



Job description

Post:	Specialist Nurse / Practitioner – Band 6
Department:	Hospice at Home
Reports to:	Locality Lead
Responsible to:	Community Team Manager

The post holder will work as a Specialist Nurse/Practitioner for the Princess Alice Hospice Community team, under the supervision of a Clinical Nurse Specialist (CNS). The role will encompass carrying out in a responsible and efficient way, the nursing care of patients primarily in the patient's own home.

The job holder will work under the supervision of the CNS to:

- Promote, plan and facilitate the delivery of high standards of palliative care to patients and their carers primarily 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 Hospice at Home Team and the patients/families receiving palliative care support.
- Identify written personal objectives, relevant to developing professional practice for this role.

Our values and behaviours

“Working together because we care”

Our **I – CARE values** inspire us and they are at the heart of everything we do.

I CARE

Integrity: I am open and honest and will treat everyone fairly.

Compassion: I am interested in people. I am kind and thoughtful towards my colleagues, patients and their families.

Accountability: I don't pass on blame. I take responsibility for my decisions and actions.

Respect: I treat everyone with respect, whatever their role, their culture or their opinion.

Excellence: I aim for outstanding. I never stop learning and improving.

Key responsibilities

1. Accountability

- 1.1. When working as part of the Hospice at Home Team responsibilities will be carried out under the guidance of the patient's Clinical Nurse Specialist.

2. Clinical

- 2.1. To assess the patients' physiological, psycho-social, spiritual and cultural needs of patients requiring a higher level of specialist palliative care and their families/carers. Plan for and evaluate intervention of care at initial and subsequent visits.
- 2.2. To 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.
- 2.3. To develop relationships with patients / families and carers to facilitate provision of specialised symptom control and support.
- 2.4. To support, counsel and keep informed on care delivery all relevant carers and relatives in accordance with patients' wishes.
- 2.5. To attend regular multi-disciplinary team meetings to present and discuss all visits to patients highlighting current issues and interventions.
- 2.6. To work alongside the Community Clinical Nurse Specialists and other members of the multi-disciplinary team visiting patients who require a higher level of specialist palliative care.
- 2.7. To advise on and facilitate bereavement support for bereaved relatives.
- 2.8. To develop an autonomous approach within professional practice.
- 2.9. To 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.
- 2.10. To record all activity data on computer and submit other management information as required.
- 2.11. To develop time management skills and the ability to prioritise nursing care.
- 2.12. To communicate effectively with members of the multi-disciplinary team.
- 2.13. If a CNS is not a nurse prescriber then they should ensure (as should a nurse prescriber) that any advice they provide relating to medication is within their scope of practice and limits of competence.

3. Educational

- 3.1. To continue personal professional development, to ensure clinical effectiveness of self and to have a positive commitment to both providing and receiving clinical supervision.
- 3.2. To participate in the development and delivery of formal educational programmes for professional in the Princess Alice Hospice, the community and educational establishments.
- 3.3. To identify the specific training and educational needs of patients and carers and facilitate meeting these needs.
- 3.4. To participate in educational programmes offered to staff and specifically attends teaching identified to meet Staff Nurse/Practitioner development aims and objectives.

4. Audit and research

- 4.1. To develop mechanisms for auditing care and in conjunction with senior medical and nursing staff, participate in the development of multi-disciplinary audit.
- 4.2. To participate in and support nursing and collaborative clinical research in palliative care.
- 4.3. To critique current research into best practice.

5. Other requirements

- 5.1. To act as an ambassador for the Princess Alice Hospice at all times, including representing the Hospice in fundraising and PR activities as requested.
- 5.2. To receive and disseminate information through attendance at appropriate meetings and liaison with other hospices and palliative care teams.
- 5.3. 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. Other Responsibilities
- 5.4. Lead by example, exemplifying the Hospice values and behaviours – Integrity, Compassion, Accountability, Respect, Excellence.
- 5.5. A job description is not a rigid or inflexible document but acts to provide guidelines to the duties expected while in post.
- 5.6. 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

Post:	Specialist Nurse/Practitioner
Department:	Hospice at Home

Qualifications and Training

- Current NMC Registration/registered Professional with the HCPC
- RGN/Paramedic qualification
- Relevant degree or diploma or in the process of undertaking same
- ECEPC or willingness to undertake
- Palliative Care Diploma or equivalent
- Community qualification
- Palliative Care Degree
- Teaching qualification (ENB 998 or equivalent)

Work background and experience

- Post registration experience
- Palliative care, oncology or community experience
- Interest in research/audit
- Clinical supervision experience
- Experience in mentoring P2k and post-basic student

Particular skills and aptitudes

- Evidence of highly developed communication skills both written and verbal
- Good interpersonal skills
- Ability to work effectively in an emotionally demanding environment
- Computer literate
- Leadership capabilities
- Clinical assessment and evaluation
- Decision making skills
- Organizational skills
- Ability to influence change

Specialist Knowledge

- Evidence of continuing professional development
- Knowledge of current healthcare and nursing policy and provision
- Understanding of specialist palliative care provision

Personal qualities and other requirements

- 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