

JOB DESCRIPTION

'Happy to talk about flexible working'

Job title:	Clinical Specialist
Department:	Specialist Palliative Response Service (SPRS)
Hospice band:	Clinical Band 6
Reports to:	
Responsible for:	
DBS required	Enhanced

Job purpose

The Specialist Palliative Response Service (SPRS) will be delivered between the hours of 20:00 and 08:00.

During these hours the clinical role will be to respond to urgent palliative response visits within a 2-hour timeframe.

The role will require you to:

- Act as an autonomous practitioner working independently and in conjunction with other health professionals
- Assess and treat the conditions of patients within their own homes and initiating referrals as appropriate
- Work collaboratively with hospice, community, primary care and acute teams, to meet the needs of patients and support the delivery of policy and procedures
- Provide expert professional advice to patients, carers and colleagues and ensure the maintenance of clinical excellence
- Provide education and training to other staff and students

"You matter because you are you, and you matter at the end of your life. We will do all we can not only to help you die peacefully, but also to live until you die"

Dame Cicely Saunders

Main duties and responsibilities

- Demonstrate excellent self-management in time and workload
- Be able to adapt to unforeseen circumstances and multiple demands on time
- Prioritise and visit patients presenting with a range of palliative, end-of-life and acute conditions, making any necessary referrals in an appropriate manner
- Assess, implement and evaluate specialist care for patients
- Provide specialist palliative and end-of-life care and support to patients and their families/loved ones in the place they call 'home' as required in accordance with clinical based evidence, NICE and the NSF
- Be sensitive to patients and their families/loved ones changing physical, psychological and spiritual needs



Kindness



Togetherness



Positivity



Openness



Respect



Innovation

- Maintain accurate clinical records in conjunction with current legislation
- Support patients in the use of their prescribed medicines or over the counter medicines (within own scope of practice), reviewing as required
- Liaise with external services/agencies and the patient's usual community teams to ensure the patient continues to be supported appropriately
- Support and escalate safeguarding matters in accordance with local and national policies
- Support and participate in shared learning within the system
- Participate in the review of significant and near-miss events applying a structured approach (e.g. RCA)
- Support the provision of accurate and timely data to support the team and organisation.

General duties

Confidentiality

- All employees are required to uphold the confidentiality of all information records in whatever format, encountered in the course of employment and after it.
- All employees are bound by the requirements of the General Data Protection Regulations when, in the course of their employment, they deal with information records relating to individuals.

Equality and Diversity

- The hospice is committed to promoting an environment that values diversity. All staff are responsible for ensuring that they treat individuals equally and fairly and do not discriminate on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex and sexual orientation. The hospice expects all staff to behave in a way that recognises and respects diversity in line with the appropriate standards.

Health and safety

- All employees have a responsibility under the terms of the Health and Safety at Work Act 1974 to protect and promote their own health and that of others in the workplace.
- All employees must comply with all hospice health and safety procedures infection control.
- The prevention and control of infection is the responsibility of everyone who is employed by the hospice. Employees must be aware of infection control policies, procedures and the importance of protecting themselves and their clients in maintaining a clean and healthy environment.

Information governance



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Positivity



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Respect



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- All employees are responsible for ensuring they undertake any training relating to information governance, read the hospice's policies, procedures and guidance documents relating to information governance, and understanding how this affects them in their role.

Professional development

- All employees must participate in an annual appraisal and develop a personal development plan with their line manager.
- All employees are responsible for maintaining their statutory and mandatory training.

Safeguarding children, young people and vulnerable adults

- The hospice is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All employees and volunteers are expected to behave in such a way that supports this commitment pandemic or major incident.
- In the event of a pandemic or major incident, the post holder may be asked to undertake other duties not necessarily commensurate to the banding of this role. This could include duties in any part of the hospice. Prior to undertaking any duties, the member of staff will have full training and induction. We won't ask any member of staff to undertake duties for which they are not competent or where they feel unsafe in their environment or could put patients or themselves at risk.

The job description is not exhaustive and may be amended following appropriate consultation in the light of business needs.



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PERSON SPECIFICATION

Job title:	Clinical Specialist
Department:	Specialist Palliative response Service (SPRS)
Hospice band:	Clinical Band 6

Requirements	Essential	Desirable	How identified
Education and qualifications	<ul style="list-style-type: none"> • Relevant HCP qualification with current NMC/HPCPC registration (e.g. RGN/HPCPC) • Healthcare related degree of working towards • European Certificate in essential Palliative Care • Evidence of continuous professional development 	<ul style="list-style-type: none"> • Non-medical prescribing qualification (V300) • Advanced Health Assessment • Advanced communication skills training/course, or willingness to undertake 	<p>A, C</p> <p>A, C</p> <p>A, C</p> <p>A, C</p>
Knowledge and experience	<ul style="list-style-type: none"> • Significant relevant post-registration experience of working in palliative and end-of-life care • Experience of working within a community team • Experience of forging excellent relationships across professional boundaries • Sound knowledge and application of up-to-date evidence-based practice and trends • Knowledge of principles of research, audit and quality improvement methodology 	<ul style="list-style-type: none"> • Teaching skills 	<p>A, I</p> <p>A, I</p> <p>I</p> <p>A, I</p> <p>A, I</p>

	<ul style="list-style-type: none"> • Experience and ability to use relevant IT packages, e-mail and electronic patient records • Clinical skills including (but not limited to) oral and subcutaneous drug administration, syringe driver management and verification of death 		A, I A, I, C
Personal skills and attributes	<ul style="list-style-type: none"> • Excellent communication skills • Ability to deal with complex/challenging situations • Ability to work independently and as part of a team • Effective leadership skills • Excellent time management skills • Willingness to work flexibly to meet the needs of the service • Car owner/driver with full current UK driving licence 		I I I I I I A, I, C

A= Application form

I=Interview

T=Test

C=Certificate