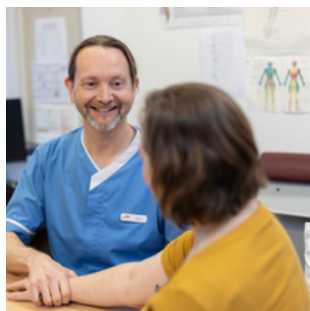




Advanced Clinical Practitioner

Application prospectus

Registered Charity No. 1113140



• Mount Edgcombe Hospice • St Julia's Hospice •

Caring for our community

CARE

local charity

dignity

**amazing staff
and volunteers**

**LOVE AND
WARMTH**

together

excellent and expert

kindness

family

special place

SAFE SPACE

stopped me
feeling alone

gave us time

PEACEFUL

Compassion

COMFORT

Welcome to Cornwall Hospice Care

Thank you for your interest in joining us as an Advanced Clinical Practitioner.

We are a 24/7 Cornish healthcare charity dedicated to providing compassionate end-of-life care for people living with terminal illnesses.

Our team of skilled clinicians and volunteers support patients and their loved ones — including families, carers, and friends — at Mount Edgcumbe Hospice in St Austell, St Julia's Hospice in Hayle, through our Community Services, and where appropriate, in people's own homes and local care homes.

Our ethos centres on ensuring that every person experiences a good death — one that honours their wishes and values, and makes each of their final days meaningful for them and those close to them.

This new and exciting role offers an excellent opportunity to make a real difference by contributing to the outstanding care we deliver.

It is an excellent time to be joining Cornwall Hospice Care as we celebrate our 45th anniversary of providing care to the people of Cornwall. As we move into our 46th year, we are looking to enhance our care by introducing this role to our hospices.

I hope this prospectus encourages you to apply and we look forward to hearing from you soon.

With very best wishes,

Paul Brinsley
Chief Executive



About us

Our Purpose

To provide compassionate, specialised end of life care for patients, their families and carers. Together with our local community in Cornwall we will continue to make every day matter.

One Team

Our staff and volunteers are at the heart of everything we do, they make our charity tick. We have 290 full and part time staff and 1,486 volunteers and everyone brings skills to meet the wide variety of roles we have. We are all ambassadors in the community too, spreading the word about the end of life care we provide, that's **100% free** to our patients and funded by the Cornish community.

Our Board of Trustees are committed to investing in our team through continual professional development, via face to face and online training.

We are also actively involved in supporting external healthcare workers and those who'll be the workforce of the future. We host medical students, doctors training to be GPs, nursing and other allied healthcare students, care home staff and paramedic trainees.

Funding

It costs **£7.8m** a year to provide all the care we offer. This care is provided free of charge but funded by the community of Cornwall. Just **9%** of our costs are met by the NHS commissioners with the rest being raised through voluntary income, via our network of 30 shops, fundraising events, lottery, philanthropic giving and other commercial interests.



Role brief

Job title

Advanced Clinical
Practitioner

Location

Across our two hospices in
St Austell and Hayle.

Job purpose

You'll provide
compassionate, expert care
for patients with complex
palliative and end-of-life
needs, supporting them and
their loved ones through
every stage of their journey.

Working closely with our
dedicated multidisciplinary
team across both hospices,
you'll use your advanced
skills to assess, diagnose
and manage care, helping
ensure every person receives
the comfort, dignity and
support they deserve.



What you'll be doing

Clinical Practice

Working as part of the Hospice Palliative Care Team, carrying out a high standard of holistic clinical assessment, determining and providing plans for treatment, interventions, advice or support as appropriate.

Prescribing medicines for patients in accordance with local policies, national standards and formularies relating to independent prescribing.

Undertaking medication reviews with patients, taking a proactive approach in ensuring patients understand their medication.

Participating fully as part of the 24/7 team as a 1st on-call accountable to a 2nd oncall medical consultant to ensure effective coordination of care with appropriate and timely responses.

Providing a source of expertise to all health care practitioners, including undertaking joint assessments as required.

Identifying clinical issues and incidents within the specialty that may affect the quality of care and raise these concerns appropriately.

Maintaining clinical records in line with hospice and professional standards.



What you'll be doing

Communication and Working Relationships

Maintaining effective verbal and written communication with the clinical team and keeping staff informed of changes to prescribing intervention or treatment provided to service users.

Awareness of the current legislation and prescribing developments that may impact on the delivery of services to service users.

Engaging meaningfully in at least six professional forums annually, contributing expertise and insights to support service and professional development.

Ensuring sound financial governance by using knowledge and resources effectively to manage the prescribing budget.

Developing strategies for continued professional development.

Ensuring accurate electronic record keeping and e-prescribing compliance.



What you'll be doing

Leadership & Consultancy

Demonstrating appropriate leadership behaviours and skills at all times.

Actively promoting the rehabilitative and therapeutic approaches of palliative care.

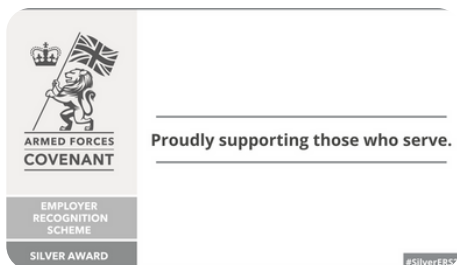
Motivating all staff and others through providing training, supervision and mentorship.

Demonstrate adaptability in communication by applying appropriate interpersonal skills to meet the diverse needs of patients, families, staff, and colleagues.

Encouraging proactivity, innovation and can-do attitude amongst the MDT, demonstrating flexibility within the parameters of hospice policies.

Acting as a role model displaying accountability for your own professional actions and decisions.

Working with the team to ensure the development of progressive professional practice.



What you'll be doing

Evidence Based Practice and Quality Improvement

Be a learning event facilitator and lead on teaching events to ensure lessons are learned and cascaded through the clinical teams.

Be an active participant of clinical audit and quality improvement, working closely with the Ward Managers and Clinical Governance Team to ensure the delivery of high quality, clinically safe and effective care, which is evidence based in research and audit.

Support quality improvement initiatives participating in projects wherever possible.

Critically evaluate research findings to develop practice.

Represent the charity and the work of the hospice at local, regional and national level as required.



What you'll be doing

Education and Development

Meet your own continuous professional development needs and maintain an annual personal development plan detailing hours of CPD learning and reflection.

Maintain professional NMC / Health and Care Professional Council requirements for non-medical prescribing and log these activities on LMS.

Actively contribute to the delivery of the hospice education programme.

Actively participate in clinical supervision.

Support the learning of medical students and other professionals who come to the hospice on work based placements.



What you'll bring

Our ideal Advanced Clinical Practitioner will have the following knowledge, skills, experience and qualities. We all have different experiences, so we don't expect all candidates to meet every requirement. If you have a few gaps and a plan on how you would address these, we would love to hear from you.

Qualifications

- Current registration on Part 1 of NMC register or AHP HCPC
- 1st degree in healthcare related subject
- Educated at Masters level in Advanced Clinical Practice (*or working towards or willingness to undertake*)
- Non-Medical Prescriber (NMP)
- Graduate / Post graduate qualifications in palliative care
- Advanced Communication Skills training and the ability to confidently have complex or sensitive conversations

Competencies

- Able to demonstrate previous successful ability of working at advanced practice level
- Proven track record in management of change
- Partnership working across sectors
- Demonstrable evidence of delivering formal and informal teaching
- Evidence of ability to undertake clinical audit
- Capable and skilled in working independently, able to plan and prioritise with advanced decision-making skills
- Management of clinical issues related to palliative care
- Previously worked within specialist palliative care setting or long term conditions
- Clinical leadership in a multi-professional service

What you'll bring

Skills, Knowledge and Attributes

- Excellent communication and motivational skills
- Comprehensive physical assessment, history taking, diagnostic and clinical decision-making skills
- Applied pharmacology and evidence-based prescribing
- Leadership and team working abilities
- Critical evaluation skills
- Clear understanding of clinical governance, specifically related to advanced practice
- Awareness and understanding of the systems of palliative care delivery
- Experience in the care of the older person and fraility
- Experience in oncology or other long term conditions
- Up to date knowledge of all aspects of palliative care

Personal Attributes

- An engaging personal style and ability to take an interest in all kinds of people
- Calm and approachable with a good sense of humour
- Willingness to learn and develop new skills
- Open minded and non-judgemental
- Flexible and adaptable.
- A passion for hospice and palliative care
- A commitment to uphold our organisational values of compassion, togetherness and integrity

This is a mobile role so you will need to hold a current driving licence and have access to a vehicle for work purposes

What we can offer you

You can find a very rewarding career with Cornwall Hospice Care. As well as being part of a team making a real difference to our Cornish community, we offer a generous employment package.

Salary

Between £55k - £62k, depending upon skills and experience.

Terms

The successful candidate will join on a permanent contract, subject to a three month probation period.

Pension

Stakeholder pension scheme with employer matched contributions up to 5% or ability to remain in NHS Pension Scheme.

Hours of Work

Our standard working week is 37.5 hours.

Flexible Annual Leave

- 35 days annual leave inclusive of public holidays.
- Ability to buy or sell one week of leave each year.

Relocation

If appropriate, support with relocation to Cornwall is available

Medical and Wellbeing

- Non-contributory medical cash plan providing payments towards everyday healthcare treatments.
- Employee Assistance Programme offering virtual and face to face counselling.
- 24/7 access to remote GP services.
- Free complementary therapies.

Life Assurance

Death in service life assurance of twice annual salary.

Training and Development

We offer a wide range of high quality training, learning and development opportunities to challenge and stimulate your professional development.

Compassionate Leadership

We provide a supportive working environment by focusing on relationships through careful listening to, understanding, empathising with and supporting our people.

Our ambitions

Cornwall Hospice Care has conducted a major consultation exercise involving our staff, our volunteers, our Trustees and external stakeholders to help us shape the future direction of our charity. As a result, our five year strategy includes our ambitions for Cornwall Hospice Care.

Working together

in partnership to grow our charity for the future, ensuring close relationships across all our departments and working collaboratively with our external partners.

Sustainability

work towards lowering our environmental impact by implementing, where possible, sustainable systems and processes in all aspects of the charity's operations.

Learning and education

develop our learning and education to ensure all our staff and volunteers and where relevant, those from our external partners have the knowledge, skills and competencies to fulfil their roles.

Innovation

be innovative in our own individual areas, teams and across the charity to deliver continuous improvement in all we do.

Funding

raise sufficient funds to protect and grow our hospice services through a range of income generation activities.

Our values

At Cornwall Hospice Care, it's not just what we do that matters but also how we do it.

Compassion

Being gentle, kind, caring and helpful. Fostering a sense of inclusion and respecting all.

Integrity

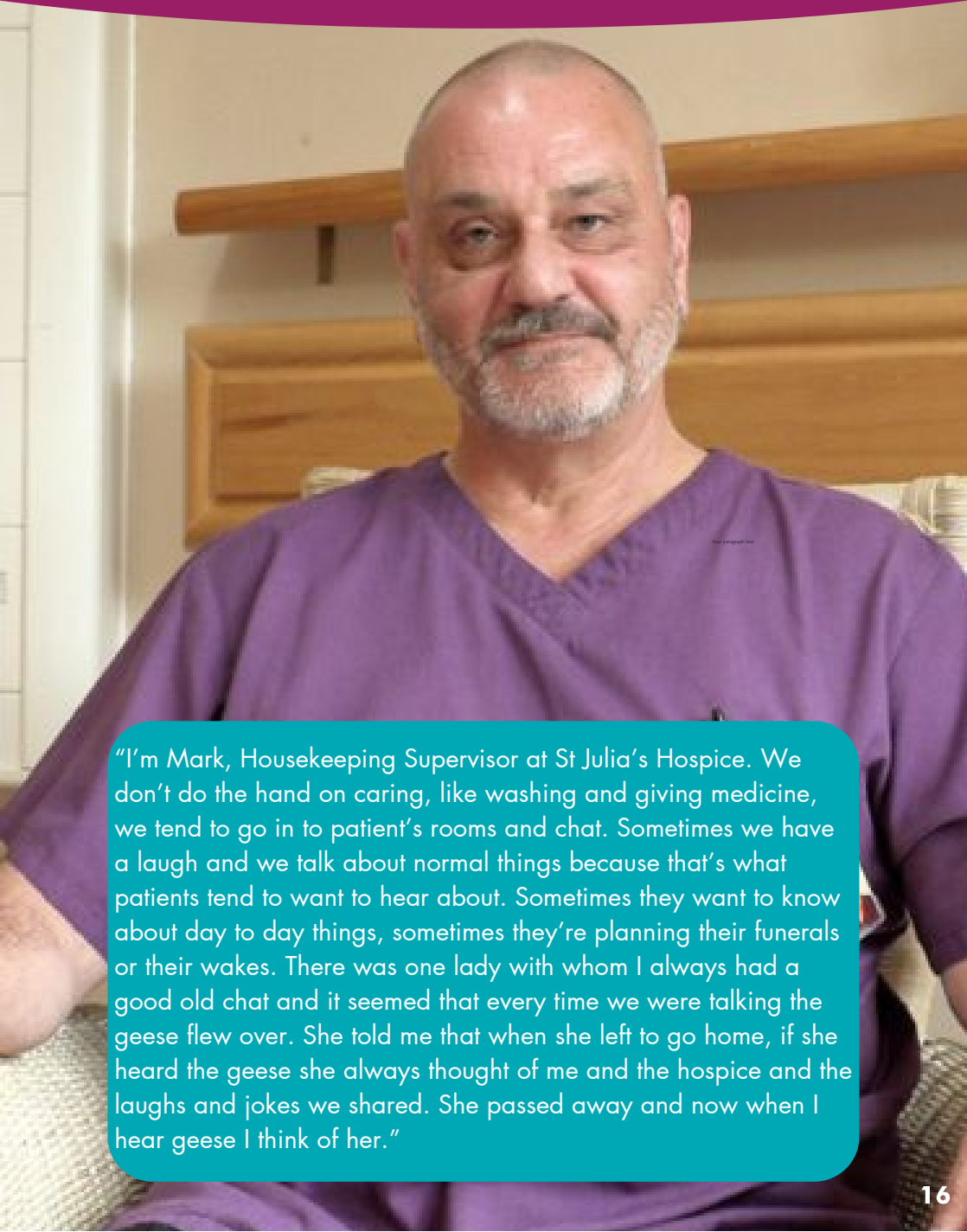
Being honest and having strong moral principles. Behaving with integrity both professionally and ethically at all times and in all work places.

Togetherness

Valuing everyone who works or volunteers for our charity or uses our services, giving us all the information, tools, independence and freedom to achieve.



Making every day matter



"I'm Mark, Housekeeping Supervisor at St Julia's Hospice. We don't do the hand on caring, like washing and giving medicine, we tend to go in to patient's rooms and chat. Sometimes we have a laugh and we talk about normal things because that's what patients tend to want to hear about. Sometimes they want to know about day to day things, sometimes they're planning their funerals or their wakes. There was one lady with whom I always had a good old chat and it seemed that every time we were talking the geese flew over. She told me that when she left to go home, if she heard the geese she always thought of me and the hospice and the laughs and jokes we shared. She passed away and now when I hear geese I think of her."

Application Process

Now that you've learnt more about us, if you think you understand our values and can commit to helping us achieve them, then we want to hear from you.

If you are interested in exploring this exciting opportunity further, please send a CV and covering letter explaining why you think you would be the best fit to our organisation to our People and Culture Team.

recruit@cornwallhospice.co.uk

Alternatively, if you would like to have an informal discussion about this role, please contact Lisa Shephard; our Head of Clinical Services and she will arrange to call you at a suitable time.

lshephard@cornwallhospice.co.uk

Closing date for applications	Monday 10 th November 2025
Interview date	Tuesday 18 th November 2025



Interview venue

The interviews for this position will take place in St Austell. However, remote interviews can be conducted if needed.

Mount Edgumbe Hospice
Porthpean Road
St Austell
Cornwall
PL26 6AB



salt.condensed.talents



Your paragraph text



Welcome to Cornwall

We are very much looking forward to welcoming you to our county and our charity and thought you might like to find out a bit more about our home before you join our team.



Cornwall is situated in the far south-west of the UK, like a foot reaching out into the Atlantic. The county is almost surrounded by sea and its only border is with Devon. Just off Land's End are the beautiful Isles of Scilly.

Cornwall is famous for its surf, beaches, pasties and cream teas - we eat our scones jam first with our famous clotted cream on top. It's a very popular holiday destination and the population here can triple in size during the summer.

Our main road throughout the county is the A30; which has just been upgraded, we have a good train service to London Paddington and there are many regional connecting flights from our airport at Newquay.

We think it's a wonderful place to live!

I support Cornwall Hospice Care because...

Thank you

- for the nursing care
- for keeping Mam peaceful
- to the cleaners who made the room feel bright after long nights
- to the chef who made Mam her favourite meals
- to the volunteers who made us endless cups of tea
- for putting bird food on the patio so we could watch the squirrel steal it
- for making a little bed for me each night so I could sleep next to my Mam
- for the middle-of-the-night marmite on toast and chats when I couldn't sleep
- to the counsellor who told us how to break the news to our children
- for the teddies she cuddled for her grandchildren so they can have a lifetime of Nan-Nan's love to hold
- for explaining the changes we were witnessing
- for letting us stay as long as we needed to
- for taking her wedding ring off for me when I couldn't face it
- for the rose

Thank you for everything