

JOB DESCRIPTION

'Happy to talk about flexible working'

Job title:	Clinical Nurse Specialist
Department:	Community
Hospice band:	Clinical Band 6
Reports to:	Team Leader and Head of Clinical Services Community
Responsible for:	N/A
DBS required	Enhanced with Adult Barring Check

Job purpose

To provide a specialist palliative care nursing service to patients, families, carers and health professionals by:

- Demonstrating clinical knowledge of the principles and practice of palliative care
- Working as an autonomous practitioner in palliative care
- Managing a caseload of patients within the community setting as the specialist palliative care nurse providing advice and support as part of the multidisciplinary team
- Ensuring the delivery of high-quality, clinically effective care
- Participate in quality improvement initiatives such as audit, research and evidenced based practice and service development projects
- To participate in weekend working when required

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 effective practice in holistic assessment, development and evaluation of the patient and family
- Facilitate the management and support of palliative care patients to ensure the pathway is seamless and of a high quality
- Promote autonomy and advocacy to ensure the delivery of appropriate care
- Demonstrate a high level of empathic and interpersonal communication skills for patients and carers need palliative care.
- Demonstrate sound knowledge as a practitioner in palliative care by use of innovative practice and skills



Kindness



Togetherness



Positivity



Openness



Respect



Innovation

- Maintain accurate records using a system of nursing documentation and appropriate information systems that reflect on advanced assessment and practice
- Act as a role model demonstrating high standards of holistic care
- Identify and apply innovative care and practice to ensure best clinical outcomes to benefit the patients, families, carers and organisational needs
- Analyse situations and develop action plans to improve the quality of patient care
- Have the ability to use a range of strategies to improve and lead patient care and management
- Provide initial support to bereaved families, friends and carers, referring to the Hospice bereavement service as appropriate
- To participate in the hospice's telephone triage service, providing specialist palliative support and advice to patients, families/carers and other healthcare professionals

Education

- Recognise the importance of knowledge and learning to maintain standards in palliative care
- Utilise sound knowledge of specialist palliative care to ensure all opportunities are taken to advise, educate and share information
- Deliver informal education initiatives to staff, patients, and carers to achieve effective clinical outcomes
- Contribute to the development of healthcare professionals on short term placement with the Community palliative Care Team
- Encourage individual practitioners and teams to participate in the education strategy to develop palliative care knowledge and competence in their own practice

Consultancy/Leadership

- Contribute to effective multidisciplinary team working and discussion
- Attend meeting to optimise team working and allow for an effective and seamless patient journey to improve the patient's quality of life through high standards of practice in palliative care
- Support the development and effectiveness of Gold Standard Framework meetings through appropriate attendance and participation
- Establish and maintain a network of regional contacts in order to actively contribute to effective and positive working relationships
- Facilitation Action Learning and other similar initiatives for district nurses where appropriate
- Use of reflective skills and facilitation of complex case discussion/reflection with district nurses and other healthcare professionals as appropriate
- Role model effective clinical practice by encouraging joint visits to patients with district nurses and general practitioners
- Identify and act upon opportunities that arise for informal teaching/sharing of knowledge through joint working and shared care approaches



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- Manage time effectively and respond creatively to situations within the resources available to manage the caseload given
- Foster effective management of change by understanding group development needs in order to maintain good working relationships across organisation and professional boundaries to enhance and improve team working
- Identify areas of tension or opposition to effective changes in practice and aim to maintain optimum multidisciplinary team working and effective communication between healthcare teams, patients and families
- Participate in meetings and informal education sessions to promote the services provided by the hospice
- 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
- Ensure that information given to the multidisciplinary team and patients is research based
- Monitor quality initiative in line with local and national guidelines by assessing, monitoring and reviewing own and others practice to ensure safe delivery of care, reduce risks and effectively use resources
- Practice in line with 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
- Be aware 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 to ensure safe delivery of care, which is evidence based and adheres to good practice guidance
- Complete 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 progression from intermediate level of specialist practice to a high level of specialist practice
- Flexibility to work in all clinical areas of the hospice



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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



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Respect



Innovation

- 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 Nurse Specialist
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Hospice band:	Clinical Band 6

Requirements	Essential	Desirable	How identified
Education and qualifications	- Registered Level 1 adult nurse with current NMC registration - Post registration qualification in Palliative Care or willingness to undertake an appropriate module of 20 credits as part of the role - Evidence of continued professional development		A, C A, I, C A, I, C
Knowledge and experience	- Evidence of substantial experience within acute hospital or hospice, with relevant post registration palliative experience - Relevant (palliative care or other clinical speciality with significant palliative care input) experience at Band 5 or equivalent - Clinical skills underpinned by intermediate knowledge of palliative care and current issues - Experience of multidisciplinary working	- Experience of working in a community setting - Experience in clinical informal teaching - Understanding health and social care reform - Knowledge of hospice work - Evidence of leadership skills	A, I A, I A, I A, I

	• Knowledge and application of up-to-date evidence based clinical trends and practices • Understanding and knowledge of risk management processes and procedures and how these relate to clinical practice • Knowledge of principles of research and audit • Evidence of assessment skills		A, I A, I A, I A, I
Personal skills and attributes	• Excellent communication skills both written and verbal • Ability to participate in audit • Able to manage own workload • Ability to be flexible and responsible, and to work effectively as a team • Able to teach staff, patients and relatives across all areas of care and nursing practice • Good IT skills • Car owner/driver with full UK driving Licence		I, T I I, T I A, I I, T A, I, C

A= Application form
I=Interview
T=Test
C=Certificate