



St Ann's Hospice

*every day makes a difference*

## Working for St Ann's

**We're proud to care**  
**We're proud to work together**  
**We're proud to make a difference**



At St Ann's, there's one thing that motivates us, and that's providing excellent care and support to those living with or affected by life-limiting illnesses.

We're continuously developing our plans for delivering world-class, innovative care and to ensure St Ann's is in the best shape possible for future generations.

You'll be challenged, inspired and empowered to help us achieve our purpose and to play your part in making a difference.

**All of our team members will role model our core values...**

### *People matter*

People are at the centre of everything we do. We treat each other, and ourselves, with kindness and compassion. We value and celebrate diversity; recognising everyone as an individual.



### *Brave and bold*

We want to grow for the future, not settle. We're not afraid to do things differently, get creative, challenge ourselves and the status quo. We're ambitious in our aims, accountable for our actions and learn from our experiences and successes.



### *Lead and learn*

We're experts in what we do, and we don't stop there. We're always learning; informing and shaping the sectors we're in through education, training and research. We lead by example; sharing best practice, advancing in our fields and pioneering new approaches.



### *Together we are stronger*

Together, we're stronger and have a bigger impact than we could have alone. As a charity, we work in collaboration with supporters, partners and the communities around us. We think beyond traditional boundaries to make sure we're here for our communities for years to come.



# Job Role Profile

## Community Advanced Clinical Nurse Specialist in Palliative Care

**Salary** Hospice Band 8a  
(£50,952 - £57,349)  
Competency Based Framework

**Location**  
Little Hulton, Salford

**Responsible to**  
Deputy Clinical Services Manager

**Core Purpose**  
Take a lead role in the advanced clinical assessment and treatment of patients and their families requiring specialist palliative care in Salford. While providing senior leadership for the team and within the Organisation.

## Job summary

- ✓ Act as a senior clinical decision maker providing advice to the Clinical Nurse Specialists and other Healthcare professionals in relation to complex situations.
- ✓ Provide clinical, operational and strategic leadership to the community specialist palliative care team.
- ✓ Work across Organisational boundaries, providing advice and face to face clinical assessment over 7 days.
- ✓ Demonstrate and develop the skills required to practice at an advanced level including prescribing and clinical examination skills.
- ✓ Act in accordance with the Nursing and Midwifery Council Code of Conduct.
- ✓ Demonstrate the core competencies of ACNS in supportive and palliative care:
  - Clinical
  - Education
  - Strategic
  - Audit and Research

Deputy Head of  
Clinical Services

Medical  
Consultant in  
Palliative Care

Band 8a ACNS

Band 7 CNS

Band 6 CNS

CSPCT Team Secretary

# Responsibilities

## The Community Advanced Clinical Nurse Specialist will:

- ✓ Ensure that patient documentation is accurate, disseminating all relevant changes in the patient's condition to the multi-disciplinary team. Have a clinical awareness and understanding of GDPR and IT systems EMIS/EPR to facilitate sharing and communication of information
- ✓ Represent and promote the Organisation at external operational and strategic meetings and events as requested
- ✓ Maintain own professional development to facilitate the provision of evidenced-based practice, participate in the hospices performance and development review process, attend organisational mandatory training and complete e-learning mandatory training relevant to role
- ✓ Oversee junior colleagues development, take a lead on PDR for band 7 CNS
- ✓ Contribute to provision of an effective learning environment, lead on strategic and Organisational development and delivery of formal and informal education
- ✓ Lead on, contribute to and participate in Organisational service development
- ✓ Be responsible for recording, analysing and reporting on data to meet commissioners and Organisational needs and to inform quality improvement
- ✓ Be aware of clinical governance objectives and strategy re risk assessment and management, incident reporting and patient carer feedback to inform and guide service delivery and service improvement
- ✓ Promote a culture which respects and values diversity, ensure care is consistent with the 5 principles of the Mental capacity Code of Practice (2005)
- ✓ Act in accordance with, and respect the organisation's values and clinical strategy, proactively promoting them within their team and the organisation
- ✓ Participate and provide leadership in provision of a 7 day service for patients, families and carers in the community, working Saturdays, Sundays and bank Holidays
- ✓ Provide leadership in the urgent response service delivered by the CSPCT
- ✓ Demonstrate advanced skills in the holistic assessment of patient's needs and together with patient and family agree management plan to address problems/ concerns
- ✓ Enable patients and carers to engage in difficult and sensitive discussions regarding their illness and advance care planning decisions where appropriate
- ✓ Be a resource of specialist knowledge and clinical expertise for patients, carers and the MDT
- ✓ Supervising cluster based working, and develop effective working relationships with external stakeholders
- ✓ Develop effective working relationships with primary, secondary and tertiary colleagues

# Requirements

The Community Advanced Clinical Nurse Specialist will have evidence of/ be able to demonstrate:

## Essential education/ experience:

- ✓ 1st Level Registration
- ✓ Evidence of personal and professional development
- ✓ Experience of working at senior Band 7 or equivalent
- ✓ Significant experience of working and studying in specialist palliative care.
- ✓ Experience of leadership and change management
- ✓ Experienced Non-medical prescriber.
- ✓ Clinical examination skills or expectation to achieve this
- ✓ Advanced Communication skills course
- ✓ Mentorship and teaching experience
- ✓ Experience of working in the community

## Essential specialist skills and aptitudes:

- ✓ Ability to play an active role in education
- ✓ To work autonomously and as part of a team
- ✓ Ability to evaluate research and ensure evidence based practice
- ✓ Have a good understanding of clinical governance and its application in practice
- ✓ Establish good working relationships to promote best practice
- ✓ Take a lead in change management
- ✓ Demonstrate experience and understanding of current issues in specialist palliative care community nursing
- ✓ Have experience of working with a wide range of stakeholders in the community

## Essential intellectual skills:

- ✓ Analyse interpret collate and utilise a wide range of information to enhance service development
- ✓ Demonstrate ability to set and establish priorities
- ✓ Be able to manage time and meet deadlines.
- ✓ Have excellent communication skills with the ability to work across a range of services.
- ✓ Have the ability to take on board new concepts
- ✓ Have the ability to problem solve
- ✓ Strategic competence
- ✓ Audit experience

## Personal Attributes:

- ✓ Be able to manage the emotional impact of working in a specialist palliative care team
- ✓ The ability to promote cohesive and effective team working
- ✓ Self-aware
- ✓ Be responsible for own CPD and personal development

# Terms and conditions for the Community Advanced Clinical Nurse Specialist

<b>Contract</b>	Permanent
<b>Work Pattern</b>	30 hours per week, incorporating working weekends and BH's. Working hours 9am-5pm or 8am-6pm
<b>Location</b>	Little Hulton, Salford
<b>Free Parking</b>	Free parking at our Heald Green, Little Hulton and Neil Cliffe Centre hospice sites.
<b>Holiday</b>	35 days, increasing to 37 days after 5 years' service and 41 days after 10 years' service (pro rata, inclusive of bank holidays). In addition, staff are able to buy up to 1 weeks' holiday per year via salary sacrifice, pro rata.
<b>Pension</b>	Contributory Stakeholder pension in which we match up to 7% of your gross salary. Or the ability to continue with a previously held NHS pension (subject to making contribution's into the scheme in the previous 12 months).
<b>Life Cover</b>	All staff in the Scottish Widows Pension scheme (with the exception of bank staff) are provided with life cover of three times their basic salary in the event of their death whilst employed by St Ann's Hospice.
<b>Health Cash Plan</b>	We offer access to an employee paid health cash plan. That allows employees to spread the cost of health expenses including dental, optical, physiotherapy and more.
<b>Employee Assistance Programme</b>	Employees can access telephone and online counselling 24 hours a day. Face to face counselling is also available and support on issues including debt, employment law, benefits and housing.
<b>Probation</b>	Six months
<b>Notice</b>	12 weeks



St Ann's Hospice, St Ann's Road North, Heald Green, Cheadle, Cheshire SK8 3SZ

☎ 0161 437 8136

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