

## JOB DESCRIPTION

**JOB TITLE** Nurse Consultant in Palliative Care

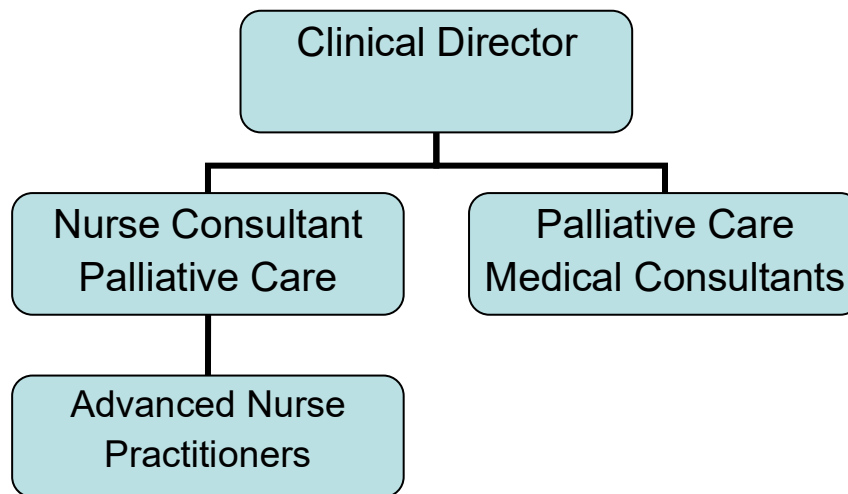
**RESPONSIBLE TO** Clinical Director

### PRINCIPLE CONTACTS

**INTERNAL** All hospice clinical teams and support services

**External:** Patients, GPs, District Nursing teams, Hospital Palliative Care Team, ECHO team, CHC, ICS voluntary agencies, community health and social care services, local and national end of life and palliative care agencies

**LOCATION** The post is based St Barnabas House



### JOB PURPOSE:

You will be expected to work across all 4 pillars of National Health Education England Consultancy Level Practice Framework and fulfil the Nurse consultant (NC) role aims to provide better outcomes for patients by improving services and quality. Nurse consultants are advanced clinical decision makers, cogent clinical leaders, with to skills to hold corporate responsibility, and have qualities and characteristics of a consultant. The role will support effective enhanced clinical leadership to the wider clinical workforce including out of hours as part of the wider senior clinical on-call rota.

- Delivery of advanced specialist palliative care nursing skills including assessment, clinical decision-making and prescribing
- Delivery of development and support for ANP/CNS's new in post, including the design of bespoke fast track programmes to meet the career development needs of high performing individuals into advanced practice nurses
- Build close, effective and sustainable working relationships with the range of professionals commissioning and providers in end of life care within the catchment area. You will be expected to represent the Hospice locally and nationally and to promote the mission and core values of the organisation at every opportunity.
- Collaborate with the senior team to provide effective enhanced clinical leadership to the wider clinical workforce, including on-call.

## **PRINCIPLE DUTIES AND RESPONSIBILITIES**

### **Clinical Practice**

1. To be professionally and legally accountable for all work undertaken and to practice at an advanced level of professional autonomy and accountability within St Barnabas policies and the NMC Codes of Conduct.
2. To work as a consultant nurse in practice using advanced clinical reasoning and diagnostic skills, prescribing, planning and evaluating interventions. Ensure that practice takes a 'rehabilitative' approach to end of life care, working with the personal goals of patients and families. Contribute to MDT working and to MDT decision making.
3. Interpret the results of multiple different assessments and investigations in order to make a diagnosis, and plan and deliver care.
4. Confidently and competently make ethical, evidence-based decisions and interventions when faced with complexity and assess and manage the risk associated with these decisions.
5. Utilise therapies such as cognitive behavioural therapy when working with patients with mental health conditions either in isolation or associated with a physical long-term condition.
6. Prescribe and work with individuals to manage their medicines.
7. Work independently but also as part of a multi-disciplinary team and exercise values-based leadership.
8. Plan and provide skilled and competent care to meet a patient's health and social care needs involving or referring on to other members of the health and social care team as appropriate.

### **Leadership & Management & Governance**

- Lead on the development of a strategy for workforce development in nursing.
- Develop further working relationships and partnerships with external care providers in order to design and implement a workforce development strategy for nursing.
- Work with the senior clinical team to develop interprofessional teams and service delivery that will enable St Barnabas to match resources with patient need
- Lead on developing new models of community care for patients to reach more people, especially those who are currently failing to access our services e.g. with learning disabilities.

- Play a proactive and positive role in helping with the implementation of new ways of working, innovation and change management within St Barnabas.
- Work with the senior clinical team in a rehabilitative approach to palliative care ensuring that practitioners work closely on what the patient and family want to achieve.
- Support the nurse managers in their role in working with colleagues across the health, social and voluntary sectors to deliver effective end of life care.
- To work closely with the directors of medicine and supportive care to develop interdisciplinary education wherever possible in our clinical workforce.
- To ensure that St Barnabas palliative care services comply with clinical governance standards. This includes responding to and monitoring complaints ensuring that organisational learning from complaints and clinical incidents are embedded into practice.
- Lead the CNS nurse prescribing group, reporting on prescribing activity governance and the planned development of prescribers.
- Chair working parties and governance groups as requested
- Undertake audit to demonstrate impact and quality outcomes

### **Education and Training**

1. To be an expert resource
2. In collaboration with a range of healthcare professionals and education department, develop expertise in the workforce, specifically Advanced Nurse Practitioner and clinical nurse specialists (CNSs) enabling them to develop advanced assessment, decision-making and prescribing skills.
3. Develop others in advanced clinical reasoning skills and evidence-based knowledge in the management of patients with highly complex presentations.
4. Undertake and develop capacity within the team to provide assessment and mentorship for those doing advanced practice modules
5. Develop other professionals in conducting skilled interventions with palliative care patients assessing their palliative care needs and addressing issues such as quality of life, prognosis, withdrawing and withholding treatment and end of life decision making within an ethical framework
6. Act as lead for non-medical (nursing) prescribing
7. Facilitating and teaching on the St Barnabas external education programme.
8. Generating practical opportunities for staff to learn and develop and presenting at conferences to disseminate the work of St Barnabas

### **Research**

1. Build the hospice research portfolio, actively identify areas for research activity, scoping, developing, conducting and participating in research within the hospice/ hospice research work streams
2. Role model the value and importance of research and support others to gain knowledge and experience
3. Facilitate creative innovative practice through being clinically research active
4. Build professional excellence through evidence-based practice, make the invisible visible, actively engaging in research and practice publications to highlight our work and its effect.

## PERSON SPECIFICATION

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>METHOD OF ASSESSMENT</b>
<b>Education &amp; Qualifications</b>	<ul style="list-style-type: none"> <li>▪ First level registered nurse</li> <li>▪ Degree in Palliative Care/</li> <li>▪ Oncology</li> <li>▪ Masters level Degree</li> <li>▪ Post-graduate teaching qualification (NMC recorded qualification as Nurse Teacher)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Phd or working towards</li> </ul>	<ul style="list-style-type: none"> <li>▪ CV</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>▪ Middle Management level experience</li> <li>▪ Evidence of service development/ improvement</li> <li>▪ Evidence of successful people and team management</li> <li>▪ Experience of working across Organisational boundaries</li> <li>▪ Experience of leadership in a Palliative Care setting</li> <li>▪ Evidence of working as an advanced practitioner in palliative care</li> </ul>		<ul style="list-style-type: none"> <li>▪ CV &amp; Interview</li> </ul>
<b>Skills, knowledge and abilities</b>	<ul style="list-style-type: none"> <li>▪ Highly competent palliative care/ end of life skills</li> <li>▪ Skills in leadership and motivating others</li> <li>▪ Ability to facilitate group supervision</li> <li>▪ Prescribing skills Advanced assessment skills</li> <li>▪ Excellent communication both written and oral.</li> <li>▪ Ability to facilitate and manage change.</li> <li>▪ Ability to work independently and as</li> </ul>		<ul style="list-style-type: none"> <li>▪ CV &amp; Interview</li> </ul>

	<p>part of a team.</p> <ul style="list-style-type: none"> <li>▪ Ability to make challenging decision</li> <li>▪ Creative thinking</li> <li>▪ IT literate</li> <li>▪ Ability to utilise research and audit to develop practice in self and others</li> </ul> <ul style="list-style-type: none"> <li>▪ In depth knowledge of managing challenging/complex patients</li> <li>▪ In depth knowledge of how teams' function and perform well</li> <li>▪ Understanding of the complexity delivering end of life in the current environment</li> <li>▪ Knowledge of desirable outcomes in end of life care.</li> </ul>		
<p><b>Aptitude and personal characteristics</b></p>	<ul style="list-style-type: none"> <li>▪ Proactive and uses own initiative.</li> <li>▪ High levels of stamina and the ability to concentrate on the most complex and challenging issues</li> <li>▪ High level of emotional resilience and ability to work under pressure</li> <li>▪ Inspirational leader</li> <li>▪ High level of personal insight</li> </ul>		<p>CV &amp; Interview</p>

### **OTHER DUTIES**

To undertake any other duty within your ability and within reason, as may be required from time to time, at the direction of your line manager.

### **ASSISTANCE**

The Hospice has the advantage of being supported by a number of volunteers. If a volunteer is assigned to assist you at any time, you will still retain responsibility for the requirements of this job in terms of accuracy, efficiency and standards of completion. You will also ensure good communication and be mindful of your responsibility towards that volunteer in terms of Health and Safety.

### **CONFIDENTIALITY**

You should be aware of the confidential nature of the Hospice environment and/or your role. Any matters of a confidential nature, relating to patients, carers, relatives, staff or volunteers must not be divulged to any unauthorised person. Ensuring patient confidentiality is maintained in accordance with the Caldicott principal and Data Protection Act.

### **DATA PROTECTION**

You should make yourself aware of the requirements of the Data Protection Act and follow local codes of practice to ensure appropriate action is taken to safeguard confidential information.

### **HEALTH AND SAFETY**

You are required to take reasonable care for your own health and safety and that of others who may be affected by your acts or omissions and you should ensure that statutory regulations, policies, codes of practice and safety and good house-keeping rules are adhered to, attending safety and fire lectures as required.

### **JOB DESCRIPTION**

This Job Description is not intended to be restrictive and should be taken as the current representation of the nature of the duties involved in your job and needs to be flexible to cope with the changing needs of the job and the Hospice.