

## JOB DESCRIPTION

<b>Job Title:</b>	<b>Specialist Paediatric Palliative Care (SPACE) service - Clinical Nurse Specialist Development Post (Maternity Cover)</b>
<b>Team:</b>	<b>Care</b>
<b>Group:</b>	<b>SPACE and Community Services</b>
<b>Reports to:</b>	<b>Lead Nurse - SPACE</b>
<b>Level:</b>	<b>Band 6 Nurse Specialist development (1-2 year development towards Band 7) £38,336.26 -£43,410.17 (inc geographical)</b>
<b>Hours</b>	<b>37.5 hours / week (Fixed term contract)</b>
<b>Location:</b>	<b>Christopher's</b>

## Introduction to Shooting Star Children's Hospices

### Shooting Star Children's Hospices

Shooting Star Children's Hospices provides specialist care and support to families who have a baby, child or young person with a life-limiting condition, or who have been bereaved. Rated 'Outstanding' by the Care Quality Commission, we support families across Surrey, north-west London and south-west London from diagnosis to end of life and throughout bereavement with a range of nursing, practical, emotional and medical care.

Our specialist care and support is free of charge to families and available 24 hours a day, 365 days a year. It includes specialist nursing in the community, symptom management and pain relief, overnight respite stays, end-of-life care, specialist bereavement care and a comprehensive range of therapies, groups and clinics for the whole family.

At the heart of what we do are our dedicated staff; their exceptional commitment and professionalism means every family has the opportunity to **make every moment count**.

It costs £10 million a year to run Shooting Star Children's Hospices. Just 30% of our funding comes from the government, so we rely on our supporters' generosity to keep the service running. We employ 175 members of staff, including 98 nursing and medical staff, and support around 700 families.

### Job purpose

This is an exciting opportunity to join the SPACE (Specialist Paediatric Palliative Care) service with a practice development opportunity. The post holder will join the team as a Band 6 and with support will work towards the RCN CYP palliative care competencies. This will enable them to develop and transition into a Band 7 role as the postholder becomes competent as assessed alongside the competency document.

The post holder will provide holistic care and support to Children and Young People (CYP) with life limiting conditions and their families as a key member of the SPACE service. This care is provided in the community, hospitals and at the hospice, the post holder will be required to work in all settings but will primarily be based at the hospice.

The post holder will provide high quality symptom and palliative care to CYPs under the care of the SPACE service. They will use their skills, knowledge, and expertise in a diverse range of situations, autonomously and as a member of the team. The post holder will work towards being a clinical expert, sound educator, committed researcher and work proficiently.

They will work closely with the SSCH In house and Community team to ensure a seamless and comprehensive service to CYP and their families, and in collaboration with other services providing care and support for the family ensuring excellent communication skills.

They will work closely with the Consultant in Paediatric Palliative medicine at SSCH, contracted GPs for the hospice, Great Ormond Street Palliative Care Team, Evelina Palliative Care Team and the Royal Marsden Hospital (RMH) Paediatric Oncology Outreach Team. The post holder will form part of the SSCH Community team on call.

SSCH care is provided 24 hours a day, 365 days a year. The post holder will be required to work flexibly, to meet the needs of planned and emergency care. The post holder will work within a team of Doctors and CCNS's.

### Key Tasks and Responsibilities

- Providing professional and clinical support in the provision of symptom and palliative care across care settings for CYP under the care of the SPACE service.
- To work in partnership with SSCH In house and Community teams and the wider MDT, demonstrating excellent communication to ensure high quality seamless care for Children and Young people in our care.
- Work towards being an expert clinical resource for symptom and palliative care for CYPs, their families and health care professionals across care settings. These settings will include hospice, hospital, home, school, and GPs.
- Providing support to CYPs and their families where required through community visits to hospital, home, or hospice along with relevant healthcare professionals.
- Maintaining an awareness of the multi-cultural nature of the SSCH catchment area, adapting care as culturally required.
- Demonstrating a high degree of professional autonomy, using clinical judgement to provide advice.

### Clinical

- Actively involved with the on-going development of the SPACE service under the guidance of the SPACE team members, contributing to development through audit and quality improvement.
- Providing clinical support and continuity of care to CYPs with symptom and palliative care needs.
- Be able to implement, discuss, enact, and share symptom care plans and work towards taking joint responsibility with the consultant for the development of individual and generic symptom management plans in liaison with the SSCH contracted GPs and external nursing / medical providers.
- Supporting and educating families with symptom and palliative care needs in conjunction with the Consultant in Palliative Medicine, the SPACE service team, Nurse Consultant, and other members of the multi-disciplinary team (MDT).
- Jointly monitoring and evaluating the effects of prescribed treatment, adjusting medication within agreed protocols and in conjunction with the medical team.
- Awareness of the process for completion of Advanced Care Plans including resuscitation plans, symptom management plans and ambulance directives liaising with all appropriate

stakeholders. Building towards drafting, completing, and disseminating these documents within the team.

- Working in partnership with all members of the MDT, encouraging and promoting effective team working from all disciplines within SSCH.
- Work in collaboration with the In house and community teams alongside a Band 7 CNS, to facilitate hospital discharges for end of life, compassionate extubation, step down care and symptom management to ensure a smooth transition and excellent liaison. Undertake family and professional meetings at referring hospital as needed.
- Coordinating transition to adult services when appropriate in conjunction with the transition coordinator.
- Providing educational and supportive strategies to meet the needs of the CYPs with complex symptoms.
- Development of self to become a knowledgeable resource for specialist advice and facilitating practice, knowledge, and skill in relation to the specific needs of patients and families receiving palliative care and provide appropriate bereavement support.
- Attending relevant outpatient clinics and MDT meetings either with a Band 7 CNSs or independently.
- Contributing to the clinics run by the team at the hospices with the Consultant in Paediatric Palliative Care.
- Ensuring written communication and correspondence is to a high standard and shared with relevant professionals on contacts with CYPs.
- Form part of the community on call provision

### Quality /Audit/Research

- Enhancing the interface between the SPACE service and user involvement in the development and effectiveness of service provision.
- Working to the SSCH administration of medicine policy and adhering to the NMC guidelines always when giving medication.
- Participating in audit with the Clinical Governance Facilitator to maintain and improve clinical care.
- In collaboration with the team, producing and reviewing operational policies and procedures specific to the team and wider teams.
- Participate within the Morbidity and Mortality meetings.
- Participating in the development and review of written information on symptom and palliative care issues provided to families and professionals.
- Supporting the research activity of the service through recruitment and data collection on relevant studies where appropriate.
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### Leadership

- Work toward providing clinical leadership for nursing staff within the organisation, ensuring that staff have the necessary knowledge, skills and support to provide excellence in practice when caring for CYP with symptom and palliative care needs.
- Attending clinical meetings as appropriate.

- Reporting all incidents and accidents in accordance with local policy and take appropriate action as necessary.
- Taking prompt and appropriate action on receipt of complaints in accordance with local policy.
- Communicating and liaising with the MDT, providing a unified approach to the care of CYPs and their family.
- Being expected to take on a specific role within the team. For example, coordinating the teams teaching commitments or written patient information.
- Attending specific hospice meetings such as Medicines Management and represent the SPACE service at such meetings.
- Actively participating in team away days to support with development of the SPACE service.

## Education

- Work towards providing education, support, advice and guidance to the care team and external professionals in line with national and local guidance ensuring a cohesive, holistic and evidence-based approach to enable them to deliver appropriate specialist symptom and palliative care to CYPs and their families.
- Participating in the hospice and PATCH education programme as you develop skills.
- Taking an active role in local and national specialist nurse groups, networking with similar post holders.
- Being responsible for your own on-going education and professional development, to facilitate lifelong learning which complies with the professional educational requirements of your training.
- Ensure all mandatory training is up to date.

## Professional

- Attending SPACE service team meetings and weekly PATCH meetings at RMH (virtual) to present clinical cases for effective communication, professional development, support and integrated working.
- Prioritising workload to be responsive to a changeable caseload and being responsive to these referrals or change in patient condition.
- Communicating both verbally and in writing the outcome of symptom management visits and consultation with the family and other professionals involved in their care.
- Participating in the appraisal and personal development mechanisms available.
- To value the knowledge, skills, and expertise of all team members to maintain an efficient and mutually respectful team.
- Ensuring that all SPACE / SSCH policies are complied with and that all policy documents are read.
- Reporting any equipment, maintenance or safety issues to the Head of Symptom Management and Community Services. To ensure that all SSCH property is well looked after and maintained.
- Adhering to the NMC Code of Professional Conduct always.
- Meet the requirements of revalidation and ensure continued registration with the NMC.
- Valuing and actively participating in clinical supervision and other support opportunities.

- Expectation to carry out any reasonable duty as requested by the Head of SPACE or the Director of Care.

## Mandatory Criteria

### 1. Professional Codes of Conduct

The post holder will be required to respect professional codes of conduct and practice relevant to their role, as appropriate

### 2. Health and Safety

The post holder will be responsible for health and safety in the area under their control and ensure that they are familiar with SSC's policy on health and safety at work.

### 3. Mandatory Training

The post holder will attend all mandatory training relevant to their role

### 4. Our values and behaviours

Shooting Star Chase is a leading children's hospice charity for babies, children and young people with life –limiting conditions, and their families. We require that all of our staff share our common values and display behaviours that will enable us to achieve our goals.

**Professionalism** – *we will safeguard our families, each other and our organisation by working to ethical and professional standards at all times.*

**Respect** – *We will treat each other with the utmost respect.*

**Integrity** – *We will be open, honest and transparent in all that we do.*

**Diversity** – *We will respect individuality and ensure inclusion and fairness to all.*

**Excellence** – *We will strive for excellence in all that we do.*



Shooting Star Children's Hospices is committed to ensuring the welfare and safety of children and young people. All staff members are expected to adhere to our safeguarding policies and procedures. This includes undergoing appropriate training, following reporting protocols for any concerns related to child welfare, and promoting a safe and supportive environment for children and young people. Before commencing employment, successful candidates will be required to provide satisfactory references and undergo an enhanced Disclosure and Barring Service (DBS) check.

<b>Minimum Person Specification</b>		
<b>Band 6 Development Clinical Nurse Specialist SPACE Team</b>		
<b>Candidates must be able to demonstrate</b>	<b>Essential/Desirable</b>	<b>Assessed by</b>
<b>Attainments:</b>		
Registered Children's Nurse	Essential	App. Form
First level degree in related topic	Essential	App. Form
Evidence of master's level learning or prepared to work towards	Essential	App. Form App. / Int
Post basic qualification in palliative care/ Children's Community Nursing or relevant subject	Desirable	App. / Int
Evidence of continued professional development	Essential	App. / Int.
Advanced Communications Skills Training or prepared to work towards	Essential	App. / Int.
Willingness to work towards non-medical prescribing qualification	Essential	Int. / Int
Physical Assessment Skills qualification or prepared to work toward	Essential	App. / Int
<b>Experience:</b>		
Relevant post registration experience at Band 6 in relevant area (Minimum 1 year)	Essential	App / Int
Experience of palliative care, end of life care, symptom management or Community care	Essential	App / Int
Experience of teaching	Desirable	App / Int
Knowledge or experience of bereavement	Desirable	App / Int
Evidence of advanced communication	Desirable	App / Int
Experience of multi professional working	Essential	App / Int
Ability to lead and influence change	Essential	App / Int
Previous experience of working in community or hospice settings	Desirable	App
Experience of audit and research	Desirable	App
<b>Skills and Ability:</b>		
Ability to manage projects and meet deadlines.	Essential	App. / Int.
Organisation and negotiation skills.	Essential	Interview
Ability to lead and motivate self and others.	Essential	Int. / Ref.
Excellent interpersonal skills with particular ability to show empathy and consideration for others.	Essential	Int. / Ref.
Good organisational and time management skills.	Essential	App. / Int.
Evidence of innovative practice/evidence based care.	Essential	Int. / Ref.
Ability to set and monitor standards.	Essential	Int. / Ref.
Ability to work under pressure.	Essential	Int / Ref
Ability to work as an autonomous practitioner and as part of a team	Essential	Int / Ref
Ability to work effectively with members of the MDT across various boundaries.	Essential	Int / Ref
Ability to lead and influence professional colleagues	Essential	Int / Ref
IT Literate	Essential	App / Int

Teaching / assessment and presentation skill	Desirable	Int / Ref
Calm and objective	Essential	Int / Ref
Assertive, confident yet approachable	Essential	Int
Personally, and professionally mature	Essential	Int / Ref
Recognise own limitations	Essential	Int
Demonstrates enthusiasm	Essential	Int
<b>Circumstances:</b>		
Ability to travel between sites as required.	Essential	App. / Int.
Flexibility of working hours to meet service needs.	Essential	App. / Int.
Car owner/driver	Essential	App. Form
<b>Physical:</b>		
Smart appearance.	Essential	Interview
Good health/attendance record.	Essential	App./ Ref.
Fitness for duties.	Essential	Occ. Health

The above attributes have been identified by management to be necessary for this post, and will be used when shortlisting applicants for interview.

## What we offer

### Pension scheme

- NHS Pension Scheme (eligible employees)
- Stakeholder pension scheme
- Employee contribution 3.5%
- Shooting Star Children's Hospices contribution 4.5%
- Additional contributions – we will pay 1% above the contribution up to a limit of 7%

### Annual leave

- 27 days plus Bank Holidays rising with length of service
- 2 weeks paid sabbatical leave after 5, 10 and 15 years' service

### Contractual benefits

- Generous sick pay scheme
- Enhanced maternity, adoption, and paternity leave pay
- Flexible working arrangements
- Death in service benefits
- Reimbursed professional membership fees
- Employee referral scheme
- Blue Light discount card

### Health and wellbeing

- Employee Assistance Programme
- Occupational Health
- Eye care
- Cycle to work scheme
- Mental Health First Aiders
- Nutritionally balanced meals at Christopher's (free for employees) and free fruit at our Hampton site

## Equality, diversity and inclusion

Shooting Star Children's Hospice is committed to inclusion and diversity in everything we do. We know that getting things right is critical for us to live our organisation's values: Professionalism, Respect, Integrity, Diversity and Excellence.

We are always trying to improve our way of working to be more inclusive and equal. Our vision is for Shooting Star Children's Hospice to be a place where people of all backgrounds, groups and communities feel welcomed to work and volunteer.

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Authors Tracie Lewin-Taylor, Sarah Sogeler, Dr AK Anderson, Lisa Dennis