

## Job Description

**Job Title:** Children's Palliative Community Clinical Lead

**Responsible to:** Head of Children, Young People and Family Team, and Community Team

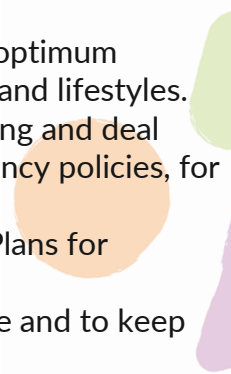
**Accountable to:** Director of Care

### Job Purpose:

As an experienced practitioner, the post holder is responsible for the assessment of care needs and development, implementation and evaluation of programmes of care with the multidisciplinary team and patients' families. The Children's Palliative Community Clinical Lead will provide comprehensive care to patients in their homes and within the community, ensuring they receive the highest level of care while promoting independence and quality of life.

The postholder will manage and be responsible for the supervision and development of a multi-disciplinary community team.

### Main Duties:

1. Work in accordance with the NMC Code of Professional Practice and Scope of Professional Practice remaining professionally and legally accountable.
  2. Demonstrate expertise in symptom management and end of life care including after death care.
  3. To support staff to develop skills in this area of care.
  4. To demonstrate specialist clinical knowledge for the delivery of high-quality patient care in the hospice.
  5. Holistically assess the situation and needs of children with life limiting conditions inclusive of family needs.
  6. The post holder will provide nursing care to children and young people with a range of complex health needs, life limiting or life-threatening conditions
  7. Provide psychological support to parents of life limited children and those a Palliative and End of Life diagnosis
  8. Ensure the delivery of care is of the highest standard taking into account the environment in which the care is being delivered.
  9. Work in partnership with children, families and carers, to provide optimum outcomes for each child by acknowledging individual preferences and lifestyles.
  10. Recognise situations which may be detrimental to a child's wellbeing and deal with individual situations according to organisational and local agency policies, for example, child protection issues.
  11. Support with the review, discuss and fulfilment of Advance Care Plans for children and families with life limiting/threatening conditions.
  12. To be aware of all policies/guidelines pertinent to working practice and to keep up to date with changes to ensure that practice is evidence based.
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13. To maintain confidentiality of children and their families at all times.
14. Work autonomously and as part of a team to deliver care.
15. To promote and contribute to effective team working.
16. To participate in the on-call rota to provide telephone clinical support, out of hours, across Acorns hospice sites and community team(s).
17. To maintain a non judgmental approach when working with the children and their families.
18. Initiate, organise and liaise with the wider multi-disciplinary team within the integrated care system to address the needs of life limited children and their families.
19. Access team reflection/debriefs and staff support as required to manage the emotional impact of the role.
20. Plan and participate in supporting and educating families and carers to ensure effective care is delivered safely.
21. Undertake appropriate risk assessments to ensure safety during admissions ensuring effective liaison with colleagues to ensure the safety of both patients and staff.
22. Promote and support effective discharge planning
23. Following appropriate nurse prescribing training and in accordance with local policies, procedures and guidelines, conduct appropriate physical assessments to prescribe appropriate treatment as required.
24. Maintain standards and ensure clinical governance is central to the function of the service.
25. Maintain clear and contemporaneous paper and electronic records in line with Acorns Policy
26. Completion of annual appraisals- fulfilling own responsibility for appraisal process and agreed personal development/ training plan.
27. Always remaining professional, acting as a role model to other team members whilst maintaining professional boundaries.
28. To empower children, young persons and their relatives to make decisions about their care and to exercise choice
29. To promote communication with the children young people, encouraging them to express their wishes and concerns to their best ability (this may include non-verbal, electronic or alternative communication methods).
30. To attend regularly and contribute to team meetings and clinical/safeguarding supervision to ensure effective communication and shared learning is maintained.
31. To deliver child-focused, family centered palliative and end of life care, alongside other members of the interdisciplinary team
32. Responsible for the assessment, development and evaluation of nursing care for children and young people with complex health needs including life limiting and life-threatening conditions and their families. Clinical skills include, but not limited to, caring for children who require long term ventilation, tracheostomy care, oxygen therapy, suction, syringe drivers and enteral feeds etc. These skills will be gained by completing competency-based training
33. This role requires autonomous lone working, making clinical decisions and managing patient care independently while coordinating with other healthcare providers as necessary

34. The nurse will be expected to work independently with minimal supervision, following established protocols and guidelines for patient care.
35. This position requires travel within a designated geographic area to visit patients in their homes or community settings
36. The role may involve working evenings, weekends, and/or being on-call, depending on the needs of the patients

### Management

1. Work collaboratively with initiating, planning and facilitating multi-disciplinary discharge and care planning meetings.
2. Contribute towards and deliver presentation materials for promoting the Palliative Care service to other professional groups within and outside the organisation.
3. Attend in house meetings as required to ensure effective communication and service delivery.
4. Advocate for children and their families with other professionals for access to services regarding end of life plans/symptom control promoting the child and family's points of view.
5. Initiate and participate in research and audit relevant to development and delivery of the service.
6. Ensure that the team have access to resources to enable safe, effective care for life limited children including specialist equipment and consumables.
7. To delegate appropriately within the team ensuring safe service provision, whilst considering appropriate skill mix and care requirements.
8. Emergency procedures and escalation protocols will be in place for situations where immediate assistance is required during home visits.

### Education and Development

1. To maintain and continually update knowledge and skills in relation to the post.
  2. To identify and undertake specific training to maintain skills in line with NMC Scope of Practice and development needs of the service.
  3. Facilitate and participate in the provision of training regarding palliative care for all grades of staff within and outside the service to ensure knowledge and skills are achieved to fulfil roles.
  4. Value and utilise skills of other team members recognising personal/professional strengths and challenges sharing and learning new skills willingly.
  5. To investigate accidents, incidents and complaints, implementing corrective actions where necessary, in consultation with the Matron, in accordance with Acorns Policies.
  6. Provide health education information to the child and family, to promote a healthy lifestyle and where appropriate address public health issues
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### Leadership Responsibilities

1. To be responsible for the day to day effective and efficient management of staff
2. Develop and empower all members of your team to perform to high standards and innovate.

3. To liaise with other Acorns Hospice Sites to promote and maintain effective working relationships, ensuring high standards of care and service.
4. To act as a resource, supporting and motivating staff members.

### Medicine Management

There will be a responsibility for ensuring the safe and accurate administration of medications to patients, following prescribed treatment plans and relevant protocols. This includes verifying medication orders, preparing and administering medications according to established guidelines, and monitoring patient responses. There will also be responsibility for maintaining accurate records of medication administration, managing medication storage, and ensuring compliance with legal and ethical standards related to medication handling and patient safety. Additionally, there will be responsibility for the education of patients and their families about proper medication use, potential side effects, and adherence to prescribed regimens.

### Infection Prevention and Control

All Employees and Volunteers of Acorns will be expected to follow all infection prevention and control policies and procedures to ensure a safe and healthy environment. This includes maintaining best hygiene practices, using personal protective equipment (PPE) as required, and adhering to safety protocols to minimise the risk of infection. It everybody's responsibility to promote a clean and safe environment for staff, children, young people and their families.

### Health and Safety


All Employees and Volunteers of Acorns are required to comply with all health and safety policies and procedures in accordance with the Health and Safety at Work Act 1974. This includes taking reasonable care of their own health and safety, as well as that of others who may be affected by their actions. The role involves using personal protective equipment (PPE) when necessary, following established safety protocols, reporting hazards or unsafe conditions, and participating in health and safety training. All Employees and Volunteers of Acorns must actively contribute to maintaining a safe and healthy environment and cooperate with the employer to ensure compliance with relevant health and safety legislation.

### Environmental sustainability

All Employees and Volunteers of Acorns are required to support in minimising environmental impact wherever possible, including recycling, switching off lights, computers, monitors and equipment when not in use. Helping to reduce paper waste by minimising printing/copying and reducing water usage, reporting faults and heating/cooling concerns promptly and minimising travel. Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases.

### Safeguarding

Acorns is committed to safeguarding and promoting the welfare of children and adults and expects all staff and volunteers to share this commitment. It is the responsibility of all staff to always safeguard and protect children and adults at risk,



staff must report any concerns as per safeguarding policies and procedures which are available on Acorns internal systems. Every staff member must undertake regular mandatory safeguarding training at a level relevant to their role.

### Data Protection and Confidentiality

All Employees and Volunteers of Acorns are required to comply with all relevant data protection laws, including the Data Protection Act 2018 and the General Data Protection Regulation (GDPR). This includes ensuring the confidentiality, integrity, and security of personal and sensitive information. All Employees and Volunteers of Acorns must handle all data in accordance with organisational policies and procedures, ensuring it is only used for its intended purpose and is not disclosed to unauthorised individuals. The role may involve safeguarding personal data, reporting any data breaches, and always maintaining strict confidentiality to protect both individuals' privacy and the organisation's legal obligations.

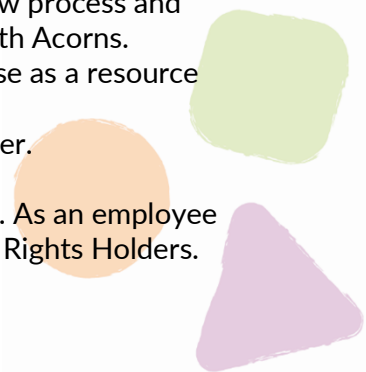
### Equality, Inclusivity and Diversity

All Employees and Volunteers of Acorns are required to promote and uphold the principles of equality, inclusivity, and diversity in all aspects of their work. This includes ensuring that all individuals are treated with respect and fairness, regardless of their race, gender, age, disability, sexual orientation, religion, or any other characteristic protected by law. All Employees and Volunteers of Acorns must comply with relevant legislation, including the Equality Act 2010, and contribute to creating an inclusive environment that values diverse perspectives. The role involves actively challenging discrimination and bias and supporting the organisation's commitment to providing equal opportunities for all.

### Other Duties:

1. To act as an ambassador for Acorns raising awareness of its charitable aims and objectives and enhancing its reputation through exemplary behaviour, conduct and team working.
2. To contribute to Acorns fundraising aims by raising awareness with your stakeholder groups about how vital fundraising is to the charity's mission and sharing opportunities for fundraising support
3. To put the needs and interests of Acorns children and young people and their families first in all aspects of their work.
4. To ensure compliance with Acorns policies for diversity, employment, equal opportunities, health and safety, information governance and safeguarding.
5. To actively participate in an annual performance and development review process and any training and development identified to further enhance your role with Acorns.
6. Promote a coaching culture within Acorns and provide coaching expertise as a resource across the organisation.
7. To carry out any other reasonable duty as requested by your line manager.

Acorns adheres to the United Nations Convention on the Rights of the Child. As an employee you will be a Duty Bearer for Children's Rights and support all children to be Rights Holders.





## Person Specification: Children's Palliative Community Clinical Lead

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>&gt; Registered Nurse</li> <li>&gt; Mentor and Assessing Training</li> <li>&gt; Non-Medical Prescribing (or willing to undertake)</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Physical Assessment Skills (or be willing to undertake)</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>&gt; Identifying, recording and reporting Safeguarding concerns for both children and adults</li> <li>&gt; Demonstrable relevant experience in Palliative care</li> <li>&gt; Conducting audits and interpreting findings.</li> <li>&gt; In lone working</li> <li>&gt; People management experience</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Post qualification further education in relevant subject</li> <li>&gt; Participated in post incident reviews to identify and share learning ensuring effective dissemination.</li> </ul>
<b>Skills and Ability</b>	<ul style="list-style-type: none"> <li>&gt; Demonstrate clinical leadership skills</li> <li>&gt; Ability to demonstrate a sound understanding of clinical skills</li> <li>&gt; Produce, maintain and keep comprehensive records</li> <li>&gt; Willingness to learn new skills</li> <li>&gt; Evidence of nursing assessment skills</li> <li>&gt; Demonstrate knowledge and application evidence-based practice in relation to Palliative Care</li> <li>&gt; Demonstrate advanced communication skills</li> <li>&gt; Ability to solve problems acquiring and utilising information from diverse sources to identify problems, solutions evaluating and recommending and implementing actions where appropriate</li> <li>&gt; Competent IT skills</li> <li>&gt; Ability to work autonomously in a community setting</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Ability to demonstrate knowledge and skills in nursing children with complex needs</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>&gt; Prioritise workload and balance changing priorities</li> <li>&gt; Awareness of health and safety related legislation and best practice</li> <li>&gt; Ability to demonstrate a commitment to team working</li> <li>&gt; Excellent interpersonal skills</li> <li>&gt; Be able to travel independently around the region</li> </ul>	
<b>Behaviours</b>	<ul style="list-style-type: none"> <li>&gt; Positive attitude to service development and Children's Palliative Care</li> <li>&gt; Positive, enthusiastic approach &amp; can-do attitude</li> <li>&gt; Curious, always seeking to understand and improve experience of customers</li> <li>&gt; Open to change and continuous improvement</li> <li>&gt; Innovative mindset and passionate about learning</li> <li>&gt; Commitment to the Acorns strategy &amp; its success</li> <li>&gt; Demonstrate sound use and application of NMC Code of Conduct and scope of professional care</li> </ul>	





## Terms and Conditions of Employment

<b>Job Title:</b>	Children's Palliative Community Clinical Lead
<b>Responsible to:</b>	Head of Children, Young People and Family Team, and Community Team
<b>Accountable to:</b>	Director of Care
<b>Location:</b>	Acorns in the Three Counties Hospice 350 Bath Road Worcester WR5 3EZ
<b>Salary:</b>	Acorns Pay Level F £46,920 to £53,040 per annum
<b>Notice:</b>	12 weeks
<b>Hours:</b>	37.5 hours per week
<b>Holidays:</b>	27 days plus statutory bank holidays
<b>Pension:</b>	Contribution to Group Personal Pension Plan or NHS Pension Scheme (if already in scheme).
<b>Life Assurance:</b>	Acorns Group Life Assurance Scheme or NHS Pension Scheme Life Assurance cover (if already in scheme)

All terms and conditions will be detailed in writing together with Employee Handbook which must be read and observed.