



Marie Curie Job Description

Job title: Advanced Nurse Practitioner(Rapid Response Service Community)

Department: Caring Services- Eastern Region

Location: Northamptonshire county wide- Base Northampton

Reports to: Clinical Team Leader

Accountable to : Regional Manager

Job Purpose/Summary

- A highly experienced nurse who will assume a key role in the delivery of palliative nursing to patients requiring end-of –life care.
- To facilitate the provision of high quality specialist nursing care to patients with malignant and non malignant diseases who are referred to the Care Coordination Centre (CCC), and provide a rapid response to changes in the patient / carers condition or situation, which if unresolved would lead to admission into hospital. The nurse will provide support and advice to patients in their own home, including care homes, and collaborate in the care provided by the CCC, Rapid Response Service low level support, and the Out of Hours services. The service acts as a resource to other professions on palliative care issues, including physical, psychological, social, spiritual support and bereavement care, to enable the most appropriate service for patients and their carers.
- Acting within their professional boundaries, the post holder will provide specialist palliative care to the patient from initial point of contact to include; history taking, clinical assessment, diagnosis, treatment and evaluation of that care. They must be competent in assuring that interventions are enabled to effectively support the patient their relatives and carers in order to ensure that the patients choice, dignity and end-of life wishes are realised. They will demonstrate safe, clinical decision making and expert care, including assessment and diagnostic skills for patients receiving end-of life care. The post holder will demonstrate critical decision making and will work collaboratively in the team to meet the needs of patient's. They will lead on and support the delivery of policy and procedures and provide nurse leadership as required.

Accountabilities (Duties & Responsibilities)

- In collaboration with other members of the multi-disciplinary team, assess the needs of the patients, families and other carers and provide specific advice or support as appropriate. This will include advising and supporting the multi-disciplinary teams to enable them to provide high quality care, for example giving advice on pain and symptom control, care planning, social and psychological care, communication and resources as appropriate. Assess, diagnose, plan, implement and evaluate treatment interventions and care for patients presenting with end-of life conditions and complex needs.
- Collaborate with other health care professionals/relevant agencies across the county of Northamptonshire including Hospices,

Acute Trusts and Social Service Departments in order to promote planned, co-ordinated care. Clinically examine and assess patient's needs and plan care accordingly.

- Work in partnership with other members of the multi-professional team and community colleagues to lead on the use of End of Life Care tools Proactively identify, diagnose and manage treatment plans for patients involving their relatives and carers in the process.
- Diagnose and manage both acute and chronic associated conditions, integrating both drug and non-drug based treatment methods into a management plan
- Prescribe and review medication for therapeutic effectiveness, appropriate to patient needs in accordance with evidence-based practice and protocols and within scope of practice.
- Facilitate the provision of bereavement support to families and other carers and participate in the provision of information to patients and their carers regarding their disease, treatment and services available.
- Participate in reflective practice and group/individual clinical supervision.

Management:

- Efficiently utilise the available resources required to meet service objectives Participate with the Clinical Team Leader in business planning and objective setting for the service.
- Assist in the development of policies, procedures and clinical protocols within the CCC team related to palliative care.
- Contribute to statistic and activity reports, using information technology as required
- Participate in the provision of clinical supervision / reflective practice to junior colleagues.
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Education:

- Identify the specific education needs of individual patients and carers and facilitate meeting those needs.
- Identify the training and education needs of the multi-disciplinary team together with other senior staff to develop specific skills related to palliative care
- Work collaboratively with relevant educational staff to provide teaching programmes to meet the needs of staff within the service.
- Act as a role model and mentor to staff within the team and neighbouring organisations, such as Care homes, providing informal education and support to staff in their provision of palliative care

Audit and Research:

- Develop a culture of evidence based practice within the service and, in consultation with managers, to identify and encourage the use of research-based practice with regard to palliative care.
- Develop mechanisms for auditing care within the service. In conjunction with senior medical and nursing staff, participate in the development of multi-disciplinary audit and implement changing practice as a result.
- Participate in or support, where appropriate, nursing and/or collaborative clinical research in cancer and palliative nursing

In addition to the specific duties and responsibilities outlined in this job description, all Marie Curie employees should be aware of their specific responsibilities towards the following:

- Marie Curie is committed to encouraging volunteering throughout the organisation and as such the post holder will be expected to support and respect volunteers, and may be asked to work alongside or supervise a volunteer as part of their role whilst working at Marie Curie.
- Marie Curie operates a no-smoking policy. The post holder should either be a non-smoker or be prepared not to smoke in **any** Charity premises, grounds or vehicles or when on Marie Curie business outside the office.
- Adhere to all health and safety and fire regulations and to co-operate with the Charity in maintaining good standards of health and safety.
- Adhere to all Marie Curie policies and procedures at all times
- Actively promote and support the safeguarding of vulnerable adults, young people and children, observing and adhering to Marie Curie policies on safeguarding
- Uphold ethical and professional standards and not behave in a manner that is likely to bring the Charity into disrepute.
- Promote and sustain a responsible attitude towards equal opportunities and diversity within the Charity.
- Demonstrate a commitment to ongoing registration requirements or any national professional or occupational standards associated with the role.
- Demonstrate a commitment to ongoing learning and development and to participate in any training relevant to the role.
- For designated roles, the post holder will be responsible for health & safety, business continuity planning and/or risk management. (These responsibilities will be notified on appointment).

This job description is not exhaustive. It merely acts as a guide and may be amended to meet the changing requirements of the charity at any time after discussion with the post holder.



Marie Curie Person Specification

Job title:

Criteria	Essential	Desirable	How assessed
Skills / Abilities	<ul style="list-style-type: none"> - Evidence of experience and capability in - Clinical leadership/Operational management of staff and teams - Clinical governance/Negotiation skills - Advanced communication skill - Advanced clinical skills, including carrying out advanced health needs assessment contemporaneous to scope of practice and clinical examination skills - Teaching skills to patients, relatives, carers and staff in the principles of palliative care. 	<ul style="list-style-type: none"> • IT skills 	Application Form/Interview
Knowledge	<p>Advanced clinical knowledge, with extensive experience and or recent formal courses accessed, in palliative care/end-of life care, and evidence of ongoing professional development in:</p> <ul style="list-style-type: none"> - The management of patients with Palliative care and end of life needs. - The management of patients with complex needs. <p>Knowledge in:</p> <ul style="list-style-type: none"> - Accountability of own role and other roles in a nurse led service; - Local and national Palliative Care and end of life initiatives and policy; - Wider health economy awareness - Clinical governance issues in primary care 	<p>Knowledge of public health issues;</p> <p>Ability to identify determinants of health in the local area;</p>	Interview
Qualifications, training and education	<p>Registered first level nurse educated to masters level or equivalent with recognised palliative care qualification. Additionally will have:</p> <ul style="list-style-type: none"> -Mentor/teaching qualification, - Clinical supervision training and experience 	<p>Palliative care PGdip/MSc ;</p> <p>Community nursing specialist degree</p> <p>Independent Nurse prescribing</p>	Application Form

Experience	<ul style="list-style-type: none"> - A minimum of 5 years post registration experience and two years recent palliative care and end-of-life care experience ; - involvement in quality initiatives such as benchmarking practice and audit and research; - extensive experience in carrying out complex health need assessments 	Experience in discharge liaison and working in a hospice or in the community at a senior level with palliative care patients	Application Form
Other requirements	<ul style="list-style-type: none"> - A self-directed practitioner, highly motivated, flexibility, enthusiastic, team player, ability to work across boundaries. - Good sense of humour - Good general health - Strong commitment to end-of-life care principles and practices - Ability to work flexibly and assume on-call duties - Computer literate 		Application/Interview

Where appropriate, reasonable adjustments to these criteria will be considered to accommodate personal circumstances such as disabilities



Marie Curie Terms & Conditions

Job title	Advanced Nurse Practitioner/ Clinical Nurse Specialist (Community)
Salary scale	MCNS Grade D
Annual leave entitlement	35 days (including 8 bank holidays)
Notice period	One Month (after first six months service)
Working hours	37.5 Hours per week
Disclosure Check	Enhanced with Adult barred chec

Other benefits

- Continued access to NHS Pension Scheme (subject to eligibility)
- Marie Curie Group Personal Pension Scheme
- Season ticket loan
- Loan schemes for bikes; computers and satellite navigation systems