

# East Anglia Children's Hospices - EACH

## Job Description



**Job Title:** Clinical Nurse Specialist

**Responsible to:** Matron

**Directorate:** Care – Symptom Management

### Job Summary:

Provide advanced level symptom management, care and support to children with life-threatening illnesses and complex health care needs living in Cambridgeshire, Norfolk, Suffolk and North East and West Essex as part of the EACH Symptom Management Nursing Service.

Participate in an on call rota, triaging telephone calls and undertaking face to face visits to deliver the symptom management service across the whole EACH catchment area as required.

This 24/7 service also provides support for children and their families at home and clinical leadership advice and support to children receiving core hospice services across EACH.

The team, consisting of 12.5 wte (nurses and matrons), acts as a point of contact for symptom control and management issues for professionals and teams within the regional managed clinical network (MCN); and with the increasing capacity within the tertiary based Specialist Palliative Care Team (RAaFT)

### Responsibilities

- As an autonomous practitioner provide holistic and evidence based advanced level nursing care to children and young people with complex palliative care, pain and symptom control needs as an integral part of the EACH multi-professional core service teams, MCN and Regional Specialist Children's Palliative Care Team.
- Undertake clinical assessment / consultation using face to face, telephone and virtual IT methods as required.
- Manage a caseload within the EACH catchment area.

- Act as a point of contact for symptom control and management advice for children and young people across the continuum of care in the full range of settings (home, hospital, hospice, school, residential placement).
- Develop and maintain specialist level palliative care knowledge and skills across a range of procedures and practices including medicines management.
- Participate in the 24/7 'on call' rota, triaging telephone calls and undertaking face to face visits to deliver the symptom management service across the EACH catchment area as required. Additional hours worked when on call are paid over contracted hours.
- Work collaboratively with the 'on call' medical practitioners in the MCN / Specialist Team who provide specialist level telephone advice to the service outside office hours.
- Collaborate with all members of the EACH multi-professional team, MCN / Specialist Team to coordinate safe discharge for end of life care.
- Provide clinical expertise, advice, support and training opportunities to health, social care and education sector professionals throughout EACH and the Region to ensure a coordinated multi-disciplinary approach to the provision of palliative care for children and young people.
- Develop, review and evaluate comprehensive symptom management plans, coordinating and supporting their implementation and use within EACH core service teams and the Region.
- Provide clinical advice, expertise and support for care coordination teams in EACH and undertake a lead professional role when agreed with the multi-disciplinary team within the MCN and Specialist Team.
- Act as an independent prescriber within scope of professional practice (those with relevant qualification).

This job description is not exhaustive and may be amended as necessary. It is intended as a guide to the duties and responsibilities of the post.

## General requirements

- Maintain confidentiality in all areas of work at EACH.
- Ensure that your conduct within and outside EACH does not conflict with organisational expectations.
- Actively support and promote EACH and all its policies.
- Promote the safeguarding and welfare of children, young people and vulnerable adults
- Ensure an awareness and observation of Fire and Health and Safety Regulations.
- Ensure the respect, dignity and rights to privacy of children, young people and their families as far as possible.

## EACH - Values

### **Empathy and understanding**

Understanding the view and feelings of others is central to our work relationships and how we interact daily

### **Commitment to quality**

We consistently employ our best efforts and strive for the highest standards in everything that we do, always looking for ways to improve

### **Open and respectful**

We operate in an honest and participative way. Welcoming constructive feedback and different views, we understand the power of words and behaviour and hold ourselves accountable for maintaining a positive and considerate work environment

### **Make it happen**

We are empowered to and take responsibility for getting things done

## **Additional Points of Reference**

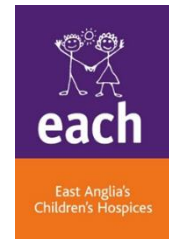
This job description reflects the present requirements of the post. As duties and responsibilities change and develop, the job description will be reviewed and is subject to amendment in consultation with the post holder.

The management and clinical philosophy of EACH is based on a multi-disciplinary approach. Staff regardless of grade or discipline are required to participate according to this concept. All staff must be sympathetic to, and able to project the philosophy and concept of hospice care.

The role of volunteers is integral with the work of EACH, and paid staff are required to underpin this in their attitude and actions.

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## Person Specification



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	Essential	Desirable
<b>Knowledge/ Training</b>	<ul style="list-style-type: none"> <li>• RN Child / RSCN or RN Adult minimum of 3 years' experience.</li> <li>• RN Learning Disability with recent demonstrated clinical experience of provision of palliative and end of life care for babies, children &amp; young people minimum of 3 years' experience.</li> <li>• Knowledge of current legislation relating to children &amp; young people including best practice in safeguarding children</li> <li>• IT literate (e.g. use of virtual platforms for remote clinical assessment / consultation, word processing and E-Mail)</li> <li>• Detailed knowledge and understanding of children's palliative care and recent initiatives in children's health and social care.</li> </ul>	<ul style="list-style-type: none"> <li>• Highly specialist standard of clinical and theoretical knowledge in children's palliative care and symptom management</li> <li>• Advanced level clinical assessment skills or willingness to work towards</li> <li>• Independent and supplementary prescribing qualification or willingness to work towards</li> <li>• Professional knowledge acquired through degree or diploma or other professional training</li> <li>• Professional training in the field of paediatric palliative care.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Significant post registration experience with demonstrated experience of delivering care to children and families in a health care setting.</li> <li>• Experience of working in a palliative care service</li> <li>• Evidence of working within a multi-disciplinary team</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with children with complex needs</li> <li>• Experience of providing community care services</li> <li>• Evidence of participation in research</li> <li>• Experience of using System One electronic care record system</li> </ul>

	<ul style="list-style-type: none"> <li>• Evidence of providing mentorship to staff and students</li> </ul>	
<b>Skills &amp; Abilities</b>	<ul style="list-style-type: none"> <li>• Experience of managing staff and resources on a day to day basis, including clinical supervision, mentoring and appraisal</li> <li>• Experience of providing community care services</li> <li>• Evidence of participation in research</li> <li>• Experience of using System One electronic care record system</li> <li>• Able to manage own wellbeing to ensure able to work within a palliative environment</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of child/ young person / family member teaching and information giving</li> <li>• Evidence of facilitation / negotiation skills</li> <li>• Evidence of involvement in research and practice development</li> <li>• Evidence of leading innovation and managing change / service development</li> <li>• Evidence of supporting others to develop knowledge and skills.</li> </ul>
<b>Other Requirements</b>	<ul style="list-style-type: none"> <li>• Must have full UK drivers licence and own transport.</li> <li>• Ability to provide on call and on standby clinical care i.e. able to respond out of hours as part of the clinical rota.</li> </ul>	