

st michael's hospice

JOB DESCRIPTION

Job Title:	Palliative Care Clinical Nurse Specialist
Job Location:	St Michael's Hospice (Hastings and Rother)
Accountable to:	Clinical Services Director
Responsible to:	Associate Director - Clinical Improvement, Education & Research

MAIN PURPOSE OF THE ROLE

To support the holistic care of people with specialist palliative care needs in the community through the provision of expert palliative care assessment and management, in line with their personal priorities and goals.

To act as a specialist resource for the patient, their families and the wider health and social care team in the support and care of people with life limiting illness including physical, psychological, social or spiritual support needs.

As a senior member of the Integrated Clinical Team, to play an active role in clinical governance, clinical service development, audit and research, including leadership of clinically facing projects.

To work in an integrated way, fostering strong working relationships and effective communication to ensure seamless support and care for patients and families.

To support 7-day service provision and participate in the Clinical On-call rota.

KEY RESPONSIBILITIES

1.0 Specialist Clinical Practice

- 1.1 Act as an expert clinician undertaking highly specialist assessment and plan, implement and evaluate support and care for patients.
- 1.2 Effectively explore peoples' personal priorities and goals to ensure these are at the centre of support and care plans.
- 1.3 Effectively utilise validated palliative care outcomes measures (OACC) and champion these across the Integrated Clinical Team to ensure they are embedded in, and routinely inform best practice.
- 1.4 Recognise, react to and manage palliative care emergencies appropriately.
- 1.5 Provide appropriate information and education to patients/carers/families on their condition, treatment options, side effects and future prognosis supported by the wider multi-disciplinary team.
- 1.6 Effectively utilise digital technology, including telephone and video consultations, to support patients' needs and efficient service delivery.
- 1.7 Promote a culture that supports rehabilitative person-centered palliative care and self-management approaches that enable patients and family members to utilise their coping skills, self-care and resilience and optimise their quality of life.
- 1.8 Lead advance care planning discussions with patients and family members and external partners including completion of RESPECT documents, anticipatory prescribing and organisation of palliative care service delivery.

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- 1.9 Be an expert resource for the wider healthcare team acting in an advisory capacity to manage complex symptom control for patients with life limiting illnesses.
- 1.10 Work autonomously demonstrating expertise, which improves the quality of care, outcomes and experience of patients and organise, plan, and prioritise patient contacts within a defined caseload.
- 1.11 Practice with confidence and competence within the NMC code of conduct adhering to local policy and process.
- 1.12 Act on professional judgement demonstrating critical reflection on own practice, self-awareness, emotional intelligence, and openness to change.
- 1.13 Work in partnership with individuals, families and carers, using a range of assessment methods.
- 1.14 Demonstrate effective communication skills, supporting people in making decisions, planning care, or seeking to make positive changes.
- 1.15 Initiate, evaluate and modify a range of interventions which may include prescribing medicines, therapies, lifestyle advice and care.
- 1.16 Exercise professional judgement to manage risk appropriately, especially where there may be complex and unpredictable events
- 1.17 Work collaboratively developing, maintaining and evaluating links to manage risk and issues across organisations and settings.
- 1.18 Be a clinical role model for developing and delivering care that is responsive to changing requirements, informed by an understanding of local population health needs.
- 1.19 Attend and actively participate in regular MDT and GSF meetings.

2.0 Leadership and Management

- 2.1 Actively contribute to the Hospice's Clinical Governance processes, participating in a Patient Safety subgroup or workstream and input into relevant policies.
- 2.2 Role model flexibility, team leadership, resilience and the ability to adapt to the changing needs of services provided in the pursuit of constant improvement.
- 2.3 Evaluate own practice and participate in multi-disciplinary service and team evaluation.
- 2.4 Actively seek feedback and involvement from individuals, families, carers, communities and colleagues in the co-production of service improvements.
- 2.5 Line manage the Associate Clinical Nurse Specialists.
- 2.6 Constructively challenge others, escalating concerns that affect individuals', families', carers', communities' and colleagues' safety and well-being when necessary.
- 2.7 Effectively manage workload, balancing direct clinical caseload responsibilities alongside service leadership and management.

3.0 Education, Research and Audit

- 3.1 Keep up to date with research, national guidance and policy and ensure practice is adjusted in accordance with current recommendations and best evidence-based practice.
- 3.2 Develop and maintain a positive team learning environment and culture of continuous improvement.
- 3.3 Provide specialist training and education for the Integrated Clinical Team contributing to formal and informal teaching sessions, interdisciplinary learning forums and journal clubs.
- 3.4 Act as a role model, educator, supervisor, coach and mentor, seeking to instil and develop the confidence of others.

- 3.5 Support the development of GP trainees through supervision and observation of practice, case study discussions and debriefs and prescribing conversations.
- 3.6 Evaluate and audit own and others' clinical practice, selecting and applying valid, reliable methods, then acting on the findings.
- 3.7 Critically appraise and synthesise the outcome of relevant research, evaluation and audit, using the results to underpin own practice and to inform that of others.
- 3.8 Actively participate in research relevant to service and strategy, in accordance with the Hospice research policy.

4.0 Continuing Professional Development

- 4.1 Take responsibility for personal continuing development, participating in and contributing to Education and Training opportunities to remain up to date and consistently strive to deliver the highest quality of palliative nursing service.
- 4.2 Be aware of limitations of personal knowledge, skills, confidence and competence and proactively seek support in a timely way.

5.0 Additional Responsibilities

- 5.1 Carry out duties with full regard to the Company's Equalities and Diversity policies.
- 5.2 To engage with, complete and remain up to date with training allocated for the role, raising any additional training needs with the Associate Director - Clinical Services.
- 5.3 Act as a responsible individual in relation to Health and Safety and be aware of the responsibilities of all employees to maintain a safe and healthy environment for patients, visitors, staff and volunteers.
- 5.4 Ensure that all duties are carried out to the highest standard, and in accordance with current quality initiatives within the work area.
- 5.5 Carry out any other duties, within an appropriate level of responsibilities as required.
- 5.6 Undertake flexible hours as and when the need arises to maintain safe patient practice.
- 5.7 Ensure confidentiality at all times within the Hospice.
- 5.8 Support and participate in the fundraising activities of the Hospice wherever possible.
- 5.9 Be an ambassador for the Hospice.
- 5.10 Ensure that the disclosure and use of confidential staff information is both lawful and ethical, and to recognise own responsibility for compliance with relevant legislation.
- 5.11 Promote, at all levels, the Company's vision, values and strategic objectives.
- 5.12 Hold DBS and Occupational Health clearances appropriate to the role.

Note: these are obtained and checked as part of the recruitment process and reviewed in line with company policy or if a change in circumstances is declared or comes to light.

This job description is not intended to be exhaustive and may be reviewed at any time to meet the needs of the business.

PERSON SPECIFICATION

Post Title:	Palliative Care Clinical Nurse Specialist
Department:	Community Services

	Essential Criteria	Desirable Criteria
Education/ Qualifications	<ul style="list-style-type: none"> • RGN • Degree in relevant studies • Evidence of Continued Professional Development • Post qualification in cancer / palliative care/ non-malignant disease or relevant subject • Non-medical prescribing qualification • Advanced Healthcare Clinical Assessment Skills 	<ul style="list-style-type: none"> • MSc in palliative care or related subject • Advanced communication skills • Research qualification • Post qualification in cancer / palliative care/ non-malignant disease or relevant subject
Experience	<ul style="list-style-type: none"> • Proven and relevant clinical experience working autonomously at a senior level. • Evidence of experience with palliative/EOLC patients and families. • Experience of working in different health care settings • Problem solving and clinical decision making • Experience of multi-professional working • Ability to lead and influence change • Experience supporting colleagues/ student nurses 	<ul style="list-style-type: none"> • Evidence of managing patient caseload in community/ward setting • Experience of formal/informal teaching • Previous experience of working as a clinical nurse specialist • Experience in non-malignant disease • Experience of audit and research • Leadership and management experience
Skills and Ability	<ul style="list-style-type: none"> • Exceptional interpersonal skills with the ability to engage with internal and external stakeholders. • Able to initiate and manage changes in clinical practice related to palliative care • IT literate and able to use Microsoft Office • Able to teach a range of health care providers both formally and informally • Ability to think laterally, problem solve and work flexibly, managing time, self and own workload 	<ul style="list-style-type: none"> • Ability to integrate a rehabilitative approach into practice

	<ul style="list-style-type: none"> • Ability to motivate self and others • Ability to work autonomously and as part of a team • Ability to prioritise workload and be a good time manager • Ability to work with frequent interruptions 	
Knowledge	<ul style="list-style-type: none"> • Knowledge and confidence of commonly used medications/ therapeutic interventions • Knowledge of the national and local agenda for EOLC (end of life care) • Good understanding of the principles of Rehabilitative Palliative Care 	<ul style="list-style-type: none"> • Extensive knowledge of clinical governance, specifically related to advanced practice • Extensive knowledge of national and local legislation, policies and procedures relating to the job and good understanding of those relating to Health & Safety, Equal Opportunities, Data protection. • Understanding of the philosophy and principles of palliative care and the role of the specialist clinician in this area
Qualities/ Attributes	<ul style="list-style-type: none"> • Resilient practitioner and decision maker with the ability to work and remain calm under pressure • Ability to foster positive relations • High standards of integrity, diplomacy and reliability • Confident and self-aware of own limitations and professional boundaries • Professional, confident and compassionate approach to the work. 	
Other Requirements	<ul style="list-style-type: none"> • Full driving licence and access to own car or be able to adequately demonstrate how you will be able to meet the travelling requirements of the post in a timely manner. 	