

Job Description

Job Title	Community Palliative Care Nurse
Hours of work:	The post holder will be expected to work as part of a provision of a 7-day service and will be expected to work as part of an 8am-8pm rota as part of service development in line with the NWL ICB New Model of Care.
Location	St Luke's Hospice active across Brent
Reporting to:	Community Palliative Care Team Lead
Accountable to:	Director of Patient Services

Job summary

The Community Palliative Care Nurse is a key worker role. The Community Palliative Care Nurse 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.

Leadership

- This post offers an opportunity to develop into the role of a Palliative Care Clinical Nurse Specialist. Working closely with our service lead/team, you will be supported to develop the skills and competencies required.
- As a member of the Community Specialist Palliative Care Team providing specialist palliative care and advice to patients, families, carers and other health and social professionals within the North Brent community.
- Work as a safe and autonomous team member responsible for individual clinical cases. Efficiently managing own caseload of patients.
- Support the requirements of individuals with life limiting non curative diagnosis who have consented to referral to the community specialist palliative care service.

- Support the primary care services with complex management of individuals within the community.
- Acting as a key orchestrator of specialist palliative care and support of generic palliative and end of life care as provided by other health and social care providers.
- Perform duties according to the values of the Hospice acting at all times to safeguard the interests of individual patients, their families/carers.
- Be accountable for personal professional practice in accordance with the NMC Code of Professional Practice.

Clinical Care

- Be responsible for a caseload of patients within the catchment area, working with the team to allocate and prioritise work appropriately providing clinical cover for absent colleagues, as required.
- Support individualised care for each community patient. Encourage and advise patients in the community with life limiting non curative illnesses by providing specialist knowledge and expertise.
- Practice holistic health assessment quality evaluation of interventions while communicating appropriate information with the relevant persons involved in the individual patient care.
- Demonstrate advance communication skills.
- Provide a supportive and advisory service to patients' families, professional and non-professional carers.
- Effectively liaise, communicate with and refer to all relevant professionals, statutory and voluntary agencies ensuring appropriate help, support and co-ordination of care for patients and carers.
- Work collaboratively with other specialist services.
- Act as a resource in all aspects of palliative care and facilitate the development of palliative care skills across the locality.
- Implement evidence-based practice and participate in on going quality development with in at the hospice.
- Demonstrate the highest regard for the principles of confidentiality and at no time disclose confidential information inappropriately.
- Adopt a health educating approach to the care of patients and family.
- Make available skilled bereavement care, utilising other members of the multidisciplinary team and agencies as appropriate.
- To participate in an on-call/7-day service with support.

Managerial

- Work collaboratively with the Community Team Leader and other professional colleagues to ensure efficient and effective team working in the day-to-day management of the service.
- Participate and lead in the referral system, prioritising accordingly.
- Manage own caseload, ensuring efficient use of resources. Regularly review caseload and identify issues/challenges through multidisciplinary discussion
- Keep accurate and timely records of all patients, family and carer, health & social care professional interactions. Maintain all records in a safe and secure holding according to Hospice policy and procedure.
- Participate in multi-disciplinary team meetings and case conferences as appropriate and working with colleagues to identify needs and plan care.
- Participate in audit and attend clinical and management meetings as required.
- Participate in debriefing sessions, critical incident analysis and regular individual, or local team meetings
- Meet regularly with colleagues for discussion, consultation and dissemination of information.
- Understand the implications and assist where appropriate in the implementation of relevant local and national standards and guidelines to ensure the delivery of a high-quality service for patient's, families and carers.
- Use time and financial resources effectively and efficiently.
- Monitor own performance in the provision of care, ensuring that professional standards are always maintained.
- Be a supportive and contributing member of the Hospice multi-disciplinary team and organisation.
- Attend Primary care meetings.

Education/Training and quality

- Maintain and improve professional competence, keeping abreast of the latest developments.
- Promote good quality practice at all times.
- Participate in the education, both internal and external to the hospice including induction programmes and support meetings for other professional staff.
- Monitor own performance by working through competency assessments and reflective practice and identifying training and educational needs.
- Share and disseminate information and expertise to colleagues.

- Be involved in training and education as agreed with Clinical Nurse Lead.
- Be involved in local and organisational audit and quality initiatives.
- Regularly read and update personal and professional knowledge of palliative care nursing.
- Regular attendance at in house statutory training requirements.

EQUAL OPPORTUNITIES

Comply with and promote St. Luke's Hospice Equal Opportunity Policy and avoid any behavior which discriminates against colleagues, potential employees, patients/clients or their families on the grounds of sex, marital status, race, age, belief, color, nationality, ethnic or national origins, religion, disability, creed, class, gender or sexual orientation.

MISSION & CORE VALUES

All Hospice staff are expected to work in line with St Luke's Mission & Core Values as these precepts act as a value base which directly influences how all work activities are undertaken. The ethos of the Hospice should be apparent in the behaviors and attitudes of all employees as the work they undertake, whether it is direct or indirect care is ultimately for the benefit of patients. The Mission and Core Values are an integral part of all job descriptions, the probationary period and performance and development reviews.

OTHER

St Luke's Hospice is committed to Equal Opportunities for all present and potential members of staff and patients. Therefore, St Luke's Hospice expects all employees and volunteers to understand, support, and apply this policy through their working practices which requires all individuals to be treated with respect, dignity, courtesy, fairness and consideration.

This job specification may be modified in the light of development and changing circumstances, according to the needs of the service, and in consultation with the post holder. The post holder should be prepared to undertake any further duties that arise as the post develops. All members of nursing staff may at times be required to work in other parts of the Hospice, commensurate with the roles and responsibilities laid out in this job description.

PERSON SPECIFICATION

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • NMC Registration RGN • Degree/master's level of study in Health-related topic (or willing to work towards) • Post registration qualification in palliative care/oncology (or willing to work towards) • Independent Nurse Prescribing (or willing to work towards) 	<ul style="list-style-type: none"> • MSC in related Health Topic • Teaching Qualification • Leadership training course • Advanced communication skills training
Experience/knowledge	<ul style="list-style-type: none"> • 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 • Experience of working with IT systems • Understanding of the CNS role in palliative care • A working knowledge of clinical governance and evidence-based practice 	<ul style="list-style-type: none"> • Experience in oncology 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 in a Palliative Care Team • Experience of audit and research
Personal skills	<ul style="list-style-type: none"> • 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 	

<p>Personal characteristics</p>	<ul style="list-style-type: none"> • 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. 	<p>Demonstrate the ability to innovate and motivate others</p>
<p>Other</p>	<ul style="list-style-type: none"> • Car owner/driver • Willingness to work to meet the demands of the service 	