, CV12 0AJ
Nurse Lead Minor Surgery Clinics:
Basford, Basford; 540 Etruria Rd, Basford, Newcastle-under-Lyme, Newcastle ST5 0SX
Infirmary, Foregate Street, Stafford, Staffordshire, ST16 2QY
Nurses willing to undertake any relevant course available and a period of supervised practice to be signed off as competent.

Assisting in Minor Surgery Clinics:
Basford, Basford; 540 Etruria Rd, Basford, Newcastle-under-Lyme, Newcastle ST5 0SX
Infirmary, Foregate Street, Stafford, Staffordshire, ST16 2QY
Nurses willing to undertake any relevant course available and a period of supervised practice to be signed off as competent.

Opportunities may arise for further clinical work in addition to the basic contract. This will be delivered on a flexible timetable to cover for holidays and sick leave.

If you would like further information or if you do not hold the relevant experience or training for this post, please call the recruitment team on 0121 454 7779 ext. 32 to discuss further.

About You

Main duties and responsibilities

1. COMMUNICATION
   Develop and maintain communication with people on complex matters, issues, and ideas and /or in complex situations.
   To develop and sustain partnership working with individuals, groups, communities, and agencies. To disseminates appropriate information to others in the speciality and wider organisation.
   To maintain appropriate channels and styles of communication to meet the needs of patients, relatives and carers, managers, peers and other professional agencies.
   Ensure accurate and clear records are kept according to NMC guidelines of Records and record keeping.

2. LEADERSHIP AND MANAGEMENT
   Developing confidence in clinical leadership, showing initiative for change management.
   Clinical supervision for junior staff/peers.
   Acts as a role model demonstrating high standards of care.

3. PERSONAL AND PROFESSIONAL DEVELOPMENT
   Develop self and contribute to the development of others.
   To identify and agree on objectives for own professional development which reflect HealthHarmonie’ s service needs.
To maintain and develop own knowledge and skills within dermatology related to patient treatment, care pathways and health promotion. To use effective prioritisation, problem-solving and delegation skills to manage time effectively. To support the delivery of objectives set by the companies nursing strategy.

4. HEALTH SAFETY AND SECURITY
Promote, monitor, and maintain best practice in Health, safety, and security in the working environment. To ensure NMC standards and HealthHarmonie’s professional guidelines are applied to practice. To refer to other practitioners when health outcomes or risks and needs are beyond own competence and scope of practice. To take appropriate action to safeguard patients/clients under his/her care and involving a consultant Dermatologist when necessary. Comply with HealthHarmonie’s Health and Safety guidelines in providing a safe environment for staff, patients/clients and their families.

5. SERVICE IMPROVEMENT
Contribute to the improvement of resources leading to appraising, interpreting, and applying suggestions, recommendations, and directives to improve services. To contribute to the development of services in Dermatology. To maintain own and other awareness of relevant research relating to dermatology and participate in applying this to practice. To contribute to the development of local evidence-based standards, policies and guidelines related to Dermatology. To collaborate with other members of the healthcare team in audit activities. To identify areas of risk and poor quality, and to address these through appropriate governance structures and pathways. To develop and maintain other awareness of own role within the speciality and wider organisation, maintaining mechanisms for contact and referral. To work with the dermatology team in service changes to make the best use of resources, improve practice and health outcomes. To promote and facilitate the implementation of the Nursing and Midwifery strategy and the Company Objectives. To provide specialist advice and support to colleagues within the organisation. To maintain mechanisms to support patient involvement and feedback related to the speciality. To participate in developing a shared vision of the service.

6. QUALITY
Maintain awareness of current nursing practice/research with attention to dermatology, evaluating and disseminating findings.
To ensure the evidence-based practice is encouraged and delivered in line with clinical governance. Ensure that the service and care delivery comply with local and national quality standards.

7. EQUALITY AND DIVERSITY
   Support equality and value diversity to promote equality, diversity, and rights, ensuring that own and others practice is in the best interests of patients.

8. LEARNING AND DEVELOPMENT
   Influence the development of knowledge, ideas, and work practice. To plan and deliver research/evidence-based care and treatment in partnership with other health professional. To identify and plan resources required for own learning and development. To reflect on own practice through clinical supervision/mentorship.

9. APPRAISAL AND REVALIDATION
   To develop and maintain a peer network of support, information and learning with other nurse specialists at a local and national level. Wide knowledge of research literature. Able to search literature and critically appraise and utilise in practice. Initiate/lead clinical audits.

10. HEALTH AND WELLBEING
    Assess health and wellbeing needs and develop, monitor, and review care plans to meet specific needs. Plan, deliver and evaluate care to meet people’s health and wellbeing needs. To assess people’s health & well-being needs when those needs are complex and change across the caseload. To support patients in the delivery of care through maintaining their information needs, promoting their wishes and beliefs, and addressing their concerns. To support patients in meeting their own health and well-being through the provision of appropriate information, advice, and support. To monitor and review the effectiveness of interventions with the patient and colleagues and modify this to meet the changing needs and established goals of care.

11. SAFEGUARDING CHILDREN AND VULNERABLE ADULTS
    Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of the specific duties relating to their role.

12. FLEXIBLE WORKING
    As an organisation we are committed to developing our services in ways that best suit the needs of our patients. This means that some
staff groups will increasingly be asked to work a more flexible shift pattern so that we can offer services in the evenings or at weekends.

13. SMOKING POLICY
HealthHarmonie is committed to providing a healthy and safe environment for staff, patients, and visitors. Staff are therefore not permitted to smoke on any of the sites we operate from.

14. INFECTION CONTROL
All post holders have a personal obligation to act to reduce healthcare-associated infections (HCAIs). They must attend mandatory training in Infection Control and be compliant with all measures required by the company to reduce HCAIs.

All post holders must comply with HealthHarmonie’s infection screening and immunisation policies as well as be familiar with the Infection Control Policies, including those that apply to their duties, such as Hand Decontamination Policy, Personal Protective Equipment Policy, safe procedures for using aseptic techniques and safe disposal of sharps.

## Person Specification

| Essential       | Registered Nurse  
|                 | Ability to practice independently.  
|                 | Work as a multi-professional team member |

| Desirable       | Recognised dermatology qualification  
|                 | Relevant 1st level degree of working towards it  
|                 | Independent prescribing qualification  
|                 | Teaching and Assessor qualification |

| Previous experience | Broad dermatology clinical experience relevant to the post, including specialist skills and experience in speciality.  
|                    | Experience of running own clinics.  
|                    | Experience of teaching patients and staff and others including health promotion and prevention orientation.  
|                    | Demonstrate evidence of engaging stakeholders and influencing the development and improvement of practice, patient care, and service delivery. – Desirable but not essential |

| Skills/knowledge/ability | Advanced theoretical and practical knowledge of speciality with a wide range of approaches to the management of patients, demonstrated by advanced clinical reasoning and be able to comprehensively assess patients for risk factors and early signs of illness. |
Ability to lead within the nursing profession and multi-professional working; within an organisation and across organisation boundaries, being able to identify and implement systems to promote their contribution and demonstrate the impact of advanced level nursing to the healthcare team and the wider health and social care sector.

Ability to draw on a diverse range of knowledge in their decision-making to determine evidence-based therapeutic interventions (which will usually include prescribing or recommending medication) and actively monitor the effectiveness of these interventions.

Excellent time management and organisational skills

Excellent written and verbal communication skills demonstrating the use of a variety of media/IT skills.

Up-to-date knowledge of nursing policy and strategy.

Ability to translate and integrate evidence-based research/guidelines into assisting with the development of local pathways of care.

Ability to develop working relationships locally, regionally, and nationally.

Strong communication skills demonstrated through the delivery of presentations and producing articles.

Ability to critically appraise and synthesise the outcomes of relevant research evaluations and audits.

High level of work organisation, self-motivation, drive for performance and improvement, and flexibility in approach and attitude.

Strong sense of commitment to openness, honesty, and integrity in undertaking the role.

Within HealthHarmonie patient safety and satisfaction is at the core of everything we do, working with us will allow you to share that passion for our patient services and enable you to develop your own ideas to assist in this vision. You will be provided with opportunities to develop your career as so many of our team have had the chance to already. To find out more about working with HealthHarmonie please head to our dedicated careers page: https://www.healthharmonie.com/joinus