



## Job Description

### 1. JOB DETAILS

<b>Job Title:</b>	Clinical Nurse Specialist (CNS)
<b>Band:</b>	6
<b>Location:</b>	Community
<b>Hours:</b>	22.5 – 37.5/week; 3 - 5 days over 7 including on call
<b>Team/Directorate:</b>	Mid Devon Community Cluster, based Criddon
<b>Responsible To:</b>	Community Cluster Team Leader (CCTL)
<b>Responsible For:</b>	N/A
<b>Accountable to:</b>	Head of Community Services

### 2. JOB PURPOSE

To deliver an excellent standard of evidence based specialist palliative nursing care and clinical advice.

To promote dignity, encompassing a person centred approach, to positively enhance the lives of patients in the community with complex life limiting illnesses.

### 3. KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES

#### 3.1 Main Responsibilities

- Provide advanced specialist palliative care by contributing highly experienced clinical judgement and knowledge in complex palliative and end of life care in order to promote best practice for adults with life limiting illnesses.
- Demonstrate advanced communication skills and professionalism in all interactions with patients and those close to them, carers and other professionals in order to promote and maintain Hospiscare values.
- Contribute to the daily clinical leadership of junior staff within the community team to ensure team effectiveness, cover and cohesion.

- Deliver education and learning, both internally and externally, for all those involved in palliative/end of life care, to ensure evidence based practice.
- Attend and contribute to multi-disciplinary, complex care and Gold Standards Framework (GSF) or End of Life meetings to promote best practice.
- Contribute to Hospiscare's clinical governance and audit process in order to support continuing quality improvement and learning.
- Assess and identify complex bereavement and effectively communicate with the Supportive Care team to enable a seamless handover into Hospiscare's Bereavement Care Services.

### **Infection Prevention and Control**

Maintaining a safe environment for patients, visitors and employees is everyone's responsibility. All staff are required to adhere to Hospiscare's Infection Prevention and Control Policy and make every effort to maintain high standards of infection prevention and control at all times. This includes ensuring personal and team compliance with all relevant policies and procedures, and acting upon or reporting any identified risks.

### **3.2 Key Contacts**

#### **Internal:**

- CCTL and Community teams
- Head of Community Services
- Ward Manager and IPU team
- Medical team
- Supportive Care Services
- Clinical Governance
- Clinical Administration
- Learning & Development team
- People team

#### **External:**

- Patients and those close to them
- Royal Devon & Exeter Foundation Trust
- NHS Community Services
- General Practitioners
- Residential and Nursing Homes
- Social and Domiciliary Care Workers
- Providers of out-of-hours services

### **3.3 Health & Safety**

- Ensure that Health and Safety guidelines and fire regulations are strictly adhered to
- Comply with safe working practices as defined by Hospiscare
- Complete online training as and when required
- Take reasonable care for your own health and safety and that of others who may be affected by acts or omissions at work
- Report any accidents, incidents or near misses as soon as reasonably practicable
- Manage own work life balance and general wellbeing, including any relevant pressures in respect of lone working, travel, difficult environments and challenging situations

### **3.4 General**

- Be aware of and adhere to Hospiscare policies and procedures at all times
- Take part in progress/performance reviews throughout the year
- Cooperate with other Hospiscare departments
- Attend training courses and complete online training modules as required to meet the requirements of the post
- Take responsibility for own personal development, seeking out opportunities to learn new skills
- Undertake any other duties as requested by management which are reasonably deemed to be within the scope of the role

### **3.5 Other**

- Apply the Hospiscare values and behaviours to every aspect of the role at all times
- Promote and maintain the brand standards of Hospiscare

## **COMMUNITY CNS**

### **Person Specification**

<b>CRITERIA</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
Qualifications and specific training	Registered Nurse with current Nursing and Midwifery Council registration  Diploma in Palliative Care or diploma level qualification in associated field.  Evidence of ongoing professional development.	Advanced Communication Skills training  Teaching and mentorship/supervision qualification
Experience	Substantial experience of working within a palliative care/end of life environment  Significant experience of effective clinical governance, audit and standard setting	Experience of policy and/or standards development  Experience of multi-agency partnership working in order to deliver service improvements  Experience of coaching/mentoring and of facilitating clinical supervision  Experience of working in the community setting
Knowledge	Detailed understanding of the complexities of working with individuals at times of distress and conflict  Understanding of key issues relating to End of Life Care including policy developments  Detailed understanding of theoretical nursing models and of their impact on delivery of care	
Skills	Developed ability to act as an expert practitioner  Developed ability to manage a caseload effectively, including discharge planning	

	<p>Highly developed communication and interpersonal skills</p> <p>Developed ability to demonstrate knowledge and expertise through formal/informal teaching and educational programmes</p> <p>Developed ability to manage challenging circumstances effectively, to understand and disseminate multifaceted information</p> <p>Developed IT skills</p>	
Personal attributes	<p>Ability to lead and work as part of a team, prioritise workload and manage time effectively</p> <p>Ability to work autonomously, problem solve and act on own initiative</p> <p>Flexible and adaptable with the ability to respond positively in a rapidly changing environment</p> <p>Commitment to continuing professional development</p> <p>Awareness of Equality, Diversity and Inclusion in all aspects of work</p>	
Additional requirements	<p>Able and willing to contribute to the 7 days/week specialist palliative care service</p> <p>Able to travel and work throughout the area covered by Hospiscare</p> <p>Able to fulfil physical and manual handling aspects of the role</p>	Car owner and driver

**Job Description and Person Specification Agreement:  
The above job description is not exhaustive but an indication of the duties the post holder may undertake and will be subject to review.**

**Post Holders Signature:**

**Date:**

**Managers Signature:**

**Date:**