

JOB DESCRIPTION

'Happy to talk about flexible working'

Job title:	Clinical Nurse Specialist –
Department:	Community
Hospice band:	Clinical Band 7
Reports to:	Clinical Nurse Specialist Team Leader
Responsible for:	
DBS required	Enhanced with Adult and Child Barring Lists

Job purpose

To provide specialist palliative care nursing service to patients, carers, and health care professionals. The role supports and enables safe and effective strategic community palliative and end of life care service development. The role will involve working in a community setting.

Main duties and responsibilities

Expert Clinical Practice

- Give encouragement, support, empathy, time, reassurance and advice to patients, families and carers to enable them to explore and express feelings and issues of concern promoting informed choice.
- Demonstrate advanced practice in holistic assessment, development and evaluation of individual specialist nursing care programmes involving patients, families, and carers as appropriate.
- Facilitate the management and support of palliative care patients to ensure the pathway is seamless and of a high quality
- To promote autonomy and advocacy to ensure the delivery of appropriate care
- Working as an autonomous CNS, demonstrating a high level of empathic and interpersonal communication skills for patients and carers needing palliative care
- Demonstrate advanced knowledge as an expert practitioner in palliative care by use of innovative practice and skills
- Maintain accurate records using a system of nursing documentation and appropriate information systems which reflect on advanced assessment and practice
- Act as a role model demonstrating high standards of holistic care, promoting clinical excellence and clinical leadership
- Identify and apply innovative care and practice to ensure best clinical outcomes to benefit the patients, families, carers and organisational needs.
- Analyse complex situations and develop action plans to improve the quality of patient care

- Ability to use a range of strategies to improve and lead patient care and management
- Contribute to effective multidisciplinary team working and discussion
- Attendance multidisciplinary team meetings
- Provide initial support to bereaved families, friends and carers and referring to the Hospice bereavement service as appropriate.
- Assess out of hours calls received, interpreting the information given and responding appropriately, offering advice and support as appropriate.
- Liaison with GP and DN teams to advise and implement appropriate treatment regimens for the treatment of symptoms.
- Recognise the emotional commitment involved in providing a service out of normal working hours.
- Ability to function as an independent nurse prescriber safely prescribing anticipatory medications and other medicines as required

Education, Research and Audit

- Recognise the importance of knowledge and learning to maintain standards in palliative care
- Utilise advanced knowledge of specialist palliative care to ensure all opportunities are taken to advise, educate and share information.
- Deliver formal and informal education initiatives to colleagues, patients, and carers to achieve effective clinical outcomes
- Contribute to clinical design and education strategy development together with the Hospice's education department to ensure effective training programmes are available
- Supervise the development of healthcare professionals on placement
- Support practice development through the facilitation of complex case discussion/reflection with District Nurses and other health care professionals as appropriate.
- Participate in meetings, conferences and education sessions to promote the services provided by the Hospice.
- Encourage individual practitioners and teams to participate in the education strategy to develop palliative care knowledge and competence in their own practice
- Utilise up to date research/evidence to deliver patient care and disseminate knowledge to all members of the multidisciplinary team
- Participate in research studies as agreed by the Hospice
- Initiate, monitor and regularly audit aspects of service to continuously improve care
- Identify and act upon opportunities for sharing practice development initiatives and examples of good practice
- Role model effective clinical practice

Management and Leadership

- To act as a role model, adhering to the values of the hospice – kindness, togetherness, positivity, openness, respect and innovation

- Guide the CNS team in efficient assessment of referral and allocation of first assessment visits
- Recommend and implement initiatives to improve effectiveness of Hospice services
- Contribute to the development and review of Hospice-wide policies and procedures
- Investigate, record and report accidents/untoward incidents and complaints through the required governance processes.
- Support the development and effectiveness of Gold Standard Framework meetings through appropriate attendance and participation
- Support the use of reflective skills and facilitation skills to evaluate and improve current practice
- To receive clinical supervision and provide clinical support to others
- Manage time effectively and respond creatively to situations within the resources available to support in caseload management across site.
- Effective management of change by understanding group development needs in order to maintain good working relationships across organisational and professional boundaries to enhance and improve team working
- To maintain optimum multidisciplinary team working and effective communication between healthcare teams, patients and families
- Contribute to strategy and business planning in order to define and implement service developments and objectives
- Participate in the induction of new staff
- Work within the Hospice's policies, procedures and guidelines
- Contribute to the formation of relevant policies and procedures

Clinical Effectiveness

- Ensure practice is research based by implementing evidence, research, policy and standards that are relevant to specialist palliative care
- Promote an environment where enquiry is valued as a means to improve patient care
- Identify areas of palliative care practice or service provision which could be developed through audit or research and actively participate in audit and other reviews to improve clinical care
- Demonstrate continual evaluation of practice, make agreed changes and work within the multidisciplinary team to enhance service provision
- Monitor quality initiatives in line with local and national guidelines by assessing, monitoring and reviewing own and others practice ensuring safe delivery of care, reduce risks and effectively use resources
- Participate in the development and implementation of the Hospice's Clinical Strategy
- Contribute to a questioning and open culture in practice to enable a higher standard of care allowing patients, families, and carers to participate in this process
- Participate in/contribute to relevant research projects
- Evaluate research which is appropriate and relevant to specialist palliative care provision
- Demonstrate a proactive approach to the development of policies, protocols, and clinical guidelines in order to develop and adapt the role to the healthcare needs of patients, families and carers

- Assess and monitor risks in own and others practice ensuring safe delivery of care, which is evidence-based and adheres to good practice guidance
- Complete all mandatory training according to Hospice guidelines
- Participate in the Hospice appraisal system setting realistic objectives in order to maintain a personal professional profile and demonstrate a high level of specialist practice
- Flexibility to work in other areas/sites of the Hospice

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

- 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.

PERSON SPECIFICATION

Job title:	Clinical Nurse Specialist – Team Leader
Department:	Community
Hospice band:	Clinical Band 7

Requirements	Essential	Desirable	How identified
Education and qualifications	<ul style="list-style-type: none"> Registered first level adult nurse Relevant nursing degree or modules at degree level. Nurse prescribing qualification or currently on the NMP course 	<ul style="list-style-type: none"> Recognised teaching qualification or working towards 	A, C A, C A, C
Knowledge and experience	<ul style="list-style-type: none"> Substantial experience at Band 6 in Palliative care. Substantial experience at a senior nurse level Experience in clinical informal and formal teaching 		A, I A, I A, I
Personal skills and attributes	<ul style="list-style-type: none"> Clinical skills underpinned by advanced clinical knowledge of palliative care and current issues Ability to work effectively as a member of a team and in isolation Ability to work across site as needed Excellent communication skills Change management skills 	<ul style="list-style-type: none"> Experience of undertaking research/audit Intermediate/advanced IT competency Experience of being a clinical supervisor 	A, I I A, I I I

	<ul style="list-style-type: none"> • Knowledge of principles of research and audit • Ability to translate evidence into practice • Basic IT competency with email, internal, word and PowerPoint • Commitment to the hospice values • Ability to work weekends • Full UK driving licence and access to own vehicle 		I
			I
			I
			I
			I
			I
			A, C, I

A= Application form

I=Interview

T=Test

C=Certificate