

Job Description

Job Title:	Developmental Clinical Nurse Specialist
Band:	Band D rising to Band E after 3 years
Location:	Rowcroft Hospice
Reporting to:	Clinical Nurse Specialist Team Leader
Job purpose:	Our Vision is to make every day the best day possible for patients, and those closest to them, living with life-limiting illnesses in South Devon. As a Clinical Nurse Specialist (CNS), you will deliver this by delivering effective symptom management, emotional and psychological support and referring to appropriate health and social care colleagues both in the organisation and in the wider community.

Our Values:

Honesty & Integrity Generosity of Spirit Respect Team Player

Key Roles and Responsibilities

1. Take reasonable care for your own safety and the safety of others. Adhere to all Health & Safety requirements, including Covid-19 secure processes and procedures.
2. Work towards holding your own community caseload under the supervision of one of the Band E CNSs and CNS team leader. It is intended that you would progress to a Band E CNS position within 3 years, by completing a comprehensive training programme, see below.
3. Attend the recommended learning (symptom management module, leadership module, Non-medical prescribing and Rowcroft Facility Program).
4. Accurately assess patients' needs for pain and symptom control with support.
5. Regularly monitor and evaluate the effects of prescribed treatment and, in consultation with medical teams and CNS colleagues, ensure appropriate adjustments are made to ensure patients receive the most effective palliative care possible.
6. Provide direct care for people with advanced illness who have complex needs, and their families with support.
7. Maintain and develop effective communication and working relationships with healthcare professionals and other related agencies to ensure a seamless service for patients, promoting best practice in palliative care.
8. Provide psychological support for patients and their families using recognised models to identify specific needs and make appropriate referrals to other professionals as required.



9. Identify your own learning and development needs undertake continuous professional development and actively engage in clinical supervision, maintaining an objective and innovative practice.
10. Promote a culture of continuous learning and development and wellbeing, help to create an environment that is continually critically questioning practice and promoting learning.
11. Be a safe practitioner, adhere to the standards required of a clinical nurse specialist and work within the Nursing and Midwifery Council Code of Professional Conduct. Ensure standards of nursing are maintained, recognising the importance of attention to the Clinical Nurse Specialist JD to detail all aspects of personalised patient care and the administration and security of drugs.
12. Maintain safe and accurate documentation in the electronic patient care record, incident reporting system and shared care records.
13. To contribute towards service development which may include audit, policy reviews and participation in learning activities.
14. Play an active part in team meetings and ensure your mandatory and other relevant training is kept up-to-date.

This list can never be exhaustive but covers most of the work you'll be doing - always with talent, initiative and a commitment to great customer service.

Infection Prevention

All Rowcroft Hospice employees in both clinical and non-clinical roles are required to adhere to the Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times to reduce the burden of Healthcare Associated Infections including MRSA.

You agree to the following responsibilities:

- To decontaminate your hands prior to and after direct patient care or contact with the patient's surroundings;
- To take part in mandatory infection control training provided;
- To responsibly manage your own infections (other than common colds and illness) that may be transmittable to patients, including to contact Occupational Health for guidance.

Place of Work

This role has been identified as a Field worker (role could be carried out at a Rowcroft site or other location, including home, subject to the varying needs of the role. Will spend planned time at Rowcroft sites or other locations as the role requires which could include patient homes and Rowcroft and non-Rowcroft locations to meet the needs of the service).

This will be fully discussed and agreed with the postholder to meet individual and business needs.



**rowcroft
hospice**

Registered Charity No: 282723

PERSON SPECIFICATION
Developmental Clinical Nurse Specialist

Attributes	Essential	Desirable
Qualifications and Training	<ul style="list-style-type: none"> Registered Nurse. A relevant first degree, or a demonstratable commitment to work towards the completion of agreed elements at degree level. 	<ul style="list-style-type: none"> Palliative care module.
Knowledge and Skills	<ul style="list-style-type: none"> Excellent communication skills and have the ability to have difficult conversations. Good IT skills. Knowledge and skills to evaluate research and ensure evidence-based practice. Ability to work autonomously and collaboratively within Primary Health Care Teams and as part of a multiprofessional specialist team. Demonstrate a working knowledge of holistic person-centred assessment. 	<ul style="list-style-type: none"> Knowledge in end of life and complex symptom control care. Able to effectively manage multiple demands upon your time. Completed an advanced communication course.
Experience	<ul style="list-style-type: none"> Previous Hospice or specialist palliative care experience. 	<ul style="list-style-type: none"> 1 year experience post registration. Experience in community nursing.
Personal Requirements	<ul style="list-style-type: none"> Leadership through creative problem solving, a positive can-do attitude and a willingness and desire to ensure all who come into contact with Rowcroft have the best possible experience. Proven ability to be part of a committed and hardworking team in line with the ethics and values of Rowcroft Hospice, acting in the best interests of Rowcroft at all times. A good understanding of the purpose, values and strategy of Rowcroft Hospice. Willing and able to volunteer for at least one Rowcroft event each year. Ability to travel across South Devon. A commitment and ability to continually learn and develop. Initiative and vision to provide excellent quality care to our patients and families and support team development. Remain calm in difficult situations and act in a professional manner. Be flexible in your approach to patients wishes. 	<ul style="list-style-type: none"> The motivation to provide education to Rowcroft staff and external agencies.

