



Marie Curie Job Description

Job title:	Clinical Nurse Specialist Palliative Care (Community)
Department:	Clinical Nurse Specialist Team
Reports to:	Team Leader (CNS)
Accountable to:	Lead Nurse / Hospice Manager
Grade:	Agenda for Change Pay Scale Band 6

Job Purpose/Summary

- Participate in the delivery of a specialist palliative care specific to the needs of the individual patient and their families both within the hospice environment / services and in the community in conjunction with the Primary Health Care Teams.
- Provide a specialised assessment, support, information and advice service to cancer and non-cancer patients requiring palliative care in the area / locality to support them in their choice of place of care and place of death.
- Provide specialist information and support service to the GPs, District Nurses and Nursing Homes, Carers and Care Providers.
- Participate in the education and training programmes within the hospice community and local nursing homes.
- Initiate and undertake research and audit as identified.
- The post holder will work collaboratively with other care agencies including Marie Curie Nursing Service (MCNS).

Accountabilities (Duties & Responsibilities)

Clinical

- To work closely with the Primary Health Care Teams providing a specialist palliative nursing resource in the community.
- Provide skilled specialist holistic assessment of palliative care needs of patients and families referred to the community service and develop a plan of care. Be responsible for referral to relevant professionals/organisations as appropriate.
- Undertake bereavement risk assessment of family members/carers and refer appropriately to available pre- and post bereavement services.
- Work with patients and carers to agree an anticipatory care plan (ACP).
- Provide clinical supervision and participate in reflective and critical incident reviews.
- Advise members of the community multi-professional team on care and treatment using evidence based practice.
- Maintain effective communication with the multi-professional team at the Hospice, Primary Health Care Team, Hospital teams and other agencies, statutory or voluntary.
- The post holder will be responsible for managing his or her own caseload.

Education

- To maintain an effective partnership with members of the multi-professional team, both in the Hospice and within the community encouraging the development of clinical skills and knowledge to improve patient care.
- Create a learning environment which actively facilitates learning and structured personal development for health care professionals.
- Participate in formal and informal training programmes for both students, trained members of the multi-professional team and volunteers.
- Support learners undertaking palliative care and cancer care courses or on placements providing mentorship if appropriate.
- Continue to undertake own professional development.

Management/Leadership

- Contribute to the development and promotion of the service.
- Manage own caseload under the supervision of the Senior Specialist Palliative Care Nurse.
- Support existing and new colleagues providing a leadership role.
- Keep accurate records; assist in the submission of statistical returns and completion of reports as required.
- Be actively involved in developing standards of care, audit tools, and outcome measures related to the service.
- Participate in the ongoing development of the multi-disciplinary service within the community team, e.g. Development of pathways of care and mentor student nurses whilst on placement.

Clinical Governance

- Take responsibility for ensuring that all foreseeable risk is identified and acted upon, supported by effective documentary evidence.
- Work within the Marie Curie clinical governance structures, policies and procedures and adhere to the NMC code of conduct and guidance.
- To work within the regulatory requirements e.g. Scottish Care Commission, CQC England, Welsh Regulatory and the Regulation and quality Improvement Authority (RQIA) Northern Ireland.
- Identify the boundaries of the role and refer on as required.
- Be aware of the Protection of Vulnerable Adults and Children and report cases using local procedures.
- To report, investigate and respond to complaints following MCCC policies and procedures.
- To report incidents as per MCCC policy.
- Attend Mandatory Training are required by MCCC.
- Critically evaluate current research and assist in the implementation of evidence based practice in all aspects of patient care.
- Ensure own professional development and clinical supervision needs are identified and negotiated with Manager.
- To have a commitment to lifelong learning.

Communication

- Develop and participate in professional networks to promote specialist palliative care.

- Promote and provide open and sensitive communication with patients, families/carers and other health professionals, working within an ethical framework that respects patient choice and confidentiality at all times. Acknowledge and respond to differing gender, ethnic and cultural needs.
- On a daily basis communicate complex, distressing and highly sensitive information which may include breaking bad news regarding diagnosis and prognosis.
- Utilise advanced communication skills to manage difficult situations e.g. challenging behaviour, anger, collusion and denial.
- Regularly work with patients, families/carers with mental health and/or physical problems affecting their ability to communicate.
- Work effectively with interpreters to communicate with patients, families/carers with limited or no English language.
- Facilitate families to support children whose family member has been diagnosed with an advanced incurable disease. This involves assisting with adjustment to illness and preparing for bereavement. When necessary children will be referred to other agencies e.g. clinical psychologist, child bereavement services.
- Undertake regular team/peer review. Explore significant events/cases employing reflective practice.

Research

- Assist, participate or lead in research and audit under the supervision of the Senior Specialist Palliative Care Nurse or University.
- Participate in the identification of areas for research and audit.

General

In addition to the specific duties and responsibilities outlined in this job description, all Marie Curie employees should be aware of their specific responsibilities towards the following:

- Marie Curie is committed to encouraging volunteering throughout the organisation and as such the post holder will be expected to support and respect volunteers, and may be asked to work alongside or supervise a volunteer as part of their role whilst working at Marie Curie.
- Marie Curie operates a no-smoking policy. The post holder should either be a non-smoker or be prepared not to smoke in **any** Charity premises, grounds or vehicles or when on Marie Curie business outside the office.
- Adhere to all health and safety and fire regulations and to co-operate with the Charity in maintaining good standards of health and safety.
- Adhere to all information governance, privacy and security policies, standards, guidelines and procedures; practise and promote secure behaviours.
- Adhere to all Marie Curie policies and procedures at all times
- Actively promote and support the safeguarding of vulnerable adults, young people and children, observing and adhering to Marie Curie policies on safeguarding
- Uphold ethical and professional standards and not behave in a manner that is likely to bring the Charity into disrepute.
- Promote and sustain a responsible attitude towards equal opportunities and diversity within the Charity.
- Demonstrate a commitment to ongoing registration requirements or any national professional or occupational standards associated with the role.

- Demonstrate a commitment to ongoing learning and development and to participate in any training relevant to the role.
- For designated roles, the post holder will be responsible for health & safety, information governance, business continuity planning and/or risk management. (These responsibilities will be notified on appointment).

Physical activities required by the role include but are not limited to patient handling, frequent standing, sitting, walking, climbing up and down stairs, kneeling and crouching to attend to patient needs (including in an emergency situation) and load handling.

This job description is not exhaustive. It merely acts as a guide and may be amended to meet the changing requirements of the charity at any time after discussion with the post holder.



Marie Curie Person Specification

Job title: Clinical Nurse Specialist (Community)

Criteria	Essential	Desirable	How assessed
Skills / Abilities	<ul style="list-style-type: none"> - Excellent communicator - Organisational planning - Teaching/presentation - Clinical credibility - Interpersonal - Problem solving and decision making - Reflective 	<ul style="list-style-type: none"> - Counselling - Research - Family support experience 	Application Form/Interview
Knowledge	<ul style="list-style-type: none"> - Principles and practice of specialist palliative care - National Standards specialist palliative care. - Good knowledge of professional accountability and responsibility and the limitations of the role. 	<ul style="list-style-type: none"> - Knowledge of local palliative care policies and initiatives 	Interview
Qualifications, training and education	<ul style="list-style-type: none"> - RGN Level 1 - Relevant Degree - Postgraduate Diploma in Cancer/Palliative Care 	working towards a Master of Nursing/MSc. in Cancer/Palliative Care (or equivalent)	Application Form
Experience	<ul style="list-style-type: none"> - Significant experience of working at AfC Band 5 level or above - Recent/current experience in Specialist Palliative Care - Caseload Management - Audit 	<ul style="list-style-type: none"> - Community experience / qualification - Research & Audit Experience - Experience working with volunteers 	Application Form/Interview
Other requirements	<ul style="list-style-type: none"> - Motivated - Self starter - Self confident - Mature - Positive - Team player - Driving License & access to a car 		Application/Interview

Marie Curie recognises the provisions within the Equality Act 2010, reasonable adjustments to these criteria will be considered where appropriate.