

**Queenscourt Hospice
Role Description**

Post:	Associate Specialist Palliative Care Nurse
Reportable to:	Deputy Director of Nursing
Accountable to:	Director of Nursing Services

Role summary:

The Associate Specialist Palliative Care Nurse is a first level nurse with specialist skills in the care of the individual with specialist palliative care needs. Their principal responsibility is supporting the Band 7 caseload holders in both hospital and community, with the delivery of specialist palliative care advice to staff, patients and carers, both on an individual basis and as part of a team, to facilitate the end of life and palliative care agenda as part of a seven day a week service. This may be done through provision of specialist assessment, advice on pain and symptom control, education, the effective use of communication skills including discussing place of care and advance care planning.

The Associate Specialist Palliative Care Nurse will have a structured programme of development, both clinical and educational and will be supported by an identified Palliative Care Nurse Specialist and Terence Burgess Education Centre. The main relationships of the Associate Specialist Palliative Care Nurse will be with patients and carers, hospice, hospital and community services, GPs, community matrons, district nurses, practice nurses, managers, matrons, voluntary agencies, social care agencies and integrated care networks.

Main Duties and responsibilities

Clinical

1. Provide specialist holistic assessments for patients with complex palliative care needs utilising clinical examination and diagnostic skills underpinned by evidence based approaches to care.
2. Take responsibility for the clinical assessment of the patient, establishing a diagnosis and the clinical management required, including prescribing where necessary in line with organisational, local and Specialist Palliative Care prescribing policies.
3. Carry out clinical practice that is complementary to the primary health care and ward teams and that will contribute to an improvement in the quality of life for patients with specialist palliative care needs.
4. Ensure onward referral of patients and carers to the multi professional team, where appropriate, to ensure all patients and carers are met by the most appropriate professional.
5. Use high level analytical and decision making skills to ensure appropriate clinical care.
6. Provide clinical and specialist advice across professional and organisational boundaries
7. Maintain accurate and contemporaneous electronic patient documentation as appropriate to current systems and provide information for minimum data set and required reporting.

Managerial

8. Liaise closely with the various multi-professional teams in planning and co-ordinating care for the person with palliative care needs and evaluate the effectiveness of care.
9. Support managers, clinical leads, and team to achieve appropriate outcomes for patients in line with palliative care and end of life strategies.

10. Support and advise on the development of palliative care services throughout organisations advising on quality and standards of service delivery.
11. Work as part of a team to support the management with an active caseload utilising skills to prioritise and assess cases.
12. Ensure good, effective and efficient time and resource management.

Leadership

13. Participate in peer and clinical supervision.
14. Work with the palliative care and end of life leads to develop locally sensitive services and support based on National Guidance and evidence available.
15. Function as a role model and mentor for other nurses and use developmental processes to succession plan for further posts.
16. Support and advise colleagues on ethical issues in relation to end of life decisions.
17. Support specific areas of service development as part of the ongoing process of service improvement

Education

18. Regularly update own knowledge and expertise in all aspects of palliative care and take responsibility for own professional development.
19. Assess current skills and knowledge and provide advice, support, education and information to professional colleagues, enabling them to offer up-to-date care and to continually extend their knowledge and skills.
20. Participate in delivery of basic and post basic education programmes and the provision of a rolling programme of workshops for nursing colleagues and others as part of the Terence Burgess Education Centre educational programme
21. Work to deliver an educational programme
22. Ensure all colleagues are kept up-to-date with available research on appropriate holistic management via educational programmes and act as a resource for this information.
23. Participate in research as appropriate.

Clinical Governance, Research and Audit

24. Use influencing, negotiation and clinical skills to assist in the formulation of evidence based quality standards and participate in regular clinical audit to monitor outcomes.
25. Undertake appropriate evaluation/audit/research programmes to promote development of the service.
26. Collect and collate data to demonstrate the effectiveness of pilot projects
27. Complete appropriate audit projects linked to clinical, local and network priorities .
28. Ensure incidents, complaints and compliments are collected and reported and resulting lessons learned are fed back.
29. Take part in root cause analysis and significant event analysis relating to incidents.

Communication

30. Provide emotional, psychological and spiritual support to the patient and family throughout the period of illness, in specific complex cases.
31. Provide advice and signposting for bereavement support to known carers, and signpost individuals for more complex support as required.
32. Provide high levels of communication support with patients, carers and colleagues to enable service delivery and quality.
33. Maintain high levels of communication skills as appropriate for service provision.
34. Utilise high level communication skills to assess, plan and implement quality care delivery.

Data Protection and Confidentiality

35. Where it is a requirement of the job holder for the post holder to use computers or other information technology, he/she will be required to ensure that security procedures are followed as appropriate and that confidential information for example passwords are not communicated to unauthorised individuals. Staff will work with appropriate processes to maintain confidentiality of patient and carer details and information

Policies and Procedures

36. Understand and comply with the policies and practices of Queenscourt.
37. Participate in an annual development and review process.
38. Attend statutory training in accordance with Queenscourt requirements.

Health and Safety

39. The post holder must familiarise themselves with matters relating to health and safety management as they affect them personally and/or Queenscourt, reporting any potential risks to life or property immediately in accordance with the Queenscourt's Health and Safety policy and procedures. Staff must use all equipment provided to undertake their role safely.
40. Responsible for acting on, as per the Health and Safety policy, any reports made to them by staff regarding health and safety concerns.

Other

41. Adhere to the NMC Codes and Guidelines.
42. Maintain absolute confidentiality in all areas of work
43. Behave at all times with complete integrity, respect and professional dignity ensuring actions enhance the reputation of themselves and the charity
44. Any other duties commensurate with the grade and post.

NOTE: Within this role, there will be a requirement for social contact with patients and/ or patient families This document does not attempt to describe all the tasks to be performed. It will be open to periodic review and as a minimum will take place annually as part of the appraisal process and as a result, alterations and additions may be made.

Person Specification – Queenscourt Associate Specialist Palliative Care Nurse Band 6

Attributes Required (based on job requirements)	Essential	Desirable	How tested
<u>Qualifications</u>	<ul style="list-style-type: none"> • First level registered general Nurse with five years post registration experience • NMC Registration • Education at First level degree • Evidence of level 7 study (or working towards) in relevant area of study • Advanced Communication Skills Training 	<ul style="list-style-type: none"> • V300 Non-Medical Prescribing qualification • Post registration/diploma palliative care or cancer qualification or equivalent • Teaching qualification • Clinical Examination Skills 	Application Form Certificates
<u>Experience</u>	<ul style="list-style-type: none"> • Experience of working with cancer or palliative care patients at a senior level. • Community experience or acute service experience • Caseload management/resource management/prioritisation of need. • Demonstrates educational/teaching experience • Experience of audit 	<ul style="list-style-type: none"> • Experience of research • Experience in a managerial role 	Application Form Interview References Test
<u>Skills, knowledge & attributes</u>	<ul style="list-style-type: none"> • Evidence of high-level communication skills. • Presentation skills. • Ability to work with minimal supervision • Ability to work equally as part of a team enhancing team working, • Ability to prioritise workload • Ability to reflect on own practice and that of others • Ability to provide evidence of influencing negotiating assertiveness and leadership skills • Ethical knowledge and understanding • Record keeping 	<ul style="list-style-type: none"> • Service development and change management experience • Critical analysis of literature • Experience of partnership/cross boundary working 	Application Form Interview References Test
<u>Personal Qualities</u>	<ul style="list-style-type: none"> • Highly motivated; calm attitude; can demonstrate initiative; team player who can demonstrate a positive and flexible approach along with an understanding of the charitable ethos and of working with volunteers. • Car driver • Flexible 		References Interview

Disclosure, Vetting and Barring Service (DBS)

This post is subject to an Enhanced Disclosure, Vetting and Barring Service (DBS) check