

UPMC Beacon Hospital

Job Description

Job Title	Clinical Nurse Specialist in Palliative Care
Department	Oncology
Reports to	Assistant Director of Nursing for Oncology Services
Date	August 2011

Overall Purpose of Job

The Clinical Nurse Specialist in Palliative Care will work closely with the Consultant Palliative Physician at UPMC Beacon Hospital. As a member of the multidisciplinary team they will work collaboratively with other members of the MDT to provide the highest standard of specialist nursing care to patients with complex palliative care needs. The Palliative Care CNS shall facilitate and support healthcare teams to implement evidenced based practice, and will contribute to the development of the acute Palliative Care Service at the Beacon Hospital.

Key Responsibilities and Deliverables

- To provide specialist knowledge, expertise and care to palliative care patients.
- To ensure continual optimal care for inpatients, out-patients and their families.
- To assess, plan implement and evaluate all aspects of the patient's physical, psychological, and social needs.
- Monitor patients on an ongoing basis, to evaluate outcomes and adjust nursing care practice to ensure optimum co-ordination and delivery of care.
- To participate in daily rounds on palliative care patients throughout the hospital campus.
- To develop and participate in palliative care clinics.
- To keep accurate, legible records and be aware of the legal implications of these documents.
- To liaise closely with the patient's primary health care teams and review all referrals in collaboration with the Consultant in Palliative Care Medicine.
- To participate in Multidisciplinary meetings and act as the patients advocate in their absence, using knowledge and skills to co-ordinate continuity of care.

- To monitor and ensure maintenance of adequate and effective discharge planning for patients with complex palliative care needs who are returning into community care.
- Participate in family meetings and provide support as appropriate.
- Promote multidisciplinary and partnership working in conjunction with ward based teams, community teams, patients and their carers.
- To develop care pathways appropriate to the acute palliative care setting.
- Provide leadership in clinical practice and act as a resource and role model for specialist practice.

Management:

- To independently manage own caseload of patients and associated responsibilities.
- To ensure that policies, protocols, and guidelines for palliative care patients are developed and implemented.
- To identify service needs on a six monthly basis. Development needs of the service to be submitted to the Assistant Director of Nursing for Oncology Services for service planning purposes.
- To ensure a safe and healthy environment is maintained at all times for patients and staff at the Beacon Hospital.

Personal and Professional Development:

- To develop the required skills and knowledge to support the service needs within the scope of professional practice.
- To undertake appropriate further training to enhance nursing practice within the specialist area.
- Identifies own continuing professional development needs and engages accordingly.
- To be aware of Beacon Hospital policies and protocols.
- To act as a professional resource to colleagues.
- To ensure and take responsibility for own professional practice and knowledge.

Education:

- To possess highly specialised knowledge regarding palliative care nursing. This knowledge shall be acquired through relevant study and experience.
- To provide an education service for patients and their families, formally and informally.
- To incorporate health promotion principles into all aspects of nursing care.
- To participate in teaching programmes and in-service training programmes for all staff.
- To ensure adequate patient education material is available and contributes to developing new educational material when required.
- Recognise the opportunity for clinical supervision and access if appropriate.

Quality Assurance, Audit and Research:

- To initiate and audit the clinical effectiveness of the acute palliative care services in conjunction with the Palliative Care Physician and members of the Medical Oncology Team.
- Ensure that the relevant statistics are collated, updated and highlighted, pertinent to individual caseloads and referrals to the service.
- Ensure that clinical practice, procedures and standards of care are evidence based and remain dynamic, ensuring quality service development to meet patient's needs.
- Encourage, imitate and participate in nursing research where appropriate.
- To evaluate findings and assist with implementation of necessary change to improve the service.
- To maintain awareness of current developments in the area of Palliative Care.
- To provide updates of service reports to the Assistant Director of Nursing as required.
- Contributes to service planning and budgetary processes through use of audit, data and specialist knowledge.

Governance:

The post holder will operate at all times to high standards of probity. This will include compliance with;

- Health and safety regulations
- All policies and procedures approved by the Beacon Hospital
- Data Protection Act and Freedom of Information Act
- Work within limitations of the role
- An Bord Altranais Professional Code of Conduct
- National Guidelines/Report on Palliative Care Services in Ireland

For the purpose of this post the post holder will have achieved competence in the CNS domains as regulated by the National Council for Nursing and Midwifery.

The post holder will be expected to:

- Support the aims and vision of the UPMC Beacon Hospital.
- Act with honest and integrity at all times
- Be a positive ambassador for the hospital
- Demonstrate high standards of personal conduct
- Value and respect colleagues, other members of staff and patients.
- Work with others to develop and improve our service.

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Person Specification

Skills	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Post Graduate Diploma in oncology nursing or Post Graduate Diploma in Palliative Care Nursing. • Or the equivalent of the above. 	<ul style="list-style-type: none"> • Degree/Masters • In Palliative Care • Nursing • Teaching and Assessing/ • Preceptorship course
Experience (Amount and Type)	<ul style="list-style-type: none"> • 5 years post registration experience • Minimum of 3 years experience in palliative care or an area of relevance. • Experience of working on own initiative, and working within a team setting 	<ul style="list-style-type: none"> • Acute palliative care hospital experience • Management experience
Job Specific Competencies and Knowledge	<ul style="list-style-type: none"> • Ability to work alone and organise own caseload. • Ability to initiate and manage change • IT and computer skills • Interest in acute palliative care and development of service for the future. 	
Personal Competencies	<ul style="list-style-type: none"> • All posts in UPMC Beacon Hospital require a high level of flexibility to ensure the delivery of an effective and efficient service. Therefore, the post holder will be required to demonstrate flexibility as and when required by their manager of hospital management. • Excellent interpersonal and team working skills • Ability to work on own initiative, unsupervised • Excellent communication skills • Excellent time management and organisational skills • Ability to work within a multidisciplinary team 	

This job description is intended to be an outline of the areas of responsibility and deliverables at the time of its writing. As the Hospital and the post holder develop, this job description may be subject to review in light of the changing needs of the Hospital.

Job Description received by employee

Signature

Date