**Job Title; Specialist Community Palliative Care**

**Clinical Nurse Specialist (CNS)**

**Salary; Agenda for Change Band: 7**

**Hours of work; Full time post – 37.5hrs PW The post holder will be expected to work as part of a provision of a 7 day service**

**Responsible to; Brent Team Lead**

**Accountable to; Director of Nursing Services**

**Location; Based at St Luke’s Hospice but active across North Brent locality as part of the 7 day service**

**Job summary**

The clinical nurse specialist is a key worker role. The clinical nurse specialist acts a keyworker for the person living with cancer and other life limiting illnesses. They hold regular supported conversations with the person, identifying their wide range of needs through a holistic needs assessment. They develop a comprehensive care and support plan for the person living with cancer, and other diseases, addressing their health concerns and working to promote their health, wellbeing and independence. Using their skills and expertise in cancer/palliative care, the clinical nurse specialist delivers high standards of personalised care, providing physical and emotional support to their patients, coordinating their care services, and informing and advising them on clinical and practical issues associated with their illness. This leads to a more positive outcome for patients.

**Main responsibilities**

**Leadership**

* Demonstrates leadership through clinical expertise, delivering high standards of personalised care by acting as a key worker identifying needs through a holistic needs assessment and co-creating a care and support plan with people living with cancer and other life limiting illnesses.
* Provides a recognisable experience by ensuring people living with cancer /limited life expectancy are aware they are interacting with a specialist professional, and know the full range of resources and services available through, navigating and coordinating where necessary.
* Works in collaboration with services across the cancer/and other disease pathways, to implement plans and to monitor theireffectiveness in improving service delivery and meeting the needs of people living with cancer and other palliative diagnosis.
* Leads by example, contributes to the delivery of specialist education and training to other professionals involved in patient care; promotes best practice; supports and coaches less experienced colleagues to achieve high quality, personalised care for people living with cancer and other life limiting illnesses.
* Supports in demonstrating the impact of the post, contributing to progress reviews and regularly capturing and returning outcome and performance metrics.
* Act as a role model, demonstrating high standards of care and providing clinical leadership to others.
* Promotes a culture that supports and enables self-management.
* Supports St Luke’s strategy and vision by leading the development, management and promotion of services, ensuring the delivery of high quality, cost effective care.
* Embeds patient and public involvement within the sphere of practice.
* Leads on the implementation and monitoring of adherence to relevant clinical guidelines.
* Takes professional responsibility for ensuring effective communication between all service providers across the care pathway.
* Actively participates in multi-professional meetings, acting as patient advocate and representing nursing views.
* Acts as a role model for excellent advanced communication skills and expertise.
* Demonstrates skills in conflict resolution and negotiation skills when dealing with difficult or challenging situations.
* Leads the development of patient focussed education, including training to self-manage ongoing consequences of treatment.
* Develops new skills in response to emerging knowledge and techniques.
* Works across professional boundaries using creative reasoning and problem solving.
* Instigates and manages change within a complex environment.
* Perform duties according to the values of St Luke’s Hospice acting at all times to safeguard the interests of the individual patients, and their families.
* Influences the development of others through education and training.
* Promotes patient and public experience feedback through local initiatives to drive innovation and change.

**Expertise**

* Takes personal responsibility for life-long learning and personal development through clinical supervision, and appraisal, and Knowledge & Skills Framework and actively engages with the learning and development opportunities offered by St Luke’s Hospice.
* Demonstrates high level clinical, technical and research skills through breadth and depth of knowledge.
* Uses creative reasoning, experience and vision to advance care. Attending relevant CCG/ locality meetings, using expert knowledge to support and advise on the development of patient services and pathways.
* Demonstrates continuous evaluation of nursing practice and makes changes where appropriate.
* Act as practice assessor/supervisor for learner nurses.
* Contribute to the hospice education program liaising with the Education and Professional Development Managers to ensure this is current and addresses the needs of our own staff and those who work in external teams and organisations
* Provide mentorship and support when required to junior staff, staff undertaking the hospice development program and student nurses allocated to the hospice from our local partner Higher Education Institutes ensuring timely assessment and completion of clinical competencies.

**Clinical Excellence**

* Delivers personalised care through regular supported conversations with the person living with a palliative diagnosis, identifying needs through a holistic needs assessment, and addressing patient’s health care needs.
* Following a holistic needs assessment, develops a comprehensive care and support plan with the person living with a terminal illness. Reviews and updates the plan every time a supportive conversation takes place, which should be regularly and evaluates the impact of care interventions.
* Actively integrates theory and practice.
* Act as a ‘key worker’ for a clinical caseload, working to coordinate care and provide easy access for ongoing support for patients.
* Participates in a 7 day service as part of a rota.
* Assesses people’s information needs and provides information, to determine their own future.
* Enables people to access, identify, appraise and interpret complex technical information to help them to determine their own future.
* Provides clinical expertise, specialist advice and support across service boundaries.
* Leads the nursing contribution to service development, ensuring the pursuit of excellence in care.
* Defines a clear care pathway, refers to other professionals and signposts to other agencies as appropriate.
* Promotes the service and clinical excellence by contributing to publishing and presenting innovations, audit and research locally, regionally and nationally.
* Influences and develops policy and clinical guidelines internally and externally.
* Promotes self-management, risk stratifying patients into who can self-manage following education, those who will need guided support to self-manage and those who will require ongoing, face-to-face support, to support people to live with their diagnosis and the choices available to them.

**Other**

The job description is not intended as an indication of the full and detailed range of duties that may be undertaken by the post holder and will be reviewed and developed to reflect the changing needs of the service and the Organisation. Other duties that are commensurate to the grade of the post may be requested from time to time.

The post holder is therefore expected and encouraged to participate fully in discussions and the organisation aims to reach agreement to reasonable changes. However, if agreement is not possible the organisation reserves the right to insist on changes to any job profile where this best serves the needs of the organisation but only after full consultation has been undertaken.

**HEALTH AND SAFETY**

The organisation will take all reasonably practicable steps to ensure your health, safety and welfare while at work. The post holder must ensure that they are familiar with all relevant policies and procedures and ensure that all statutory requirements are met with regard to Health and Safety at Work in respect of facilities, equipment, staff and volunteers. Any hazards that are observed should be reported to the appropriate officer immediately. It is the legal duty of the post holder to take care of their own health and safety and that of colleagues while at work.

**Information Governance and Confidentiality**

During the course of your employment you may have access to, see or hear information of a confidential and sensitive nature. You are required not to disclose such information, particularly relating to service users and staff. All personal identifiable information must be held in the strictest confidence and should only be disclosed to authorised people in accordance with Caldicott guidelines and the Data Protection Act 1998. It is the post holders responsibility to familiarise themselves with hospice Information Governance Policy. Failure to comply with this term of your employment will be treated as an act of misconduct under the hospice disciplinary procedure.

**Conduct**

As a St Luke’s Hospice employee it is your contractual duty to abide by any relevant code of professional conduct and / or practice applicable to you. Please refer to the employee handbook for further information.

**PERSON SPECIFICATION**

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|  | Essential | Desirable |
| Qualifications | * NMC Registration RGN/RN Level 1 * Degree/Masters level of study in Health related topic (or willing to work towards) * Post registration qualification in palliative care and or oncology / dementia / (or willing to work towards appropriate levels ) * Independent Nurse Prescribing   (or willing to work towards) | * MSC in related Health Topic * Teaching Qualification * Leadership training course * Advanced communication skills training |
| Experience/ knowledge | * Knowledge of palliative care and symptom management and the ability to use in care planning * Experience of working at Band 6 or above * Experience of leading and managing * Experience of working as part of a multi professional team * Experience of mentorship and teaching * Evidence of Holistic assessment skills and clear decision making skills * IT skills * Education/ presentation skills * A working knowledge of clinical governance and evidence based practice | * Experience in Oncology / Dementia / chronic conditions and or palliative care * Specialist knowledge of palliative care and symptom management * Experience of clinical supervision * Experience of Community Nursing * Awareness of the use of clinical supervision in practice * Experience of working as a Specialist Palliative Care CNS * Experience of audit and research |
| Personal skills | * Ability to communicate effectively and sensitively * Ability to work as part of a team * Effective time management skills * Ability to manage conflict * Ability to demonstrate organisational skills * Ability to manage time * Excellent written, and verbal communication skills |  |
| Personal characteristics | * Ability to work in a confident and professional manner * Self aware, reflective and proactive identifying and meeting own development needs * Ability to practice safely and autonomously * Be resourceful flexible and resilient. * Demonstrate the ability to innovate and motivate others |  |
| Other | * Car owner/driver * Willingness to work to meet the demands of the service |  |