

RAINBOWS HOSPICE FOR CHILDREN AND YOUNG PEOPLE

JOB DESCRIPTION

Job Title: Clinical Nurse Specialist in Paediatric Palliative Care

Salary Band: Band 7

Reporting to: Lead nurse for Palliative Care

Accountable to: Executive Nurse

Job Summary

To provide clinical leadership and expertise in specialist palliative care:

- By providing information, support, advice and specialist knowledge to children, young people and their families and carers.
- To act as a resource to the multi-professional team to influence palliative care, symptom management and end of life care development across the region.
- To participate in the co-ordination of the care of children and young people to ensure continuity throughout the child/young person's care pathway, facilitating palliative care in chosen location including community, hospital and hospice settings.
- To be pivotal in the review and development of the service, in order to reflect the needs of all children and young people with palliative care needs.
- To influence care through providing specialist education and training to multi professional staff/students, statutory and voluntary agencies and undertaking research.
- Replicate Rainbows Care and 'WE CARE' values in all locations whilst working within the local policies, procedures and guidance.

Key Responsibilities

Clinical Practice

- To provide holistic specialist palliative and end of life care nursing assessment of children, young people and their families with highly complex needs, identifying priorities of care, implementing strategies in order to deliver this care and evaluation to ensure the maintenance of clinical excellence.
- To liaise with and be a resource to the medical teams across all specialities, attending meetings as required.

- To work collaboratively with other clinical team leaders/specialist nurses/ family support/ward based staff across the hospital, hospice and community to deliver a safe and effective service which makes best use of available resources.
- To ensure excellent palliative and end of life care is available to all families including those in hard to reach groups, provide all children, young people and families with relevant and accessible written information regarding palliative care.
- To facilitate appropriate timely transfer or discharge from hospital at end of life.
- To support the establishment and maintenance of effective mechanisms for clinical governance and continuous quality improvement in clinical practice.
- To maintain compliance with, and development of internal and external policies, procedures and guidelines.
- To ensure child/ young person/young adult/ parent or carer involvement in the delivery of services to ensure that feedback informs service developments and improvement in quality.
- To act as an advocate for children/young people and their families in collaboration with the wider multi-disciplinary team.
- To lead and contribute to ethical/clinical decisions in the interest of children and their families where protocols/precedence may not be identified.
- Meet the communication and language needs, wishes and preferences of individuals. Understand a range of communication methods and styles that could help meet and individuals communication needs, wishes and preferences

Leadership and Management

- To support the ongoing development of palliative care services in line with the Rainbows Strategy.
- Influence the continued development of palliative care services, ensuring that all legislative requirements and national initiatives are implemented, supported and evaluated
- To develop methods of data collection to identify scope of palliative care need across the identified area; to assist in future service development.
- To co-ordinate a seamless service through the development of enhanced Multidisciplinary team (MDT) processes and communication
 - To be an ambassador for Rainbows at all times.
 - Lead on service initiatives, review changes to working practices or procedures within work area.
 - Participate in clinical supervision as a means to improving the quality of care.
 - Provide and promote visible leadership to all team members and colleagues.
 - To demonstrate ongoing leadership/ followership development across all clinical teams at all levels.
 - To attend allocated Rainbows strategy/ operational/ clinical and external meetings as required.
 - To be an active member of the East Midlands Children and young Person's Palliative Care Network and influence palliative care development across the region.
 - Promote and influence effective communication.
 - To manage and/or support the management of Band 6 palliative care development roles.
 - To deputise as required.
 - Provide constructive/360 feedback to peers and teams.

- Participate in the Senior Nurse on call rota.

Education, Training & Development

- To deliver/contribute to the delivery of education programmes and resources for parents/carers and professionals as required.
- To support the development of Rainbows as a learning organisation.
- To work with other clinical staff to identify knowledge gaps in relation to palliative care and support the development and delivery of relevant training programmes
- Develop the palliative care teaching packages for a range of locations and staff grades.
- Provide mentorship, clinical and professional supervision
- Participate in regional/national/international events in order to further develop knowledge and share best practice

Research and Development:

- Participate and lead research and audit within the area of paediatric palliative care and support.
- Maintains high standards of research-based care to children and ensure that clinical practice procedures and standards of care are based where available on valid current research findings.
- Work alongside Rainbows Research Manager to identify potential research studies for participation in.
- Disseminate good practice to other paediatric centres both locally, regionally and nationally.
- Work within research governance arrangements to support clinical audit locally, regionally, nationally and internationally.
- Participate in clinical audit and quality improvement.
- Participate in the application and evaluation of research findings.

Professional

- Adhere to relevant professional code of conduct. Abide by national and local policies, procedures and guidelines.
- Understand and promote principles and practice relating to confidentiality.
- To act with honesty and dignity at all times Prioritise own workload taking into account unplanned, urgent referrals and work demands.
- Maintain own professional portfolio and keep updated with developments and evidenced based practice within fields of expertise.
- Use learning opportunities and 'reflective practice' to contribute to personal development whilst also understanding the importance of reflective practice to continuously improve the quality of service you provide.
- Ensure the quality to patient records and data collection meets all mandatory and any additional requirements. Implement and monitor agreed ways of working and legislation regarding the recording, storing, sharing of information.

- To keep up-to-date with current literature and research in general and palliative care nursing
- To maintain your own personal and professional development in accordance with revalidation requirements, attending mandatory study sessions as required
- To undergo and actively participate in your own performance appraisals
- To adhere to the NMC Code of Professional conduct working within and accepting responsibility for maintaining agreed levels of competence

Data Compliance and Confidentiality

- In line with national legislation, and Rainbows policies, must process all personal data fairly and lawfully, for the specific purpose(s) it was obtained and not disclosed in any way incompatible with such purpose(s) or to any unauthorised persons or organisations, unless a lawful exemption applies
- To comply with all Rainbows policies and procedures on Data Protection, Confidentiality and Information Security.

Behaviours and Values

- To promote, uphold and demonstrate the Rainbows values of WE CARE
- To work actively and positively as part of the wider hospice team, demonstrating a desire and ability to build relationships with colleagues across all teams
- To be able to manage time and projects effectively and efficiently and respond to shifting priorities and workloads with ease.
- To be proactive in seeking out support and finding new ways to encourage supporters to participate in our activities.
- To act always in a professional manner, respecting the needs of colleagues and co-workers, working collaboratively to ensure a harmonious work environment and following our code of conduct at all times.

Safeguarding Children and Vulnerable Adults

- To comply with Hospice and Leicester City LSCB Policy, Procedures and Practice
- To follow hospice policy regarding the management of safeguarding concerns.
- To access mandatory safeguarding training and demonstrate competence at the required level.

Equality, Diversity and Inclusion

Rainbows Hospice for Children and Young People is committed to improving the quality of its services to all people, irrespective of race/ethnicity, disability, gender, religion or belief, age or sexual orientation. Our objective is to deliver high quality services that are accessible, responsive, and appropriate to meet the diverse needs of different groups and individuals. As such, we will continue to take action to ensure that staff and volunteers employed by Rainbows

Hospice are culturally aware and treat every person with dignity, respect and fairness, in a way that is sensitively responsive to differences and similarities. Unlawful discrimination and other forms of exclusion have no place within Rainbows Hospice.

Responsibilities;

- To support equality, diversity and inclusion of all including children, young people and their families, staff and volunteers.
- To actively promote the consultation of children/young people and families and their involvement and participation in decision making.
- To work to the Hospice Equality ,Diversity and Inclusion Policy.

Health and Safety

- To carry out duties placed on employees by the Health and Safety at Work Act 1974.
- To comply with Health and Safety Policy.
- To take reasonable care for the Health and Safety of themselves and others whom may be affected by their acts or omissions at work.
- To co-operate with their employer as far as is necessary to meet the requirements of the legislation.
- To not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety or welfare in the pursuance of any of the relevant statutory provisions.
- To be aware of and adhere to current policies regarding infection control at all times.

General

- To maintain a high standard of personal hygiene and presentation.
- To act at all times in a professional manner, respecting the needs of colleagues and co-operating to maintain a harmonious working environment.

This job description is subject to amendment and may be changed from time to time.