



*ellenor.*<sup>x</sup>  
hospice care in your home or ours

# Job Description

CLINICAL NURSE SPECIALIST CHILDREN'S SERVICE

[ellenor.org](https://ellenor.org)

 01474 320007

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**Job Title:** Clinical Nurse Specialist

**Department:** Children's Team

**Contract Terms:** 25.5 Hours Per Week, per annum pro rata (dependent on experience)

**Salary:** £29,786

**Location:** Based at Gravesend Hospice, working in the community

**Responsible To:** Clinical Lead Children's Service

**Accountable To:** Director of Care

**Manages:** N/A

## About Us:

The organisation has in-patient ward, at the Hospice in Northfleet, comprehensive adult and children and young people's community services and a range of out-patient and wellbeing services all supported and delivered through a multi-disciplinary team (MDT).

The In-patient Ward for adults currently has 7 beds. The Medical Service provides medical support to adult inpatient and outpatients, including ward rounds, admissions, home visits and MDT meetings.

There is an outpatient Adult Living Well Service, out-patient clinics along with Physiotherapy, Occupational Therapy and Wellbeing Services provided including Complementary Therapy, Counselling, bereavement and family and carers support, and Chaplaincy.

The Community Service comprises the Adult Hospice at Home Team and also a Care Home Support Team. The medical team provides support to this service by reviewing patients in clinics, at home and in nursing homes.

The Children's Hospice at Home service provides specialist nursing support as well as hands on nursing and short breaks to children with cancer or palliative care needs in their own homes. The medical support for the Children's team is provided by the children's own GP and the Consultants at the Tertiary centres in London.

The population of the core area (Dartford, Gravesham and Swanley), where both adult and children's services are provided; is approximately 270,000 people, with over 45,000 adults above the age of 65.





# Scope and Job purpose

**ellenor** children's team operates in the community to provide acute oncology care to any child or young person with a Cancer diagnosis, as well as palliative care to children or young people living with a life limiting or life-threatening condition. The service predominantly operates Monday to Friday but steps up to provide 24/7 support for those at end of life. Our team includes children's nurses, nurse associates, nursery nurses, health care assistants, and music and play therapists, who provide advice and support, short breaks, and nursing care for children and their families.

## Role Purpose:

This role aims to facilitate optimum quality of life for the child/young person and their family by working as part of an integrated multidisciplinary team and in collaboration with the family. The provision of palliative care nursing interventions is based on comprehensive, holistic assessment, individualised goal-focused care planning, and education and support for patients and families.

The role includes providing support and training regarding children's palliative care to other health and social care professionals and facilitating the delivery of high-quality palliative and end-of-life care through partnership working. The care will focus on the quality of life for the child, young person, and family and will include the management of distressing symptoms, care through death and bereavement, and the provision of short breaks. As appropriate, the post holder will supervise colleagues' work in the extended Children's Hospice at Home team and participate in their practice development.



# Main Duties and Responsibilities

## Key Responsibilities specific to this role

### Clinical Practice

- To undertake comprehensive palliative care nursing assessments, agreeing on an individualised plan of care for patients and families living with life-limiting or life-threatening illnesses that recognises the family's priorities and values.
- To care for children receiving Cancer treatment, including routine care of their central venous access devices, phlebotomy, and administering intravenous medications and cytotoxic chemotherapy at home.
- To participate in a 5-day-per-week operational service, including out-of-hours provision when required for end-of-life care.
- To proactively collaborate with various community and hospital-based health and social care professionals to ensure seamless care across services.
- To ensure patients/families preferred place of care is discussed and identified and advanced care plans are in place wherever possible.
- To work alongside colleagues, taking responsibility for a defined group of patients in the community, ensuring the highest possible standards of individualised care.
- To ensure that the patient's dignity is promoted and respected and that equality and diversity are a top priority in the care of patients and families.
- To provide advice and guidance on symptom management and psychological, social and spiritual needs, referring to appropriate professionals or services accordingly.
- To support and coordinate the transition of young people with life-limiting illnesses into adult services.
- To undertake bereavement follow-up in line with the agreed pathway and bereavement risk assessment.
- To promote the work of the organisation in all settings, encouraging collaborative working and the referral of appropriate patients with all diagnoses.
- To ensure accurate and contemporaneous records, patient data must be input as required by the organisation.
- To be aware of ethical issues that can arise within palliative care and seek professional advice in a timely manner to ensure the best possible outcome for the child and family.
- To empower families to understand their child's illness better and recognise signs of deterioration.
- To work alongside medical and allied health professionals to optimise child/young person preventative care.



# Main Duties and Responsibilities

- To advocate for families to ensure their views are heard.
- To liaise with GPs, local paediatricians and tertiary services as appropriate for medical advice and prescribing

## Education, Training and Professional Development

- Maintain expert clinical knowledge and skills and achieve the educational standards set out in line with the skills, knowledge, and competency level required for the role.
- To participate in the induction, training and support of new staff and colleagues in the extended Children's Service Hospice at Home team.
- To play a supportive role for health and social care students undertaking training within the organisation.
- To actively participate in the delivery of training sessions, including internal and external courses, education and awareness-raising events for professionals.
- To participate fully in clinical supervision sessions in line with organisational policy.
- To actively contribute to the practice development of colleagues within the team and the wider organisation.
- To ensure all competency frameworks are completed and updated.

## Quality, Audit and Research

- To keep abreast of research and audit activity to ensure their practice is appropriately updated in line with the latest guidance, research findings and local policies and procedures.
- To assess, report and manage risks per the Nursing and Midwifery Council's Code and the Organisation's policies.
- To identify and report verbal complaints and incidents per the Organisation's policy.
- Together with colleagues, actively seek and identify areas where changes to routines and practices will result in quality improvements.
- To participate in research and audit to enhance patient or family care and improve service delivery.
- To abide by all organisational policies and guidance in relation to confidentiality and information governance.





# Main Duties and Responsibilities

## General

- To organise and prioritise any competing demands of the role, completing duties as required within working hours.
- To adapt and develop in line with the changing needs of the role.
- To act as an ambassador for ellenor to raise the profile of the organisation at a local, regional and national level as required
- To undertake other duties commensurate with the seniority of the post as may be requested by their managers.
- To have a good knowledge of all safeguarding procedures, recognise a child at risk, and know how to escalate concerns.



# Person Specification

All criteria are essential unless stated otherwise.

## Job Title:

## Education / Qualifications

- First Level Registered Children's Nurse.
- Post-registration diploma qualification in specialist palliative, community care or related subject.
- Evidence of commitment to ongoing professional development
- Teaching/mentorship qualification.
- Administration of intravenous medications qualification.
- Advanced Communication Skills certificate/training. (Desirable)
- Advanced clinical assessment skills qualification. (Desirable)
- Degree in palliative care or related subject (or already working toward) (Desirable)

## Experience

- Experience working in either community, specialist palliative care, or oncology (Min 2 years)
- Experienced in managing a caseload.
- Experience of productive multi and inter-disciplinary working
- Experience in delivering training for others. (Desirable)



## Knowledge, Skills, and Attributes

- Good understanding of the role that palliative care has to play in supporting children, young people and families living with life-limiting illness
- Excellent knowledge of symptom management and ability to make an initial holistic assessment of a patient's psychological, social and spiritual needs.
- Ability to communicate sensitively and effectively with patients and families with palliative and complex care needs
- Demonstrate a high standard of computer literacy, including Word, excel and email.
- Good understanding of how key milestones impact a child's understanding and behaviours.
- Demonstrates behaviours that enable and empower children, young people and families.

- Resilient and able to meet the complex demands of the post.
- Ability to work effectively with indirect supervision and unpredictable work patterns, managing time, work commitments and priorities within the allocated working hours.
- Conscientious, reliable, punctual and acts with integrity at all times.
- Ability to develop relationships with children and young people using various communication techniques and advocate for their needs as necessary.
- Car owner/driver with full license
- Competence with central venous access devices
- Ability to deliver training programmes/packages with confidence and clarity. (Desirable)
- Advanced assessment skills. (Desirable)
- Ability to undertake clinical audits and recommend changes to practice if appropriate. (Desirable)
- Ability to work co-operatively and professionally with other teams, facilitating good multi-professional working to ensure the needs of the child and family are prioritised.