



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

Title Advanced Clinical Practitioner (ACP)

Salary

- 2 years fixed term Trainee ACP- Hospice band 7
- Permanent ACP Hospice band 8a on successful completion of ACP academic level 7 qualification

Location

Cross site working at Little Hulton and Heald Green

Responsible to

Head of Clinical Services(line Manager) and Medical Director

Core Purpose

To provide advanced practice skills to identify, assess, diagnose, treat and manage people affected by life limiting illness. The ACP will work within the four pillars of advanced practice: advanced clinical practice, leadership, education, and research. They will be expected to lead innovative and develop evidence-based practice within specialist palliative and end of life care in the hospice setting.

Job summary

The post holder will be able to demonstrate advanced clinical skills to identify, assess, diagnose, treat and manage people affected by life limiting illness accessing the hospice services

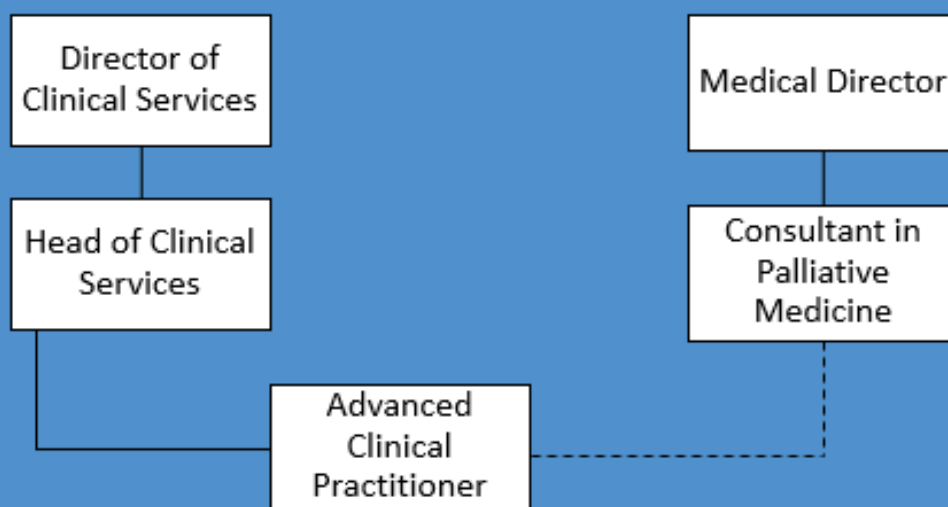
The post holder will be expected to work alongside the multi-disciplinary team providing specialist care and support to patients and families.

The post holder will take a lead role in education, audit and research, to bring innovation and creativity to the hospice and palliative care.

The post holder will work as part of the senior clinical leadership team to deliver the clinical strategy in line with the 4 pillars of advanced practice.

The post holder will act in accordance with their regulating professional body and clinical competency at all times.

Organisation Chart



Responsibilities and skills

Clinical

The ACP will:

- Provide advanced clinical skills and knowledge in order to deliver world class innovative care and support to people with life limiting illness.
- Work as an autonomous practitioner maintaining up to date, advanced clinical skills in assessment, treatment and interventions. They will be a non-medical prescriber. The ACP will be accountable for their own actions and omissions in line with their professional body.
- Provide specialist advice and support to patients, families and colleagues both internally and externally in line with evidenced based practice.
- Demonstrate effective advanced communication skills
- Proactively support collaboration within clinical services, will exercise complex levels of judgement and decision making with regards to patient flow and activity within the hospice and in line with policy, procedures, key performance indicators and outcome measures.
- Promote an environment that supports infection prevention and control in accordance to organisational, regional and national policy and guidance.
- Ensure documentation is appropriate, accountable and in line with information governance policies, procedures and GDPR.
- Ensure all clinical decisions are evidence based and to assist staff in bridging the gap between theory and clinical practice.
- Support the on call rota by working flexibly over 7 days to meet service need.

Leadership

The ACP will:

- Prioritise their workload and delegate effectively
- Positively contribute, present and participate at any internal or external meetings and committees as required
- Work alongside clinical colleagues in leading, influencing and monitoring clinical standards, KPIs and CQINS
- Facilitate and support reflection and debriefs
- Actively support and influence the delivery of the hospice clinical strategy
- Develop and maintain inter team, departmental and cross site communication and positive working relationships with all hospice colleagues
- Liaise with stakeholders and external providers of palliative care ensuring the hospice has a high profile within the community and hospital settings
- Demonstrate a working knowledge of regional and national initiatives impacting on palliative care delivery at the hospice
- Act as a role model demonstrating effective visible leadership and leadership behaviours.
- Uphold the philosophy and principles of palliative care and hospice core values
- Develop, review and implement policies and procedures.
- Lead and manage change in a complex health care environment and in collaboration with the whole organisation.

Research

The ACP will:

- Lead and actively contribute to internal and external clinical audit in order to develop best practice.
- Lead and actively contribute to quality improvement projects
- Assist staff in developing their skills by embracing the use of research to inform clinical practice
- Take a critical approach to identify gaps in the evidence base and its application to practice
- Contributing to bridging gap between clinical practice and research

Education

The ACP will:

- Support and where appropriate contribute to the design of the training and education programme for clinical services and the medical directorate
- Create and promote a learning culture by providing informal and formal opportunities for teaching and learning
- Assist in the support, supervision and mentoring of clinical staff
- Be responsible for their own continuous professional development
- Act as role model, educator, supervisor, coach and mentor

Requirements

The ACP will:

- Hold a clinical qualification to degree level or equivalent
- Be appropriately registered with the NMC or HCPC
- Hold a masters level qualification in advanced practice (or be able to work towards this as a trainee ACP, Level 2 English and Maths is required to access the programme.)
- Be a non-medical prescriber (or be able and willing to work towards this as a trainee ACP)
- Have an appropriate level of IT skills including effective use of word, excel and outlook
- Have relevant clinical knowledge, skill and experience working in palliative care, ideally including specialist palliative care. (For the MSc in advanced practice a minimum of 5 years' post registration experience in this setting is recommended)
- Hold a teaching, assessing and /or mentorship qualification or demonstrate relevant experience in these areas.
- Be able to balance undertaking the academic components of the MSc in Advanced Practice whilst continuing in a clinical role and progressing through competency framework as a trainee.

Any post holder within the organisation will be expected to undertake safeguarding training appropriate to their role and adhere to safeguarding policies and procedures. All staff must work in accordance with their statutory roles and responsibilities in relation to safeguarding in accordance with the Working Together to Safeguarding Children 2023, The Care Act 2014, and Prevent Duty 2015.

Terms and conditions for the Advanced Clinical Practitioner

Contract	Permanent
Work Pattern	37.5 hours per week, worked over 7 days
Location	Cross site
Free Parking	Free parking at our Heald Green and Little Hulton sites
Holiday	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.
Pension	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).
Life Cover	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.
Health Cash Plan	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.
Employee Assistance Programme	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.
Probation	Six months
Notice	12 weeks



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

☎ 0161 437 8136

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