

JOB DESCRIPTION

Job Title	Advanced Clinical Practitioner
Reports to	Lead Hospice Doctor
Salary spine point	

Job Role

The post-holder will be an experienced Clinical Practitioner who, acting within their professional boundaries, will provide care for patients through history taking, clinical assessment, diagnosis, and the initiation and evaluation of clinical management plans. They will demonstrate safe, clinical decision-making, critical thinking, and expert care, including assessment, diagnostic skills, and non-medical prescribing, for patients registered with Cornwall Hospice Care, across our two Hospice sites.

To champion innovative practice within the field of palliative and end of life care developing the Advanced Clinical Practitioner role within hospice care. The post holder will work at an advanced practice level applying their extended knowledge and skills in the principles and practices of palliative end of life care to support patients with the most complex needs. The Advanced Clinical Practitioner will work across the clinical teams at Mount Edgcumbe Hospice and St Julias Hospice.

The Advanced Clinical Practitioner will join the existing medical team rota for the inpatient unit, contributing to the 24/7 service as part of the first on call tier with the hospice medical team that includes specialty doctors, resident doctors, senior hospice doctors, specialist palliative care trainees and doctors rotating through the hospice as part of their general practice training.

The Post Holder will be a key member of the Multidisciplinary team providing specialist palliative care to patients and families. Supporting education, audit and research to influence the delivery of high-quality care and identify innovative ways of working which improve and develop the service offered.

KEY RESPONSIBILITIES

The key areas of Advanced Practice are:

Managing patients with palliative and end of life care needs through advanced level autonomous practice including taking managed risks. For example, clerking hospice

admissions, monitoring disease progression, assessing deterioration, symptom management and prescribing within scope of practice including cannulation, delivery of IV drugs etc.

Sharing clinical responsibility with medical colleagues for hospice inpatients patients, working collaboratively with all members of the multi-disciplinary team, carers and relatives to gain a deep understanding of all aspects of the patient's physical, emotional, psychological, spiritual and social situation.

Organisational responsibilities

Values: Our values underpin our purpose, and all employees are expected to ensure their behaviour and conduct is, always, in accordance with the values. Working together with a common goal and objective ensures we can continue to deliver the high-quality care our patients and their families have come to expect of us.

Policies and procedures: It is the responsibility of employees to ensure they are aware of and comply with the policies and procedures relevant to their job and employment. All employees must be familiar with and operate in accordance with confidentiality and safeguarding policies, at all times during their employment.

Health, Safety and Wellbeing: All employees are expected to conduct their work in a safe manner and with consideration to how others may be affected by their work activities. All activities must be in accordance with the Health & Safety Policy and guidelines.

Ambassador: We are all ambassadors for Cornwall Hospice Care and must ensure that whenever possible, we positively promote our purpose and values to the wider public.

Job specific duties and responsibilities

The post holder will have responsibilities in four main areas of work:

1. Clinical Practice
2. Leadership, Consultancy, Management
3. Evidence Based Practice and supporting research initiatives
4. Education and Development

1. Clinical Practice

- Works as part of the Hospice Palliative Care Team, carrying out a high standard of holistic clinical assessment, determining and providing plans treatment / interventions, advice, or support as appropriate.
- As an independent prescriber, prescribes medicines for patients in accordance with local policies, national standards and formularies relating to independent prescribing.
- Undertakes medication reviews with patients and takes a proactive approach in ensuring patients understanding of their medication.

- Participates fully as part of the 24/7 team as 1st on call accountable to 2nd on call medical consultant to ensure effective co-ordination of care and appropriate and timely responses for patients.
- When on call on Sat/Sun/BH, will complete a ward round to assess, reassess and review patients' instigating treatment for symptom control and psychological support.
- Admit patients with reference to 2nd on call at weekends, out of hours as appropriate.
- Provide a source of expertise to all health care practitioners, including undertaking joint assessments as required.
- Identify clinical issues and incidents within the specialty that may affect the quality of palliative care services, raising concerns with the Head or Clinical Services, Director of Clinical Services, Lead Hospice Doctor or Medical consultant as appropriate to ensure the delivery of safe, effective services.
- Liaise daily with the clinical team and ensure they are briefed on the changing needs of their palliative patient's activity.
- Work as part of the multidisciplinary team to support and identify patients who may require referral to protection services such as adult safeguarding support or deprivation of Liberty assessment and referral.
- Maintain clinical records in line with hospice and NMC guidance/ Health and Care Professions Council standards.
- Use advanced clinical skills and judgment to diagnose, plan, implement and evaluate the needs for patients with complex palliative symptoms, anticipating problems and risks and act before crisis arise.

NON-MEDICAL PRESCRIBING

Duties & Responsibilities

Communication & Working Relationships

To maintain effective verbal and written communication with the clinical team and to keep staff informed of changes to prescribing intervention or treatment provided to service-users. Following the RPS guidance and using the EPMA system, reporting any changes to the nursing and medical teams and ensuring information is communicated efficiently and effectively in relation to medication safety.

Planning & Organisation

- To be aware of the current legislation and prescribing developments that may impact on the delivery of services to service users.
- Have a good knowledge of, and apply current Hospice Medicine, Controlled Drug and Non-Medical prescribing' Policies and associated Standard Operating Procedures

Responsibility for Patient/Client Care, Treatment & Therapy

- Comply with the Nursing and Midwifery Council Professional Code of Conduct/ Royal Pharmaceutical Society Code of Ethics, relevant legislation, procedures and policies.
- To attend and contribute effectively to relevant professional forums, minimum of 6 per year

- To review and make changes to prescribed medication, in collaboration with the service-user wherever this is possible.
- To prescribe and change medications as clinically appropriate, within the scope of the independent practitioner's clinical expertise

Responsibility for Finance, Equipment & Other Resources

- To contribute to financial governance through knowledge and appropriate resource management of allocated prescribing budget for the service, in collaboration with clinical leads and medical colleagues.

Responsibility for Supervision, Leadership & Management

- To develop strategies for continued professional development as a Non-Medical Prescriber, ensuring attendance to the Southwest NMP Forum quarterly meetings.

Information Resources & Administrative Duties

- Ensure accurate electronic record keeping and e-prescribing compliance as detailed in Hospice Medicines Management Policy.

2. Leadership and Consultancy

- Demonstrate leadership behaviours in line with Hospices Leadership Code.
- Demonstrate leadership skills when undertaking the clinical assessment process and when planning and delivering care.
- Actively promote the rehabilitative and therapeutic approaches of palliative care.
- Motivate all staff and others through providing training, supervision and mentorship.
- Apply a range of interpersonal skills in response to the different needs of patients, families, staff and colleagues.
- Encourage proactivity, innovation and can-do attitude amongst the MDT, demonstrating flexibility within the parameters of hospice policies.
- Act as role model accountable for your own professional actions and decisions.
- Work with the medical team, Heads of Departments, Clinical Director and senior clinicians to ensure the development of progressive professional practice.

3. Evidenced Based Practice & Quality Improvement.

- Be a learning event facilitator and lead on teaching events to ensure lessons are learned and cascaded throughout the clinical teams.
- Be an active participant of clinical audit and quality improvement, working closely with the Ward Mangers 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 Cornwall Hospice Care and the work of the hospice at local, regional and national level as required.

4. 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 Professions Council requirements for non-medical prescribing and log these activities on LMS e.g. yearly updates.
- 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.

General

This job description is an outline of the key tasks and responsibilities of the role and is not intended as an exhaustive list. The job may change over time to reflect the changing needs of Cornwall Hospice Care and its services, as well as the personal development needs of the post holder.

Person Specification:

Criteria	Essential	Desirable
Qualifications		
Current registration on Part 1 of NMC register or AHP HCPC	X	
1st Degree in healthcare related subject	X	
Educated at Masters level in Advance Clinical Practice (or working towards/willingness to undertake)	X	
Non-Medical Prescriber (NMP)	X	
Graduate/ Post graduate qualifications in palliative care		X
Advanced Communication Skills Training and ability to confidently have complex or sensitive conversations	X	
Competencies		
Able to demonstrate previous successful ability of working at advanced practice level	X	
Proven track record in management of change.	X	
Partnership working across sectors.		X
Demonstrable evidence of delivering formal and informal teaching.	X	
Evidence of ability to undertake clinical audit	X	
Capable and skilled in working independently, able to plan and prioritise with advanced decision-making skills.	X	
Management of clinical issues related to Palliative Care.	X	
Previously worked within specialist palliative care setting or long term conditions.	X	

Clinical leadership in a multi-professional service		X
Skills Knowledge and Attributes		
Excellent communication skills. Multi agency communications. Multi-disciplinary communications	X	
Comprehensive physical assessment, history taking, diagnostic and clinical decision-making skills.	X	
Applied pharmacology and evidence-based prescribing	X	
Leadership and team working abilities.	X	
Motivational skills both for self and others.	X	
Effective IT skills, competence in Microsoft office programmes, including MS Teams.	X	
Critical evaluation skills.	X	
Clear understanding of clinical governance, specifically related to advanced practice.	X	
Awareness and understanding of the systems of palliative care delivery.	X	
Experience in care of the older person and/or Frailty.		X
Experience in oncology and/or Long-Term Conditions.		X
Up to date knowledge of all aspects of Palliative Care.	X	
Personal Attributes (Demonstrable)		
Ability to direct and co-ordinate programmes of care working collaboratively and autonomously.	X	
Enthusiastic team player.	X	
Commitment to equal opportunities	X	
Ability to work flexibly.	X	
Other Relevant Requirements		
Ability to travel across the community to review patients in their homes, in hospital and care homes	X	
Available to be on call and work flexibly over a 24/7/365 day per year service as services and patients' needs dictate.	X	
Ability to manage time, self and own workload	X	
Full clean UK Driving licence and access to vehicle for work purposes, business insurance required	X	