JOB DESCRIPTION:  
PALLIATIVE CARE NURSE CONSULTANT  

ACCOUNTABLE TO:  
MEDICAL DIRECTOR  

BASED AT:  
ST ELIZABETH HOSPICE

JOB SUMMARY

- To work within the medical team providing specialist palliative care to patients and their families. To support and advise others in the clinical team.
- The provision of expert nursing direction in the development and delivery of palliative care to patients within the hospice and enable other practitioners to achieve high standards of care.
- Exercise a high degree of clinical autonomy.
- Contribute to the training and education of others, developing clinical practice across all aspects of palliative care.
- Promote and undertake nursing research and further the use of evidence-based practice within the multidisciplinary team.
- Involved in the development of the Community Model of Care including the establishment of outreach work and new ways of working.

CLINICAL RESPONSIBILITIES

1. To directly manage care of patients and carers with specialist palliative care needs for no less than 60% of the time.
2. To undertake complex and sensitive holistic care assessments and plan, implement and evaluate care utilising advanced communication skills.
3. To improve access to medication through the support and implementation of Non-medical prescribing
4. To be in collaboration with the multidisciplinary team, with regards to admissions and discharges of patients
5. To support other providers to become knowledgeable and competent to deliver high standards of care through education, advice and role modelling
6. To identify areas for improvement and development which will enhance the palliative care provision for patients and carers.
7. To work with the Nurse Specialists in undertaking service improvements as identified
8. To act as a resource locally, nationally and internationally on issues related to palliative care
9. Promote and undertake research both in nursing and in collaboration with other disciplines in the field of specialist palliative care.

MANAGEMENT RESPONSIBILITIES

1. Working with the Medical Director and the Director of Patient Services, develop and implement the Hospice’s strategic plan, annual business plans and service level agreements for the hospice.
2. To identify areas for service improvement, working with stakeholders, including service users, and propose changes as they are needed
3. To project manage change to services, as required
4. Provide support to the clinical teams in their development and learning, driving change as needed.
5. To provide consultancy to other stakeholders involved in specialist palliative care provision and be recognised in the locality for having the expertise in the field.
6. To represent the hospice on relevant groups and at meetings where an expert nurse is required
7. To maintain patient statistics and comprehensive patient records, providing data and reports as required to ensure effective and efficient service delivery.

EDUCATION AND RESEARCH

1. Develop and implement educational strategies for the development of palliative care approaches and specialist palliative care and advice for both the hospice and as a contributor to local NHS and other providers, in line with the Education Governance Group
2. Develop links with providers of palliative care and training providers in order to enhance palliative care for patients and families
3. Be involved in the hospice governance process, influencing service provision and standards within the Hospice and the locality.
4. Ensure that service developments are evidence based and supported by research activity
5. Participate in research locally or nationally, and instigate research in response to identified need which may lead to improved service provision and raising standards and efficiency.
6. With the Medical Director, identify training needs of the clinical teams. Participate in the hospice training programme and staff induction
7. To participate in the development of clinical standards within the total quality framework of the Hospice and participate in clinical audit, as required
8. Publish research findings and ensure findings and best practice is disseminated to others locally and nationally.

PERSONNEL RESPONSIBILITIES

1. To facilitate and participate in professional staff placements and lay persons
2. To recognise indications of staff stress and to facilitate staff support.
3. To undertake staff Performance Reviews, if required.
4. To recognise the value of volunteer contribution and play an active part in their support & development where appropriate.

PERSONAL DEVELOPMENT

1. To devise with the Medical Director a personal development plan in line with the Hospice objectives and personal needs.
2. To maintain and increase personal, clinical and project management skills.

ORGANISATIONAL

1. To work at all times within the policies and guidelines of the Hospice and act within NMC guidelines at all times.
2. To ensure effective use of resources.
3. To play an active part in the development and maintenance of good relationships with all who have business with the Hospice.
4. To respect at all times the confidentiality of information covering patients, staff and volunteers.
5. To promote the Hospice philosophy of care towards patients, relatives and visitors.

Because of the special nature of the Hospice and its work the postholder may on occasion be asked to undertake other duties to help maintain our high standard of care.

THIS JOB DESCRIPTION IS NOT NECESSARILY EXHAUSTIVE AND MAY BE SUBJECT TO REVIEW BY THE MEDICAL DIRECTOR IN CONJUNCTION WITH THE POSTHOLDER.