

PALLIATIVE CARE CLINICAL NURSE SPECIALIST

Candidate Pack



Job Summary

This summary has been generated using AI to provide a clear and accessible overview of the role. It is intended to support candidates who may find the full job description harder to read, such as those who are neurodiverse, have learning disabilities or lower literacy levels. Our goal is to make the application process more accessible and inclusive for everyone.

Job Description

Job title:	Palliative Care Clinical Nurse Specialist
Grade:	7
Site:	The Royal Shrewsbury Hospital
Accountable to:	Matron for Oncology & Haematology
DBS required:	Enhanced

Main Duties

- This role is part of the specialist palliative care team, helping patients and families during serious illness and at the end of life.
- You will give expert advice and support to patients, families, and hospital staff across both hospital sites.
- You will manage a group of patients with complex needs, making sure their care is planned and delivered in the best way possible.
- You will work closely with other healthcare professionals to make sure care is joined-up and meets each patient's physical, emotional, and spiritual needs.
- You will help train and support hospital staff to improve palliative and end of life care.
- You will also help develop and improve services, take part in meetings, and lead on projects to make care better for patients and families.

Job Overview

The postholder will work autonomously within the Palliative Care Specialist team providing specialist clinical advice and support for patients and families, and clinical support and education for clinical staff to enable them to care for palliative and end of life patients. The specialist nurse will work as an integral part of the multi-disciplinary team and will work across the Trust. They will provide advanced specialist palliative care across the Trust in line with national and local guidance ensuring practice is patient centred and evidence based. They will provide nursing advice in a format appropriate to the individuals needs/abilities, to professionals, patients and carers for all aspects of palliative and end of life care. They will manage a caseload of patients with complex palliative care needs, using evidence based/ patient centred principles to assess, plan, implement and evaluate routine, complex

and specialist interventions. The overall objective of this post is to make improvements in the provision of specialist palliative and end of life care, care after death and bereavement support within Shrewsbury & Telford NHS Trust. This will reflect the national definition of end of life care relating to the anticipated last twelve months of a patient's life, as well as including the last hours and days of life. The postholder will participate in the planning, development and evaluation of palliative care services at the Royal Shrewsbury and Princess Royal Hospitals, within the multi-disciplinary team and holding the lead role for defined projects. They will also contribute to the maintenance and development of an equitable seamless palliative care service within the Trust and to represent the service at clinical, professional and management meetings as relevant.

Clinical

- To ensure that palliative and end of life care within the Trust is delivered in a timely, professional manner whilst maintaining equity of access to a coordinated and seamless service.
- To identify patients and family palliative and end of life care needs using a holistic approach and to assess and offer highly specialist advice in all aspects of advanced symptom control/management to all members of the multi-disciplinary team.
- To demonstrate a positive realistic and supportive approach to the patient with malignant/non-malignant disease to ensure that the physiological, spiritual and psychosocial needs of the patient and family are met and recognised at every stage of the patient's journey.
- To plan and implement patient centred care whilst remaining the patients advocate and acknowledging the roles/skills of the multi-disciplinary team members.
- Monitor, evaluate and modify specialist nursing treatment in order to measure progress and ensure effectiveness of intervention, including advanced assessment, treatment, analytical and judgment skills.
- Utilise evidence based practice and contemporary nursing research to ensure clinical effectiveness is maintained.
- To advise and recommend timely and appropriate use of medical/health care resources to all members of the multi-disciplinary team.
- To instruct patients, their relatives, carers and health/social care professionals in the use of recommended routine and specialist equipment, as required by the palliative care patient in both the primary and secondary care setting, including the health and safety requirements.
- Develop specialist skills and advanced communication skills required to provide clinical advice and support to all areas.

Nurse Prescribing

- To undertake nurse prescribing of specialist palliative and end of life care medications as agreed on the formulary, utilising this in everyday work as appropriate in line with Trust policy, professional regulatory and national guidance.
- To maintain competency in prescribing according to level of prescribing qualification and participate in regular continuing professional development in relation to the role.
- To prescribe in accordance with the Trust's Medicine Code, its Non-Medical Prescribing Policy and other local and national prescribing guidance.
- To prescribe within the limits of their individual competence and approved Scope of Practice

Professional

- To establish and maintain daily professional communication networks to include liaison with patients, carers, statutory and non-statutory workers and agencies.
- To promote the awareness of the role of specialist palliative and end of life care within the multidisciplinary team, negotiating priorities where appropriate.
- To be responsible for a designated caseload as agreed with the Matron for Oncology & Haematology and Lead Clinician for Palliative and end of life care; to plan and organise effectively and efficiently with regard to caseload management, time management and service requirements.
- To initiate and maintain communication routes between patient, carers and colleagues when understanding or co-operation may be inhibited or subject matter may be highly complex, delicate or unacceptable to the recipient.
- To ensure that up to date written/electronic records and activity data are maintained in accordance with professional and Trust standards and to provide specialist palliative care reports relevant to the practice setting.
- To comply with the Nursing & Midwifery Councils Code of Professional Conduct, and with national and local policies, procedures and standards.
- In line with local and professional guidelines review and reflect on own practice and performance through effective use of professional and operational supervision and appraisal.
- To participate in the operational planning and implementations of policy and service development written within the Trust, multi-disciplinary team and palliative care team, taking lead role on delegated projects.
- To promote research and development opportunities within the Multi-disciplinary team and to be actively involved in audit and clinical/professional standard reviews.
- To ensure active participation in development of nursing within the Trust by involvement in specialist nurse and mainstream nursing groups.

- To participate in the delivery of the palliative and end of life care annual report as required by the Trust.
- To contribute to the recruitment of staff including involvement in the interview and selection process.
- To apply specialist skills and knowledge in order to maintain professional competence and fitness to practice as a Clinical Nurse Specialist in palliative and end of life care in the Acute Hospital setting; including lone working, autonomy and freedom to act upon and interpretation of clinical and professional policies.
- To contribute in the Trusts, Directorates and teams Clinical Governance arrangements and quality agenda, including the setting and monitoring of practice standards.
- To undertake research and /or audit projects relevant to palliative care and disseminating results as relevant and to broaden research and development skills through participation in local audit and research projects.
- To be responsible for maintaining departmental resources and advising on resources required to carry out the job.
- To liaise with Ward Managers with regard to any areas of concern in the delivery of palliative care to patients and their families.

Educational

- To act as a role model in all aspects of clinical practice relating to palliative and end of life care
- To participate in the regular review of current educational activity undertaken by the Palliative Care team, identifying deficits and initiate training events as required to fulfil the needs of clinical staff relating to palliative care, end of life care and last hours and days of life care.
- To work with the Palliative Care team Educator to develop training and development programmes for specialist palliative and end of life care and participate within these as required.
- Promote patient and public involvement to enhance service improvement, promoting and raising awareness e.g., National Grief Awareness Week & Dying Matters Awareness Week
- To maintain awareness of and disseminate information regarding the current advances in cancer treatment, palliative care and research to all disciplines through formal and informal study sessions.
- To ensure the continued development and implementation of communication training as required by the Trust in relation to palliative and end of life care.
- To respond to the palliative care education needs of wards/departments and Trust staff.

- To contribute to the induction and training of students and other staff within the Trust and to maintain established links with Staffordshire University regarding the education of all levels of nursing staff.
- To demonstrate ongoing personal development through participation in internal and external development opportunities, recoding learning outcomes in a professional portfolio.
- To attend Trust mandatory training programmes.

The above job description is a summary of the main responsibilities of the postholder, and not an exhaustive list of duties to be undertaken. The duties may be redefined in accordance with the demands of the service. Any redefinition will be subject to discussion between yourself and your manager and be within your level of competence.

Person Specification

	Essential	Desirable
Qualifications	• RGN • Evidence of continuing professional development in palliative care • Palliative Care Nursing Qualification • Degree level qualification	• Non medical prescribing • Advanced communication skills training • Symptom management module • Masters module
Experience	• Post registration experience with experience Band 6 in a relevant speciality • High level clinical skills and knowledge • Experience in teaching and training of staff • An awareness and understanding of national and local issues that affect nursing and the NHS as a whole	• Involvement in nursing audit and research

	• Up to date knowledge and understanding of nursing policy and practice relevant to speciality • Understanding national and local issues relating to speciality	
Knowledge and skills	• Ability to work and communicate effectively within a multi-disciplinary team setting within and outside the Trust • Being able to demonstrate the ability of holistic assessment and a sound knowledge of symptom management and control • Evidence of excellent communication skills including verbal, non verbal and written • Evidence of excellent patient documentation and record keeping skills • Excellent interpersonal skills with professional credibility • Time management skills with an ability to act on own initiative and be both self directed and motivated in the work environment • Positive attitude to change and with a proven ability to assist in the implementation of change and practice development	

	• Awareness of professional and personal limitations • Ability to inspire confidence in others, demonstrating strong leadership qualities and acting as a positive role model to other members of the team	
Other	• Strong team worker • Flexible and adaptable in approach • Ability to work flexibly to meet service needs	

General conditions

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted.

Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

Health and safety

As an employee of the Trust, you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety

Infection prevention and control (IPC)

The prevention and management of acquired infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and colleagues; and
- maintain an up-to-date knowledge of infection prevention and control, policies, practices, and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy)

Information governance

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently, and effectively. You are required to comply with the Trust's Information Governance policies and standards.

Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of

the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.

Disclosure of Information - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment, to protect yourself and the Trust from any possible legal action.

Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

Professional standards and performance review

As an employee of the Trust, you have a responsibility to:

- participate in continuous personal development including, statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

Safeguarding children and vulnerable adults

We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.

- As an employee of the Trust you have a responsibility to ensure that:
 - you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines.
 - you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

NHS Sexual Safety Charter

The Trust is committed to ensuring that all employees work in an environment that is safe, inclusive, and free from sexual misconduct, harassment, and discrimination. As a signatory to the NHS Sexual Safety Charter, the Trust upholds a zero-tolerance approach to sexual harassment and supports anyone affected by inappropriate behaviour. In accordance with the Workers Protection (Amendment of Equality Act 2010) Act 2023, the Trust has a statutory duty to take reasonable steps to prevent sexual harassment of its employees. All staff, are required to treat others with dignity and respect at all times and to cooperate with Trust policies, procedures and training designed to maintain a culture of safety, professionalism, and mutual respect.

Social responsibility

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills, and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

Continuous improvement

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH

continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

Equal opportunities and diversity

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

