



JOB DESCRIPTION

JOB TITLE:	Senior Staff Nurse
RESPONSIBLE TO:	Clinical Lead Children's Services
ACCOUNTABLE TO:	Director of Patient Care
BASE:	ellenor, Gravesend

POST SPECIFICATION:

General

ellenor is a specialist palliative care provider for adults and children in the North of West Kent, and for children in the London Borough of Bexley. The organisation has in-patient and day therapy facilities at Gravesend, a comprehensive Hospice at Home service for children and adults and a range of outpatient and community services, all supported and delivered through a multi-disciplinary team approach.

The **ellenor** children's team provides children's palliative care in the community. We predominantly operate a Mon to Fri service stepping up to provide a 24/7 service for those at end of life. Our team includes Children's Nurses, Nursery Nurses, Health Care Assistants, Music and Play therapists, providing advice and support, short breaks, and nursing care for children with Life Threatening and Life Limiting illness.

Job Summary

Working as part of an integrated multidisciplinary team, the purpose of this role is to facilitate optimum quality of life for children, young people and their families with life limiting or life-threatening conditions. This will be achieved in collaboration with children, young people and families and other professionals. The provision of palliative care nursing interventions is based on comprehensive holistic assessment, goal focused care planning and includes education and support for patients and families. Support and training regarding children's palliative care is provided for other health and social care professionals. The role, as part of a multi-disciplinary team, supports primary care key workers in the delivery of high-quality palliative and end of life care, through partnership working. The care will focus on 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. The post holder will work under the supervision of Clinical Nurse Specialists and the clinical Lead and work with colleagues in the extended Children's Hospice at Home team as appropriate and participate in practice development.

Duties and Responsibilities

Clinical Practice

- To support the completion of comprehensive palliative care nursing assessments, agreeing a plan of care for patients and families living with life limiting or life-threatening illness, including the provision of care for children undergoing acute oncology treatment. To support the completion of comprehensive palliative care nursing assessments, agreeing a plan of care for patients and families living with life limiting or life-threatening illness, including the provision of care for children undergoing acute oncology treatment.
- To participate in a seven day per week operational service including out of hours provision when required,
- To proactively collaborate with a wide range of community and hospital-based health and social care professionals.
- To ensure patients / families preferred place of care is clearly 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 related to symptom management, and psychological, social, and spiritual needs, referring onto the appropriate professional or service accordingly. To provide advice and guidance related to symptom management, and psychological, social, and spiritual needs, referring to the appropriate professional or service accordingly.
- To support 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, inputting patient data as required by the organisation.

Education, Training and Professional Development

- To maintain own 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 Hospice at Home team.
- To play a supportive role to health and social care students undertaking training within the organisation.
- To support 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, as well as within the wider organisation.
- To ensure all competency frameworks are completed and updated.

Quality, audit, and research

- To participate in regular clinical audit to aid ongoing service improvement and development.
- To keep abreast of research and audit activity to ensure that his / her practice is appropriately updated in line with latest guidance, research findings and local policies and procedures.
- To assess and report risks in line with the Nursing and Midwifery Council's Code and the organisation's policies.
- To identify and report verbal complaints and incidents in line with 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 aimed at enhancing patient or family care.
- To abide by all organisational policies and guidance in relation to confidentiality and information governance.

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 changing needs of the role.
- To act as an ambassador for ellenor in order 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.

The post holder will work within the NMC Code of Conduct and Scope of Professional Practice at all times. All organisational policies and procedures will be followed.

This job description is not exhaustive and may be reviewed and changed by discussion with the post holder to meet the needs of the service.

Postholder's Name:..... Postholder's Signature.....

Date.....

Manager's NameManager's Signature.....

Date.....

Personal Specification

(Senior Staff Nurse – Children's Team)

	Essential	Desirable	Application/ Interview
QUALIFICATIONS			
First Level Registered Children's Nurse with demonstrable experience in Palliative Care or related specialty	X		
Post-registration diploma qualification in specialist palliative, community care or related subject.	X		
Evidence of commitment to ongoing professional development	X		
Teaching / mentorship qualification	X		
Advanced Communication Skills certificate / training or willing to undertake		X	
Advanced clinical assessment skills, or willing to undertake		X	
Degree in palliative care or related subject (or already working toward)		X	
KNOWLEDGE, SKILLS, AND ATTRIBUTES			
Good understanding of the role that palliative care must play in supporting children, young people and families living with life-limiting illness	X		
Good knowledge of symptom management, and ability to make initial assessment of patients' psychological, social, and spiritual needs.	X		
Ability to communicate sensitively and effectively with children, young people, and families with palliative and complex care needs	X		

Demonstrates a high standard of computer literacy including word, excel and email.	X		
Good understanding how key milestones impact on a child's understanding and behaviors.	X		
Demonstrates behaviors that enable and empower children, young people, and families.	X		
Ability to deliver training programmes / packages with confidence and clarity		X	
Advanced assessment skills		X	
Ability to undertake clinical audit and recommend change to practice if appropriate		X	
EXPERIENCE			
Experience working in either community, specialist palliative care, or oncology/nonmalignant disease.	X		
Experienced in managing a case load.	X		
Experience of productive multi and inter-disciplinary working	X		
Experience in delivering training for others		X	
PERSONALITY AND DISPOSITION			
Resilient and able to meet the complex demands of the post.	X		
Ability to work effectively with indirect supervision and with unpredictable work patterns, managing time, work commitments and priorities within the working hours allocated.	X		
Conscientious, reliable, punctual and always acts with integrity.	X		
Ability to make and develop relationships with children and young people using a broad range of communication techniques.	X		

OTHER REQUIREMENTS			
Car owner / driver with full license	X		