

RENAL SUPPORTIVE CARE SPECIALIST NURSE

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.

- The role involves supporting kidney patients who have complex palliative care needs, making sure they receive the right help, comfort and advice.
- It includes assessing symptoms, offering emotional support and helping patients and families understand their choices.
- The post holder will manage their own caseload, make important clinical decisions and work closely with other health professionals.
- They will help improve care by taking part in training, research and audits.
- The role also includes developing care plans, supporting families through difficult times and helping shape services for patients at the end of life.

Job Description

Job title:	Renal Supportive Care Specialist Nurse
Grade:	6
Site:	The Royal Shrewsbury Hospital and satellite units
Accountable to:	Renal Managers
DBS required:	Enhanced

JOB OVERVIEW

The post holder will manage a geographically defined caseload and will ensure that all renal patients referred with complex palliative needs receive high quality symptom assessment, psychological support and specialist advice to meet their individual care needs.

The post holder will demonstrate high levels of clinical decision-making and will monitor and improve standards of care through supervision of practice, clinical audit, research and by teaching and providing support to professional colleagues.

Main Duties and Responsibilities

Communication and Working Relationships

- To be able to communicate highly sensitive and complex information to professionals, patients and to those who are important to them. This communication could be about diagnosis, treatment or prognosis. Some of the communication can be contentious and will require high level communication skills.

- To establish and maintain effective communication with patients, relatives, carers and other health and social services, providing and receiving complex and sensitive information.
- To develop, negotiate and agree individualised plans of care with the patient, their carers and those important to them.
- To anticipate barriers to communication and take action to improve communication skills and strategies.
- To structure assessment interviews at the patient's pace, avoiding jargon, using appropriate questioning and using language familiar to the patient.
- To use a step approach to breaking bad news that is appropriate to the understanding of the individual and to be able to support distress.
- To involve patients and those important to them in decision making, offering them informed choices and respecting their views.
- To be able to manage dissatisfied patients and relatives and to anticipate potential problems.
- To demonstrate negotiation and diplomacy skills, and use these to support active partnership and multidisciplinary team working.
- To maintain boundaries necessary for effective communication, empowering patients, their relatives and those important to them when possible.
- To ensure plans are in place to manage complex situations relating to anticipatory grief or bereavement care in conjunction with the wider health care team.
- To demonstrate skill working with families facing loss.
- To identify and manage risk factors for adverse bereavement outcomes.

Management and Personal Development

- To have a lifelong learning commitment and ability to demonstrate the application of theory into practice.
- To complete all mandatory training
- To attend annual communication skills practice.
- To participate actively in audit and research.
- To work alone, prioritising work and responding flexibly to changing situations.
- To assess risks and minimise any threats to personal safety and that of colleagues.
- To manage resources responsibly.
- To seek opportunities and challenges that will develop current skill levels.

Clinical Activities

- Holistically assess patients, take and analyse a clinical history in a relevant, succinct and logical manner, and use this information to guide the level of intervention offered to patients.
- Manage a clinical caseload effectively.

- Accurately and concisely record the appropriate elements of the holistic assessment, examination, results and interpretation of investigations, differential diagnoses and management plan.
- Independently assess the patient's needs and identify goals in collaboration with the patient, working with them and their families towards achieving these goals.
- Demonstrate in-depth knowledge of the options for achieving symptom control and be able to advise the primary health care team appropriately.
- Demonstrate an ability to explore the personal resources of families and carers to support the patient to be cared for in the place of their choice.
- Recognise and manage palliative care emergencies in collaboration with colleagues.
- Provide specialist palliative care advice and support for patients with life limiting disease and to those important to them.
- Adhere to the organisation's clinical and operational policy.
- Comply with safe working practices in the locality.
- Recognise own professional limitations; refer on to other professionals and services as appropriate and signpost to other resources when indicated.
- Work within the trust policies, guidance and regulations.

Strategic Development, Planning and Organising

- Responsible for the development of policies and procedures and develop end of life pathways for renal patients on dialysis.
- Undertake research, clinical audit and bench marking in order to improve the effectiveness of patient care, in conjunction with the team.
- Have an ability to analyse new developments and research, and to apply learning appropriately to advance practice.
- Be responsive to change and actively participate in local service development subsequent to nationally driven policy and strategy implementation
- Develop the provision of a service that is seamless, flexible and responsive to the changing needs of the client group in collaboration with other specialist palliative care providers.
- Take an active role in the planning, delivery and evaluation of palliative care education.

Administrative

- Ensure cost effective use of resources
- Facilitate the provision of evidence based information to support clinical care.
- Demonstrate IT skills and literacy.

IT Systems and Processes

- Use electronic patient records and IT Systems necessary to support the role.

Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • NMC registration • Evidence of own professional development and additional specialist training in relevant area to post-graduate diploma level 	<ul style="list-style-type: none"> • Counselling qualification • Recognised leadership / management course
Experience	<ul style="list-style-type: none"> • The ability to deal calmly with stress and distressing situations • Evidence of continued professional development • The ability to work autonomously and collaboratively within primary health care teams and as part of a multi professional team • Awareness of relevant government initiatives with the relevance to Specialist palliative care and end-of-life care • Experience of working on own initiative, and working within a team setting • Considerable post registration experience in an acute hospital setting 	
Knowledge and skills	<ul style="list-style-type: none"> • Extensive relevant post registration experience • A working knowledge of the priorities of care of the dying person and gold standard framework 	<ul style="list-style-type: none"> • Proven palliative or oncology experience
Other	<ul style="list-style-type: none"> • The ability to work both autonomously and closely within a small team • The ability to adapt to and embrace change 	

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 & 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;
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to;
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

Infection Prevention and Control

The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action. 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;
- 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 staff;
- 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;
- 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. Failure to do so may result in action being taken in accordance with the Trust's Disciplinary Procedure.

- **Confidentiality and Security** - Your attention is drawn to the confidential and sensitive 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** - The unauthorised use or disclosure of information relating to the Trust's activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. 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. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face 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 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;
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates;
- participate in the Trust's appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the KSF outline for the post.

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 Trust's 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 aims to empower colleagues at all levels to have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

To support this, we have developed the SaTH Improvement Method, a structured approach to change that provides practical tools and techniques to help you understand what success looks like with clear aims, enables you to measure progress and plan meaningful improvements.

You won't be doing this alone. Whether you're new to improvement or already leading change, the Improvement Hub is here to guide you with expert advice, hands-on support, and a wide range of training opportunities to help you grow and thrive throughout your time at SaTH whilst making improvements in your area of

work. Join us in shaping a culture of continuous improvement, where every colleague is supported to make a difference.

Equal opportunities and diversity

The Shrewsbury and Telford Hospital NHS Trust is an Equal Opportunities Employer, fully committed to fostering an inclusive workplace where all staff feel valued and able to thrive. We believe that a diverse workforce, reflective of our community, is essential for delivering the best patient care.

We will not discriminate against any job applicant or colleague based on any protected characteristic, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, ethnic or national origin), religion or belief, sex, or sexual orientation. Selection for appointment, training, development, and promotion will be based purely on merit and the individual's ability to meet the role requirements.

As a post-holder, you have a personal responsibility to uphold the Trust's commitment to equality by treating all colleagues and patients with respect and dignity. You must actively support measures introduced to ensure equality of opportunity and will not discriminate, harass, or bully others, or condone such behaviour.

