Job Title: Consultant Nurse – Practice Development Palliative Care

Department: Nursing

Accountable to: Director of Nursing

Background:

One of the challenges faced by St Christopher’s is to meet the demands of the changing demography in our society. The needs of an aging population with multiple co-morbidities including frailty and dementia present new challenges. Alongside this is the requirement to deliver cost effective services of the highest quality. St Christopher’s has five strategic priorities for the next 5 years (2015-2020) strategy:-

- Extending our reach
- Driving Innovation through new models of hospice care
- Improving the quality of care and support provided by St Christopher’s and other providers of end of life care
- Empowering the public about issues related to death, dying and loss
- Strengthen our long term sustainability particularly that related to finance and workforce.

In order to meet these objectives St Christopher’s is undertaking a significant programme of change for 2015-2020. A key challenge for the organisation is the development of a nursing workforce fit for the future with career opportunities and pathways to enable registered nurses to progress along a clear career pathway. St Christopher’s also intends to create opportunities to offer a progression from personal care worker/HCA into nursing through a vocational training route.

St Christopher’s has an aspiration to be known as an organisation that attracts nursing staff who wish to be developed to developed from a staff nurse into an advanced practitioner as defined by the RCN (2012)* and as an organisation where a person new to care can begin their career and have the opportunity to train and become a registered nurse.

The post-holder will also support the programme of change being implemented at St Christopher’s, namely the development of a single point of contact( SPOC) and a new approach to case management using outcome measures to develop different levels and programmes of intervention based on need. The new case management approach will also include the development of key workers within the multi professional team.

The post holder is expected to practice in line with the government's original vision for the role of nurse consultant. (1999/ 217 (NHS Executive). It was suggested that consultant nurse posts had the following functions:

- An expert practice function. The consultant nurse must be able to deliver high quality care to patients, enable other practitioners to maintain professional expertise, and be able to exercise a high degree of personal autonomy within
their role. They are also expected to spend at least half the time available in
direct contact with clients, patients or communities.

- Education, training and development function. Consultant nurses should be able
to contribute to the training and education of others, establishing formal links
with local education providers. They should also contribute to the development
of qualified staff in their specialist fields.

- Professional leadership and consultancy function. Consultant nurses should be able
to demonstrate leadership skills which will support and motivate others, in
order to continuously improve quality of care and standards of practice. They
should be a source of expertise and knowledge for others in their specialist
fields.

- Practice, service development, research and evaluation. Consultant nurses
should contribute to development of professional practice, through the
promotion of evidence-based practice, audit of standards of care. They should
also have a role research and evaluation of practice within their specialist
fields.

**Primary Job Purpose:**

- Delivery of advanced specialist palliative care nursing skills including assessment,
clinical decision-making and prescribing within a defined work-plan (N.B. A minimum
of 2 sessions per week/However clinically focused work independently and
developing the practice of others will make up 50% of this role.)
- The development and implementation of a sustainable workforce strategy for nursing
at St Christopher’s with initial focus on the support and growth of CNS’s new in post
within the community and outpatient services.
- In collaboration with Nurse Managers, support and development of the Band 5 staff
nurse role within community services.
- The design of bespoke fast track programmes to meet the career development needs
of high performing individuals into advanced practice nurses
- Identification of potential education partnerships, for example, HESL, CEPNs, and
the South London Hospice Education Collaborative (SLHEC).

**Principal Accountabilities:**

**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 Christopher’s
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 behavioral 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**

- 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 manage the current workload and develop the model of care that will enable St Christopher’s to match resources with patient need. This will also achieve the strategic objective of reaching more people, particularly those with non-malignant disease.

- Play a proactive and positive role in helping with the implementation of new ways of working, innovation and change management within St Christopher’s.

- 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 Christopher’s 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.

- Clinically supervise the CNS responsible for the young adults programme.

- Lead the CNS nurse prescribing group, reporting on prescribing activity governance and the planned development of prescribers.

- Lead on developing new models of community care for patients who are currently failing to access our services e.g. with learning disabilities.
• Chair working parties as requested

• Work with the nurse manager group and the audit and clinical effectiveness committee to establish audits related to community services. In addition, the
• Work with the EPR user group to refine the system.

• Represent the community and outpatient services on the workforce development group.

• Support the entry, retrieval and utilisation of data describing community nursing activities for the purposes of monitoring and improving services.

**Education and Training**

1. To be a resource for nurse managers in the following:-

   i. The development of clinical expertise in clinical nurse specialists (CNSs) enabling them to develop advanced assessment, decision-making and prescribing skills.

   ii. The development of CNSs to be expert assessors/advisors on pain and symptom management, psychological/spiritual/social/practical and ethical decisions at the end of life and to work in partnership with a range of health care professionals to improve their skills in these areas.

   iii. The development of CNS’s in the utilization of advanced clinical reasoning skills and evidence based knowledge in the management of patients with highly complex presentations. Assessment and mentorship CNSs who are doing advanced practice modules i.e. assessment skills??

   iv. The development of CNS’s in conducting skilled nursing 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

   v. Supporting CNS’s in their prescribing confidence and competence. ?? Something about taking a lead in non-medical (nursing) prescribing??

   vi. Inducting new staff

   vii. Quality management of the CNS’s clinical records.

2. The support and development of the competency of the band 5 role within the community team.

3. Leading the formal internal education programme for the community nursing services. This will involve designing, presenting and facilitating workshops and liaising with external speakers.

4. Working specifically with medical colleagues to develop an integrated medical/nursing programme of education

5. Facilitating the QELCA programme for community services.
6. Teaching on the St Christopher’s external education programme. This will include the joint MSc and Foundations in Palliative Care and advancing nursing practice with King’s College London University.

7. Presenting at conferences to disseminate the work of St Christopher’s

8. Overseeing and develop teaching skills in the CNS workforce

Professional Behaviour: Code of Conduct

A job description does not constitute a ‘term and condition of employment’. It is provided only as a guide to assist the employee in the performance of their job. St Christopher’s is a fast moving organisation and therefore changes in employees' duties may be necessary from time to time. The job description is not intended to be an inflexible or finite list of tasks and may be varied from time to time after consultation/ discussion with the post holder.

Safeguarding:

All staff are required to take responsibility in all areas of work for safeguarding people at risk (both adults and children), from any form of abuse or neglect. In order to achieve this, staff are required to read St. Christopher’s Safeguarding Policy, participate in regular training and incorporate preventative strategies into their work.

General

All employees are required to undertake the following:

- To make positive contributions to all internal and external quality and/or best practice measures/processes.

- To fully participate in the annual appraisal process, to agree formalised targets and objectives with line managers and to report on activity against agreed targets on a regular basis.

- To fully comply at all times, with St. Christopher’s policies and procedures and to take responsibility for own actions/inactions.

- To act in accordance with workplace legislation/requirements including Health and Safety, Equality and Diversity and Data Protection.

- To share St. Christopher’s values and ensure that our values feed into all systems, processes, actions and behaviours.

- To maintain professional registrations and keep up to date with CPD requirements and best practice within own area of specialism, in accordance with professional body recommendations (where applicable).
## Person Specification: Consultant Nurse – Practice Development Palliative Care

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<th>Essential</th>
<th>Desirable</th>
<th>Method of Assessment</th>
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<td><strong>Education/Qualifications</strong></td>
<td>• First level registered nurse</td>
<td>• PhD or working towards</td>
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<td>• Degree in Palliative Care/Oncology</td>
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<td>• Masters level Degree Post-graduate teaching qualification (NMC recorded qualification as Nurse Teacher)</td>
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<td><strong>Experience</strong></td>
<td>• Middle Management level experience</td>
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<td>• Evidence of service development/ improvement</td>
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<td>• Evidence of successful people and team management</td>
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<td>• Experience of working across organisational boundaries</td>
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<td>• Experience of leadership in a Palliative Care setting</td>
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<td>• Evidence of working as an advanced practitioner in palliative care</td>
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<td><strong>Skills</strong></td>
<td>• Highly competent palliative care/ end of life skills</td>
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<td>• Skills in leadership and motivating others</td>
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<td>• Ability to facilitate group supervision</td>
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<td>• Prescribing skills</td>
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<td>• Advanced assessment skills</td>
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<td>• Excellent communication both written and oral.</td>
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<td>• Ability to facilitate change</td>
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<td>• Ability to utilise research and audit to develop practice in self and others</td>
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<td><strong>Knowledge</strong></td>
<td>• In depth knowledge of managing challenging patients</td>
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<td>• In depth knowledge of how teams function and perform well</td>
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<td>• Understanding of the complexity delivering end of life in the current environment</td>
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<td>• Knowledge of desirable outcomes in end of life care.</td>
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| **Personal Attributes** | • Proactive and uses own initiative.  
|                         | • High levels of stamina and the ability to concentrate on the most complex and challenging issues  
|                         | • High level of emotional resilience and ability to work under pressure  
|                         | • Inspirational leader  
| | • CV and Interview |