

## JOB DESCRIPTION & PERSON SPECIFICATION

 <b>Clinical Staff</b>		 <b>Non-Clinical Staff</b>		 <b>Volunteers</b>		 <b>Flexi-Bank Staff</b>	
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<b>ROLE:</b>	<b>Palliative Care Clinical Nurse Specialist</b>
<b>REPORTS TO:</b>	Head of Adult Services
<b>PAY BAND:</b>	£37,740 - £49,613 (Band 7)
<b>LOCATION:</b>	Hospital , Community and Hospice

### PURPOSE OF ROLE:

You will provide expert Specialist Palliative Care advice, support, and current information to patients and those who matter to them in an integrated care setting.

You will actively promote Specialist Palliative Care in the hospice, hospital and community through education, audit and research.

### KEY DUTIES- what you will do:

Manage a caseload effectively using Outcome Assessment and Complexity Collaborative (OACC) suite of measures for our patients and those who matter to them.

Carry out a telephone assessment, prioritising care needs from a triage perspective and follow up as required as most appropriate within the multi-professional team.

Utilise a range of diagnostic tools and interpret results within the assessment and diagnosis of patients with cancer or other life limiting illnesses providing advice on the appropriate course of action.

Ensure that the patient and those who matter to them are at the centre when planning and implementing care that is both flexible and responsive to the patient's needs.

Plan and organise visits by prioritising according to the individual need of the patient and those who matter to them. This may include the complex assessment of individuals who are cognitively challenged.

Use expert knowledge and experience to manage patients proactively by anticipating changes to their physical, psychosocial and/ or psychological well-being and implement any appropriate actions that may be required at numerous times during the day.

Make autonomous clinical decisions in planning and prioritising patient care, ensuring you work towards the patient's goals, whilst adhering to recognised protocols and guidelines.

Give unwelcome and distressing news which may be difficult to understand or accept, about complex clinical conditions to patients and those that matter to them in a sensitive manner appropriate to the level of knowledge and understanding of each individual.

Identify end of life care needs, discussing Advance Care Planning and Preferred Place of Care in a timely and sensitive manner

Acts as a role model demonstrating high standards of care and providing clinical leadership to others.

Promotes a culture that supports self-management.

As a Non –Medical Prescriber, work within your clinical competence and prescribe medications in accordance with legislation and current Policy on Non-Medical Prescribing.

Ensure compliance with the reporting of adverse events and assist in the investigation of incidents and complaints – drug errors using DATIX.

Collaborate with members of the Hospice Research Team, and contribute to research based projects on behalf of the organisation and across other organisations Island-wide such as Isle of Man Hospitals and Nursing Homes.

Identify and influence change in practice resulting from IPOS and other audit outcomes in specialist area and communicate with professional colleagues both internally and externally, by formal and informal presentations, oral and written reports.

Participate and contribute to teaching, Project Echo, training and development programmes on a formal and informal basis.

Challenge decisions made by other members of the multidisciplinary team, including doctors, if they are failing to comply with local, national or international policies or guidelines or not in the best interest of the individual patient.

## **Most challenging part of the job:**

You will have the ability to effectively prioritise and manage all aspects of the job, the clinical education of others, professional development, service development, research and audit, when the pressure of the clinical aspects of the job are demanding, including the unpredictable challenges within the caseload.

Delivering care using an integrated approach. A key challenge for the job holder will be to continually promote this partnership approach with team members and external stakeholders to make sure that we deliver care and support that 'wraps around' our patients and those who are important to them.

This job description is not meant to be exhaustive and you may be asked to carry out other reasonable duties. It will be reviewed on a regular basis and adapted as required to reflect the changing needs of the service.

## What we need you to have: our Person Specification

Education and Qualifications	Is it essential or desirable	How we will assess
Nursing and Midwifery Council [NMC] Registrant Adult Level 1	E	A & D
Qualification at degree level in relevant subject	E	A & D
Working at Advanced Nurse Practitioner level or willing to work towards the MSc in Advanced Practice	E	A & D
Recognised teaching and assessing certificate or willing to work towards	E	A & D
Non – Medical Prescriber V300 or willing to work towards	E	A & D
Evidence of Advanced Communication Skills Training	E	A & D
<b>Experience:</b>		
5 years accumulative post registration. Recently working at a band 6 and at least three years recent experience of working in the palliative care /cancer care setting	E	A & I
Leadership and Management Experience	E	A, I & T
Multi professional working	E	A & I
Working as a Clinical Nurse Specialist	D	A & I
<b>Skills/Competencies:</b>		
Excellent communication skills, both verbally and in writing	E	A, I & T
Demonstrates ability to communicate complex information at an appropriate level of understanding to a wide range of individuals	E	A, I & T
Ability to work autonomously and as part of a team demonstrating ability to support and cover for colleagues	E	A & I
Experience in making independent judgements whilst being aware of own limitations	E	I
Effectively prioritising a competing & demanding workload	E	I
Demonstrates the ability to utilise information technology: including Microsoft Word and PowerPoint Zoom	E	A & T
<b>Personal Qualities/Behaviours:</b>		
Assertive, confident yet approachable	E	I
Flexible and adaptable	E	I
Calm and objective	E	I
Ability to deal with complex and difficult emotional situations	E	I
Respond positively to change	E	I
Ability to motivate self and others	E	A & I

<b>Other:</b>		
Commitment to your own personal development	<b>E</b>	<b>A</b>
Full clean driving licence with access to own vehicle	<b>E</b>	<b>A &amp; D</b>

<b>How we will assess you</b>			
<b>A</b> Application & CV	<b>I</b> During your interview	<b>D</b> When you produce your documents	<b>T</b> Test to assess your practical competence