

**JOB
DESCRIPTION**

Job Details:	
Job Title:	Frailty Nurse Specialist (NS)
Grade:	Band 6
Department:	Community Palliative Care Team
Directorate:	Patient and Family Services
Reporting to:	Community Palliative Care Team (CPCT) Clinical Lead
Responsible for:	Delivery of Palliative Care support to individuals and their families
Location:	Based at a Dorothy House (DH) Hospice at Winsley, working within the community/catchment area of DH

Job Summary / Main Purpose:

- To participate in the development of services in line with the organisational strategic direction, to assist individuals to support “Death is a part of life”, “Living Well”, to lead to a “Peaceful death”, incorporating a “Supported bereavement” and participate in developing/maintaining an “increase in income”.
- To work with the Frailty ANP through a project approach to contribute to continuous quality improvement and service development to improve patient, family, carer and staff experience of frailty.
- To work as part of a CPCT, to provide specialist palliative care to those with frailty and their families.
- To confidently promote the importance of nursing within the Multi-disciplinary Team.
- To act as a resource to provide specialist clinical advice, support and education to health and social care colleagues, students and other professionals.
- To work as necessary in other nursing areas in DH.
- To work closely with other members of the Multi-disciplinary Team, both at DH and in the community.
- To work closely with the education and research team to support knowledge development educational approaches and evidence base for frailty care.
- To support the Clinical Lead to achieve compliance with statutory and regulatory requirements, eg CQC.
- Ensure own and colleagues competence using competency framework, including underpinning knowledge and practical skill.
- To provide staff support on a day to day basis, to address staff issues as they arise and to promote methods, such as clinical supervision, for personal and professional development.

- To support, educate and work alongside the Community Team to promote outstanding patient and family care.
- To support an environment of open and honest accident and incident reporting and promote lessons learnt.

1. Education

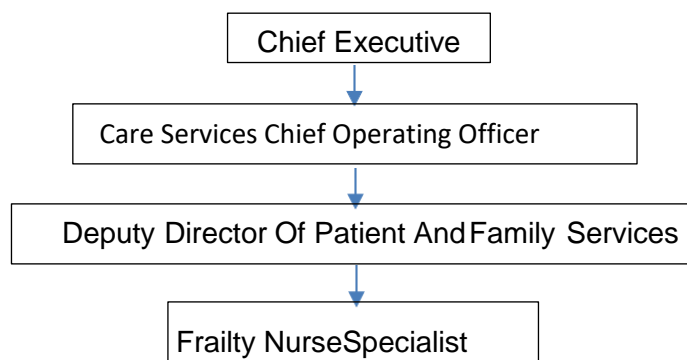
- To use learning opportunities to enhance the knowledge and skills of health and social care colleagues.
- To initiate and deliver formal training programmes in collaboration with the DH Education and Research and Training & Development Teams.
- To use areas of opportunity for informal education to other health professionals both internal to DH and external in the wider health community.
- To support learners undertaking appropriate health and social care courses, offering mentorship as appropriate for student nurses, trainee nursing apprentices and/or associate practitioner apprentices.
- To work with the Clinical Lead to arrange induction and mentorship programmes for new members of staff and volunteers.

2. Research

- To use reflective skills to evaluate current practice.
- To participate in clinical audit.
- To identify areas for research and inform appropriate colleagues.
- To participate in research, as appropriate, and apply relevant findings to practice and teaching.

3. Professional

- To work within the Nursing and Midwifery Council Professional Code of Conduct.
- To abide by legal rules and statutory regulations relating to practice.
- To work within the policies and procedures of DH Hospice Care.
- To participate in clinical supervision and other formal structures for professional support.
- To identify own professional development and support needs with Line Manager.
- To participate in the Personal Development Review system.
- To keep accurate records and input information into the patient database.



Structure Chart:

Contacts

- Patients, families, carers and friends.
- All members of the Hospice Multi-disciplinary Team.
- All health and social care colleagues.
- Appropriate Hospital Team colleagues.
- DH Education Team.
- Other hospices and Specialist Palliative Care Teams.

Special Note

This job description does not form a part of the contract of employment but indicates how that contract should be performed. The job description will be subject to amendment in the light of experience and in consultation with the post holder.

No Smoking Policy

Dorothy House operates a No Smoking Policy for all staff, volunteers and visitors in relation to promoting health. It applies to the Hospice premises and grounds at Winsley, all Dorothy House shops and when staff are on duty in patients' homes.

Confidentiality

All of the work relating to patients, carers, donors, staff and volunteers and any other information gained are of a confidential nature and must not be communicated to other persons except in the course of duty.

Health and Safety at Work Act

It is the responsibility of all employees to ensure that the requirements of the Health and Safety at Work Act are complied with safe working practices are adhered to and that hazards are observed and reported to the appropriate office.

Safeguarding

Dorothy House is committed to promoting the wellbeing of all adults and children who use our services, ensuring that they live a life that is free from harm, abuse and neglect. We work in an open and transparent way and encourage staff, volunteers, patients and families to raise any safeguarding concerns. All staff should ensure that they are aware of their responsibilities and attend the mandatory training as required.

Person Specification - Nurse Specialist

Criteria	Essential	Desirable
First Level Nurse qualification, with clinical experience at Band 6 level or equivalent	X	
Clinical experience in relevant speciality with evidence of palliative care knowledge	X	
Full Independent Nurse Prescriber (or be willing to undertake this course)		X
Clinical assessment and analytical skills- PACR course (or be willing to undertake)		X
Experience facilitating Learning and Practice	X	
Experience in teaching/education		X
Research skills		X
Excellent communication/interpersonal skills	X	
Community experience		X
Relevant degree or post graduate qualification(s) eg. Specialist Practitioner qualification in District Nursing, Independent Non-Medical Prescriber, Specialist qualifications in Palliative Care, Oncology or Long Term Illness		X
Ability to work alongside and support other members of the team	X	
Ability to work independently and manage own caseload	X	
Ongoing evidence of professional development	X	
UK driving license with access to a vehicle*	X	

*This is due to the requirement of the role regularly traveling to patients homes across our locality. This duty may regularly be conducted outside of public transport hours or at otherwise inaccessible locations.

