



Job description

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| Post: | Clinical Nurse Specialist (Training Post) |
| Department: | Hospice at Home |
| Reports to: | Locality team Leader |
| Responsible to: | Director of Patient Care and Strategic Development |

The job holder will work under the supervision of a Community Clinical Nurse Specialist to:

- Promote, plan and facilitate the delivery of high standards of palliative care to patients and their carers in the community setting.
- Participate in clinical and education activities related to developing specialist palliative care in the community.
- Sustain and develop the relationship between The Princess Alice Hospice Community Team and the Primary Healthcare Teams and others involved in caring for the patients/families receiving palliative care support.
- Identify written personal objectives, relevant to developing professional practice for this role.

Hospice values and behaviours

The post holder will be expected to commit to our values and behaviours. Our key principles are respect, compassion and knowledge. They help us to understand the unique needs of each patient and their family and carers, to remain responsive and caring and to ensure we remain a centre of excellence delivering high-quality care. Our values help us uphold these principles in our day-to-day behaviour and in all the decisions we make; they can be summarised by the acronym: I CARE.

I CARE

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| Integrity | I will work openly and honestly. I will treat everyone fairly. |
| Compassion | I will show genuine interest in all those I come into contact with. I will be kind and thoughtful towards my colleagues. |
| Accountability | I will take responsibility for my decisions and actions. I will not blame others when I make a mistake. |
| Respect | I will value others and recognise that giving great care depends on everyone doing their job whatever their role may be. I will value the diversity of others in both opinion and culture and not be rude or dismiss what I do not understand. |

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| Excellence | <p>I will strive to learn, to improve and always do my best.</p> <p>I will put the person I am helping at the centre of everything I do in order to deliver the best possible experience for them.</p> |
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Key responsibilities

1. Clinical

The trainee will be expected, under supervision, to perform the following duties:

- 1.1. Assess the patients' physical, psychological, emotional and social needs. Plan for and evaluate intervention of care at initial and subsequent visits.
- 1.2. Liaise with other Primary Health Care professionals working in the Community with patient/family to promote the Hospice's high standards of palliative care for patients in the community.
- 1.3. Develop relationships with patients/families and carers to facilitate provision of specialised symptom control and support.
- 1.4. Support, counsel and keep informed on care delivery all relevant carers and relatives in accordance with patients' wishes.
- 1.5. Present and discuss all visits to patients with mentor or agreed deputy.
- 1.6. Assist the Community Clinical Nurse Specialists with visiting and telephone contact to patients/families as appropriate.
- 1.7. Advise on and facilitate bereavement support for bereaved relatives.
- 1.8. Undertake bereavements visits as appropriate.
- 1.9. Attend regular clinical reviews with medical team.
- 1.10. Develop an autonomous approach within professional practice.
- 1.11. Develop skills enabling the practitioner to hold a small caseload, under supervision.
- 1.12. Develop an understanding of available resources in the community which will facilitate and support the provision of care to the patient requiring specialist palliative care.
- 1.13. Participate in the on-call duties, under supervision, at an appropriate stage in the training programme.
- 1.14. Record all activity data on computer and submit other management information as required.
- 1.15. Develop opportunities to gain experience of the community, eg. community district nurses, in-hospital support teams and other relevant specialists.
- 1.16. Attend clinical and management meetings as required.

2. Educational

- 2.1. To continue personal professional development, to ensure clinical effectiveness of self and to have a positive commitment to both providing and receiving clinical supervision.

- 2.2. To participate in the development and delivery of formal educational programmes for professionals in the Princess Alice Hospice, the community and educational establishments.
- 2.3. To identify the specific training and educational needs of patients and carers and facilitate meeting these needs.

3. Audit and research

- 3.1. To develop mechanisms for auditing care and in conjunction with senior medical and nursing staff, participate in the development of multidisciplinary audit.
- 3.2. To participate in and support nursing and collaborative clinical research in palliative care.

4. Other requirements

- 4.1. To act as an ambassador for the Princess Alice Hospice at all times, including representing the Hospice in fundraising and PR activities as requested.
- 4.2. To receive and disseminate information through attendance at appropriate meetings and liaison with other hospices and palliative care teams.
- 4.3. To undertake any other such duties or general tasks and hours of work as may reasonably be required and to work in other locations within the hospice organisation.
- 4.4. A job description is not a rigid or inflexible document but acts to provide guidelines to the duties expected while in post.
- 4.5. This job description will be reviewed and amended in the light of changing professional demands.

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| Signature: | | Date: | |
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Personal specification

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| Post: | Clinical Nurse Specialist (Training Post Considered) |
| Department: | Hospice at Home - Specialist Palliative Care Team |

Qualifications and Training

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| Essential | <ul style="list-style-type: none"> • Current NMC Registration • RGN qualification • Teaching qualification (ENB 998 or equivalent) • Relevant degree or diploma or in the process of undertaking same | Application form |
| Desirable | <ul style="list-style-type: none"> • Palliative Care Diploma or equivalent • Community qualification • Palliative Care Degree | |

Work background and experience

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| Essential | <ul style="list-style-type: none"> • Post registration experience • Palliative care or oncology experience. • Interest in research/audit • Experience in mentoring P2K and post-basic students • Clinical supervision experience | Application form Interview |
| Desirable | <ul style="list-style-type: none"> • Community experience | |

Particular skills and aptitudes

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| Essential | <ul style="list-style-type: none"> • Evidence of highly developed communication skills both written and verbal • Good interpersonal skills • Able to work effectively in an emotionally demanding environment • Computer literate • Leadership capabilities • Clinical assessment and evaluation • Decision making skills | Application form Interview |
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| | <ul style="list-style-type: none"> • Organisational skills • Ability to influence change | |
| Specialist Knowledge | | |
| Essential | <ul style="list-style-type: none"> • Evidence of continuing professional development • Knowledge of current healthcare and nursing policy and provision • Understanding of specialist palliative care provision | Application form Interview |
| Personal qualities and other requirements | | |
| Essential | <ul style="list-style-type: none"> • Flexible, motivated, self-directed • Pleasant and calm manner • Ability to work under pressure • Ability to work well within a team • Car driver/full driving licence • Cover on-call rota including weekends and bank holidays • Awareness of, and commitment to the Mission, Vision and Values of the Hospice | Application form Interview |