

Band 7 Job Description: Pilot of Allied Health Professional in Cancer Care

Responsible to: PCN

Accountable to: Dr Ali Robins

Base: Woolston and Townhill

Salary: Band 7 £40,057 - £45,839 pro rata

Pilot Duration: TBA

Job Summary:

Managerial and clinical accountability will be set by the service context of the post. The structure of accountability will be determined at local level, but it should ensure the following:

- The post holder is expected to be able to work as an autonomous practitioner able to assess and manage a wide variety of symptoms caused by cancer and its treatment. A part of this may be managing and leading the Cancer service within the PCN. However, it is essential that the post holder does not work in clinical or managerial isolation.
- The post holder will be expected to have access to support from leaders within their own profession and from the senior primary care team.
- The post holder will be expected to demonstrate and evaluate outcomes/achievement of key results for the pilot of this role.
- The post holder will be expected to have strong relationships with local clinical specialists within the field of Cancer. A significant element of this will be to ensure maintenance of strong clinical practice skills, clinical governance and clinical support.

Clinical

- To provide expert clinical assessment and diagnosis of symptoms of cancer and its treatments in primary care. This will include patients who present with a range of multiple needs and underlying pathologies/other primary conditions.

- Be the link between primary, community, charity, voluntary and acute services, when the patient is managed via primary care ensuring an integrated care pathway for individual patients that meets their needs. This will include referral to other services and/or directly providing management and advice.

- To lead on and develop effective communication between health and social care services/GP practices and other relevant care providers. Educate on the role of the Cancer Rehab Specialist, its impact on referral patterns and patient care pathways.

- Maintain sound relationships with oncology consultant teams, Cancer Nurse Specialists, relevant MDT teams, oncology specialist professions and rehabilitation teams and in charity, voluntary, community and acute settings.

- Where appropriate develop relationships with wider health and social care agencies, for example mental health teams, local authorities, third sector providers and patient groups

- To provide leadership to primary care multi-disciplinary teams on rehabilitation of cancer symptoms. This will include the provision of specialist advice on issues ranging from the provision of expert opinion on individual patient treatment options and to be a primary contributor to Cancer services and related pathway development.

- Work with other cancer specialist and primary care teams to develop collaborative working within the primary care multi-disciplinary team and provide leadership and expert advice to support the contribution of cancer specialist to Cancer pathways.

- Use local and national evidence-based practice to develop suitable research and audit programmes evaluating the effectiveness of the role. This will include communicating outcomes and integrating findings into own and wider service practice and pathway development.

Clinical

- Provide the patient with the primary assessment, diagnosis and management options for their symptoms of cancer.
- Carry own caseload as an autonomous practitioner, providing direct clinical care for patients with a range of complex cancer symptoms (physical and mental) and who may have significant other primary or secondary conditions/multi-pathologies.
- Use professional judgement and advanced clinical reasoning skills to make decisions about safe and effective patient care in unpredictable situations, including when there is incomplete/contradictory information.
- To be able to work autonomously as a lone practitioner.
- Be able to demonstrate understanding of the impact of interventions on existing conditions and treatment programmes e.g. other professions highly specialist treatments, cancer treatments, etc. Ensuring interventions are integrated and supportive of the whole treatment aims promoting a holistic approach to condition management.
- Be able to clinically justify referral onto appropriate Cancer pathways within acute care, the community or wider healthcare services. This will include referral to the appropriate stage of the pathway and the use of social prescribing.
- For patients that remain the responsibility of primary care services, take the lead for the management of the patient's journey on their care pathway, acting as the link for the patient between primary care and other services/professionals.
- Be able to justify clinically referrals to other specialist services. This will include referral to acute and specialist services such as acute oncology emergencies, Oncology consultants, Gastroenterologists, palliative care teams and Hospices other AHP specialist oncology services, nursing services and to the primary care medical teams. This requires advanced knowledge of the role of other specialist health professionals.
- An ability to recognise RED flags, serious pathology, reoccurrence, secondary cancers, late effects and potential underlying non-cancer related disease, that may present as symptoms of cancer and

its treatments and to refer appropriately. When needed accelerate the patient's referral to other health professionals/services.

- Work in partnership with the patient at all times to attain maximum participation in treatment programmes. This will include working with patients from diverse social background and cultures and understanding how this will affect treatment proposals and models.
- Develop integrated and tailored personalised care in partnership with patients
- Use effective shared decision making with a range of first line management options (appropriate for the person's level of activation)
- Assess levels of Patient Activation to confirm levels of knowledge, skills and confidence to self-manage
- Agree appropriate support for self-management through education, treatment plan and onward referral to other rehabilitation focussed services and social prescribing provision.
- Provide expert advice and act as source of expertise in the management of cancer symptoms and provide a specialist advisory service to patients, other healthcare professionals and members of the primary care team.
- Provide advice, instruction and teaching on aspects of management of symptoms to patients, relatives, carers and other health professionals.
- Continually review and develop specialist clinical skills in response to service need.
- Be accountable for own decisions and actions via Professional Registration and professional standards.

Service/Professional Leadership/Consultancy

- Plan and organise the cancer service efficiently, ensuring delivery in-line with service expectations.
- Integrate the role into the wider primary care team, proactively working with the primary care team to build robust relationships and integrate working practices. Attending primary care strategic and practice level meetings to represent this role and promote Cancer service when appropriate.
- Contribute to the development of referral guidelines for cancer symptoms from primary care to other NHS services that will direct referrals to other primary care services, community, secondary and tertiary [specialist] services.
- Work with other specialists to support the development of Cancer pathways across the primary care network. This may include contributing to pathways that are not primary Cancer pathways, but which have Cancer interventions along the pathway.

- Work collaboratively with the primary care team, including working across the Primary Care Network [PCN] and also in partnership with business managers, professional managers and lead clinicians of secondary, community and other care providers to improve service delivery and meet the identified needs of the local patient population.
- Use influence and contribution to the PCN to promote the contribution of CRS to Cancer services in primary care and to the wider related services in the health economy.
- Work with the primary care team to support preventative strategies for local populations, patient groups and individuals.
- Participate in peer networking and support underpinned by active engagement in peer review and embracing evidence-based practice.
- Demonstrate a detailed knowledge of wider health, healthcare and social care agencies related to Cancer.
- Contribute to organisational and service policies that support the maintenance of good clinical governance, manage risk and ensure patient safety is paramount. Be responsible for identifying and reporting any risk/clinical governance issues in the service.
- Contribute to monitoring and review of service standards for Cancer primary care services. Including established clinical, professional and service standards.
- Be aware of and able to demonstrate how the AHP role contributes to the achievement of key performance indicators [KPIs] for Cancer primary care services. Identifying where own role is supporting delivery of KPIs.
- Work within the service, contributing to the development of cancer services across the healthcare economy.
- Represent the service at internal primary care meetings and at external forums/service meetings including CCG and other strategic regional forums involved in the development of Cancer specialist role in Cancer Care and Cancer pathways.
- Participate in/support investigations into complaints and clinical errors/incidents when appropriate.

Education/Workforce Development

- Be responsible for leading and developing education and training of others up-to post graduate level to support the development of advance clinical skills and knowledge within the wider cancer workforce.
- Provide training and supervision, some of which maybe to postgraduate level, for primary care professionals in order for them to develop specialist cancer management and referral skills.
- Provide and receive clinical supervision and be an active provider of mentoring and coaching of specialist clinicians from a range of disciplines.

- Maintain a professional portfolio of knowledge and skills, at advanced clinical level, through participation in internal and external development opportunities.

Research and Evaluation

- To initiate, design and evaluate an audit strategy and tools to evaluate the effectiveness of the role in cancer care service in collaboration with the primary care MDT.
- Promote and lead the integration of evidence-based practice and national guidelines into own and local Cancer service practice. Use expert knowledge of evidence-based guidelines and national frameworks to influence the development of CRS services in PCNs.
- Lead or participate in research and MDT research projects as appropriate. This may include participation in cross organisational research and audit programmes.
- Present and disseminate research and clinical audit findings across the PCN and wider service providers, providing analysis of local and national data sets to illustrate service improvements and to promote service change.
- To maintain and up-date audit and data derived from a range of data sets in order provide statistical reports on outcome measures and achievement of KPIs for a range of audiences.
- Use audit and research to develop and improve service guidelines, care protocols, delivery of triage services and referral pathways.

Communication/Building Networks

- Participate in PCNs taking the opportunity to influencing the PCN to further support for and knowledge of the cancer specialist role in primary care.
- Promote and explain the role and what it can deliver to a range of audiences including patient groups, individual patients and other primary care team members, including GPs.
- Communicate effectively and appropriately with patients and their carer's. This will include explaining the diagnosis, and treatment choices available to manage multi-pathology and complex symptoms. It will also involve communicating limitations on treatment outcomes and managing expectations of patients with Cancer.
- To be able to communicate on highly sensitive topics which may be difficult for patients and their carers including advanced care planning and dealing with end of life phases of patients condition.

