

<b>Job Title</b>	<b>Community Palliative Care Specialist Nurse</b>
<b>Band</b>	<b>AfC Band 6</b>
<b>Responsible to</b>	<b>Team Lead</b>
<b>Accountable to</b>	<b>Head of Clinical Services</b>
<b>Base</b>	<b>Honeypot Lane and required to travel in the community</b>

### **Job Purpose**

The Clinical Nurse Specialist (CNS) in Palliative Care will work to empower people with advanced progressive illnesses and those who support them to maximise their individual quality of life and death by enabling the provision of skilled palliative care.

This role within an established team will support ongoing development of the post holder, giving them the opportunity to advance their palliative and end of life care skills alongside a multiprofessional team.

### **Key Working Relationships**

#### **Internal**

- District Nurses
- Consultants in Palliative Medicine
- Clch Specialist Services

#### **External (if applicable)**

- Continuing Health Care
- GP's
- Allied Health Professionals
- Local Hospice's
- Care Agencies
- Other palliative and specialist palliative care providers both NHS and the independent sector including St Luke's Hospice
- Aligned primary health care teams
- Associate Specialist
- Consultant Family Therapist/Consultant Clinical Psychologist
- Oncologists, multidisciplinary clinicians and co-ordinators working in across the acute & independent sectors
- Designated nursing home staff
- Hospice and other voluntary services
- Other clinical, managerial and social care staff involved in improving the cancer and palliative care patient's experience

### **MAIN DUTIES AND RESPONSIBILITIES**

#### **Clinical**

- 1.1 Use advanced skills and expert knowledge to make comprehensive and focused assessments.
- 1.2 Use advanced skills and expert knowledge to identify subtle changes in condition and act on these appropriately.

- 1.3 Work in partnership with clinicians/health professionals to plan and implement treatment for palliative care and patients with life limiting illness.
- 1.4 Refer on to other services or professionals as appropriate. This may include facilitating discussion with the patient, their family and significant others concerning palliative care and end of life care plans.
- 1.5 Promote the principles of self-care and patient empowerment.
- 1.6 Act as the patients' advocate raising their concerns about services of CLCH or other agencies
- 1.7 Provide specialist assessment, advice including pharmacological and non-pharmacological interventions to treat symptoms and highly complex emotional concerns of patients and carers in distressing circumstances of terminal illness and bereavement.
- 1.8 Use and develop specialist skills when dealing with verbal and physical aggression whilst working with patients and carers.
- 1.9 Provide highly specialist palliative care advice and support to other generalist nurses, care agencies and health professionals including doctors and consultants, to ensure high quality individualised patient care.
- 1.10 To work as a point of contact for colleagues, patients and carers need advice and support
- 1.11 Provide an expert holistic assessment of the patient and family needs in order to develop, implement and evaluate specialist programmes of care for patients with cancer and patients with life limiting illness in the palliative & end of life phase of their illness.
- 1.12 Use specialist knowledge and skills to provide as part of the multidisciplinary primary health care team, specialist nursing interventions to patients and their carers who are referred to the team.

## **Management**

- 2.1 Manage a small caseload of patients requiring Specialist support whilst receiving regular managerial supervision
- 2.2 Provide informal education to patients and their carers along with specialist education to health professionals.
- 2.4 Actively participate in peer support to team members and mentorship to new post holders.
- 2.4 Contribute to the operational and service developments required by the NHS modernisation agenda and the National Service Framework for Palliative and Supportive Care to enable implementation of new ways of working.
- 2.5 Develop, implement, evaluate and work within service protocols and policies.
- 2.6 Use and develop specialist skills when dealing with verbal and physical aggression whilst working with patients and carers.
- 2.7 Participate, lead and work collaboratively with other palliative care providers within national and local palliative care organisations, to provide educational programmes.
- 2.8 To manage the capacity of the team as part of a 'duty nurse' role.

## **Communication**

- 3.1 Use expert skills in communication, clinical judgement and management within palliative care settings.
- 3.2 Use tact and diplomacy to communicate complex sensitive information when motivational negotiating empathetic and reassurance skills are needed.
- 3.3 Empower health and social care professionals to deliver high quality cancer and palliative care by sharing knowledge and expertise. Lead or participate in action learning sets/reflective practice sessions for district nurses and provide daily support to integrated care teams, helping to improve and maintain high standards of palliative and end of life care.
- 3.4 Maintain confidentiality at all times and manage information sensitively.
- 3.5 Demonstrate discretion, dignity and respect when communicating with patients, colleagues and other agencies.
- 3.6 To work closely with all palliative and end of life care providers across Harrow.

### **Information Management**

- 4.1 Ensure accurate and timely data is entered by all team members (EMIS).
- 4.2 Ensure compliance with Information Governance policies
- 4.3 Develop communication links around patient records with other services in line with Caldicott principles
- 4.4 Evaluate and use data collected within the service to aid in research locally and to improve service provision.

### **Service Development and Improvement**

- 5.1 Contribute to the Health Authority and local university's educational strategies and provide resources to the primary health care team, patients, carers and Clinical Commissioning Groups
- 5.2 Adhere to NICE guidelines.
- 5.3 Audit competency-based practice within the team as required.

**The above indicates the main duties of the post which may be reviewed in the light of experience and development within the service. Any review will be undertaken in conjunction with the post holder.**

**Person Specification Job Title:** Community Palliative care Specialist Nurse

Factors	Criteria	Assessment Method
<b>Education/Qualification</b>		
Essential	<ul style="list-style-type: none"> <li>• First level nurse registration</li> <li>• Current NMC registration</li> <li>• First level degree or undertaking a first level degree</li> <li>• Willingness to undertake further academic or practical study at a higher level for e.g. Master's degree</li> <li>• Teaching qualification or willing to undertake</li> <li>• Advanced Communication Course</li> </ul>	See below
Desirable	<ul style="list-style-type: none"> <li>• Independent nurse prescribing qualification</li> <li>• Do Not Attempt Cardiopulmonary Resuscitation competencies</li> <li>• Specialist palliative care qualification</li> </ul>	See below
<b>Experience</b>		
Essential	<ul style="list-style-type: none"> <li>• Community experience</li> <li>• Up to date clinical knowledge in palliative care</li> <li>• Considerable post registration experience</li> <li>• Experience working with palliative care patients</li> <li>• Demonstrates current knowledge of national policies relevant to the specialty, and an understanding of national reform initiatives.</li> <li>• Experience of teaching</li> <li>• Experience of multi-agency working</li> <li>• Experience of implementing evidence based practice</li> <li>•</li> </ul>	See below
Desirable	<ul style="list-style-type: none"> <li>• Evidence of experience in a teaching and mentoring role</li> <li>• Experience of cross boundary working in partnership and collaboration with health, social and voluntary sectors</li> <li>• Experience of participation in research, audit and evaluation</li> <li>• Experience of using counselling skills</li> </ul>	See below
<b>Skills &amp; Knowledge</b>		
Essential	<ul style="list-style-type: none"> <li>• Knowledge of NMC code of professional conduct</li> <li>• Is able to communicate complex, and sensitive information which requires empathy and reassurance related to palliative care patients and their families and professionals working with them</li> <li>• Knowledge of clinical governance and its implications</li> <li>• Ability to work well as part of a multi-disciplinary team</li> <li>• Ability to make autonomous decisions</li> <li>• Ability to manage a caseload and demonstrate time management skills</li> <li>• Ability to exercise initiative</li> <li>• Able to collaborate with the multi-disciplinary team and successfully negotiate with, and influence others</li> <li>• Ability to work under pressure</li> <li>• Excellent communication and inter-personal skills, with an ability to demonstrate a high standard of written, verbal and networking skills</li> <li>• Ability to demonstrate computer skills</li> <li>• Has the ability to challenge and be challenged regarding triage outcomes</li> </ul>	See below
Desirable	<ul style="list-style-type: none"> <li>• Knowledge of research processes</li> <li>• Has ability to use influencing, negotiating and counselling skills in highly emotive atmosphere</li> </ul>	See below

<b>Key Attributes</b>		
Essential	<ul style="list-style-type: none"> <li>• Willingness to uphold the Trust's values</li> <li>• Eligible to live and work in the UK</li> </ul>	See below
Desirable	<ul style="list-style-type: none"> <li>• Hold a full, valid, UK driving licence and have access to a car to use for business purposes (unless you have a disability as defined by the Equality Act 2010)</li> </ul>	See below
<b>Assessment will take place with reference to the following          AF – Application Form, IV – Interview, P – Presentation, T-Test, C Certificate</b>		