

Job Description

Post	Macmillan Palliative and End of Life Care Practice Educator
Band	7
Department	Specialist Palliative Care
Responsible to	Macmillan Lead Nurse for Specialist Palliative and End of Life Care
Professionally Accountable to	Associate Director of Nursing (Women's, Childrens, Oncology and Haematology division)
Date written	April 2024
Written by	Macmillan Lead Nurse for Specialist Palliative and End of Life Care

Job Summary

As a member of the Trust's Specialist Palliative and End of Life Care Team, the post-holder will be the Lead for Palliative and End of Life care Education and Practice Development. They will undertake a number of strategic and operational activities and have responsibility for the development and implementation of a comprehensive trust wide education and training programme to improve the quality of adult palliative and end of life care delivery.

They will also maintain significant clinical visibility, working alongside nursing teams delivering care to patients with Palliative and End of Life Care needs and providing one-to-one and group mentorship, as well as informal training. The post holder will establish and maintain relationships with stakeholders across different organisational and care settings in order to define and articulate what high quality Palliative and End of Life Care and support looks like, and to educate staff on how specific improvements can be implemented. They will also act as an ambassador for NGH and for Macmillan Cancer Support, working collaboratively, and with autonomy to shape, develop and facilitate current and future staff capability relating to Palliative and End of Life Care delivery.



Compassion



Accountability



Respect



Integrity

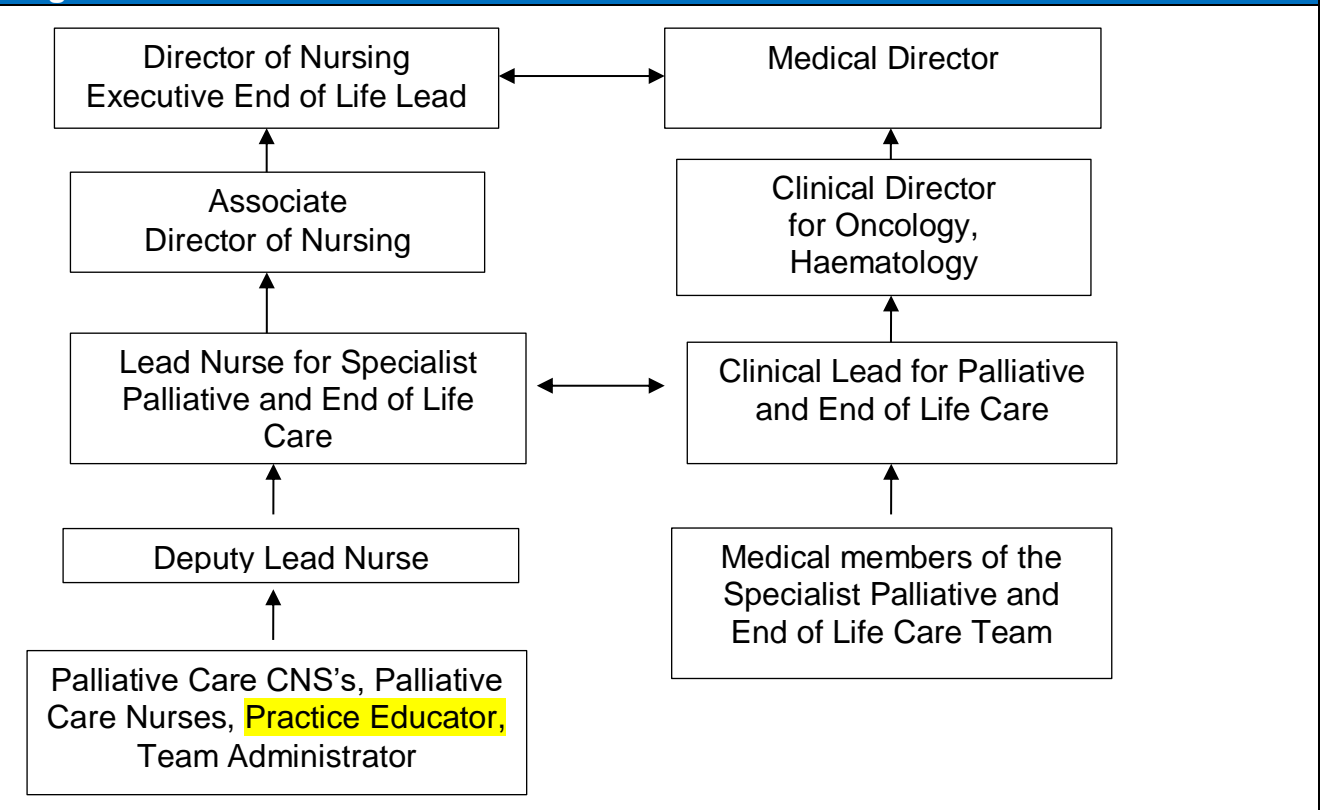


Courage

Key Working Relationships

Lead nurse /deputy lead nurse for specialist palliative and end of life care
 Clinical lead for specialist palliative and end of life care
 Specialist palliative care team, CNS's and nurses
 Inpatient ward teams, sisters, matrons, medical staff, AHPs, housekeeping and domestic staff
 Mortuary team
 Macmillan partnership lead / Macmillan information centre
 Macmillan site specific CNSs, social workers and the acute oncology service
 Non-malignant specialist teams (such as respiratory, heart failure, outreach, dementia)
 Marie Curie discharge service
 Portering team
 Bereavement team
 PALS and complaints team
 Pathway to Excellence team
 Quality improvement team
 Professional practice development team
 Medical education team
 Chaplaincy team
 Practice Educators- Kettering General Hospital(KGH) and Northamptonshire Healthcare Foundation Trust (NHFT)

Organisational Structure



Main Duties and Responsibilities

Leading on key aspects of Palliative and End of Life Care Educational delivery:

- With the Macmillan Lead Nurse formalises own effective sessional job plan which supports appropriate allocation of time for all dimensions of the role, including working clinically, formal teaching, service development and audit
- Works clinically in ward areas, achieving visibility in the clinical workplace to ensure professional and clinical standards are maintained and spontaneous idea sharing and problem solving are encouraged in practice
- Undertakes assessment/gap analyses of training and education needs across the Trust, benchmarking against best practice and national guidance and identifying risks in order to inform the development of learning programmes
- Assesses the Trust's current End of Life Care provision to ensure it meets organisational needs and national guidance
- Collaborates with the Macmillan Palliative Care nurses and Palliative Care medical doctors to deliver evidence based, contemporary Specialist Palliative Care education
- Supports embedding of the AMBER care bundle as appropriate alongside the AMBER care bundle facilitator
- Maintain and builds upon attendees positive experience of existing conversation workshops
- Works in collaboration with the multi-professional teams within the Trust, and across organisational boundaries in order to contribute to the wider palliative care agenda locally and nationally. The post-holder will seek to develop links with End of Life Education Teams at NHFT, KGH and other educational providers
- Work collaboratively with Kettering General Hospital counterpart on joint educational initiatives and for peer support
- With collaboration from the team and trust staff, leads on the organisation and delivery of an annual/bi-annual Palliative and End of Life Care conference for Trust staff
- Proactively engages with Macmillan Cancer Support to contribute to expertise and experience, support the Macmillan Cancer Support Strategy and enact the vision and values of the charity
- Provides effective input into the work of the Trust, supporting the achievement of our visions and values

Supporting Clinical Excellence

- Allocates at least one session per week to work clinically within the specialist palliative care team or alongside ward colleagues in order to maintain own clinical profile and to support ward nurses in the delivery of Palliative and End of Life Care using a role modelling, mentorship approach. This may include holding a small patient caseload
- Provides direct patient Specialist Palliative and/or End of Life Care, delivering the best possible holistic care to the patient, caregivers, family and friends
- Places safety, quality and compassion at the heart of all activity related to the role
- Maintains positive relationships with matrons, ward managers, and Palliative and End of Life Care link group members in order to promote and support quality Palliative and End of Life Care provision

- In conjunction with ward managers and matrons, identifies individual staff members Palliative and End of Life Care development needs and supports the development of ward owned action plans to ensure these are met
- In conjunction with the ward managers and matrons, has responsibility for identifying ward based nursing development needs and acts to ensure these are met to enable a workforce fit for the future
- Promotes and maintains professional standards ensuring implementation of Trust and national guidelines
- Acts as a positive role model, demonstrating support behaviours, attitudes and beliefs in the provision of nursing care, in line with The Code (NMC 2025) and with the Trust's vision and values
- Acts as a patient advocate, and an advocate for nursing and the specialty
- Participates in and undertakes research and clinical audit in Palliative and End of Life Care as appropriate
- Supports and reviews ward Assessment and Accreditation criteria in relation to End of Life Care

Supporting Patient Excellence

- Takes all the possible action to minimise clinical risk to patients, utilising all available resources. Effectively utilises the Datix system for reporting incidents
- Engages with the PSIRF process, supporting de brief and staff support following incidents
- Effectively supports education and training to ward teams in response to complaints actions in a timely manner
- Identifies, communicates and with the nursing team, supports implementation of initiatives to improve patient and carer experience
- Works in partnership with local and regional stakeholders to share good practice and learning. Ensures that learning is appropriately disseminated within NGH
- Utilises advanced communication skills including the ability to listen and analyse the ideas/views from the wider team; able to undertake complex situational assessments and to make collaborative, evidence based decisions
- Liaises with and develops close working partnerships with other educational providers to promote collaborative working
- Develops and leads internal and external committees and networks as appropriate. Attends existing forums as appropriate
- Collects and collates activity data about own service
- Articulates complex and contentious information, data, concepts and a vision for the future that is understood by all levels of staff across the Trust
- Demonstrates the ability to analyse qualitative and quantitative information and data that varies in format, and to interpret this in a 'user-friendly' format for all to understand
- Supports the delivery of transformational educational activities arising from the End of Life care work plan, county strategy and Trust End of Life care Assurance Group
- Where appropriate, works with service users, to identify and meet their changing needs
- Attends and contributes to trust enhanced/advance care partitioner forum
- Contributes to the team reporting and annual Macmillan service review
- Attends/contributes to local and national forums / conferences to share learning and raise the profile of the role, the Trust and wider health care systems
- Utilises local, regional and national emerging themes and outcomes of the annual National Audit of care at the End of Life to support future end of life care education

Supporting Financial Excellence

- Has the ability to manage financial and other resources associated with the role

Professional Responsibilities

- Takes responsibility for own professional development, identifying personal objectives, reflecting on progress and sets a personal development plan annually as part of the appraisal process in line with the NGH professional practice model
- As a non-medical prescriber, prescribe and review medication for therapeutic effectiveness, appropriate to patient need and in accordance with evidence-based practice and national and local protocols whilst remaining within scope of practice
- Takes every opportunity to expand own practice in line with principles and guidelines published by the Nursing Midwifery Council
- In undertaking this role the post holder must comply with The Code at all times and maintain professional registration and revalidation
- Identifies own need for clinical supervision and support, actively looking to support well being

Policy and Service Development Responsibilities

- Works collaboratively with members of the Palliative and End of Life Care nursing team
- Works in collaboration with the Trust Practice Development Team
- Supports the Macmillan lead Nurse and team to deliver and evaluate the Trust Strategy for End of Life Care and the Trust Strategy for Nursing and Midwifery
- Utilises information from the clinical adverse incidents and complaints to inform future Palliative and End of Life Care Practice/Educational Programmes
- Continuously develops and maintains own skills and competences relevant to advancing evidence based clinical practices
- Supports the development and delivery of the Trust Strategy for End of Life Care and Trust End of Life Care Operational Policy
- Supports the development and implementation of the Nursing, Midwifery and AHP Strategy
- Supports the delivery of Pathway to Excellence
- Participates in any evaluative activities relating to the role and wider Specialist Palliative and Life care provision

Statutory and Miscellaneous

- Takes responsibility to ensure that Professional Registration is up to date at all times and does not lapse or expire and to inform line management immediately with any concerns of if registration lapses or expires (all registered staff).
- involves treatment to children and/or adults at risk, as defined by the Disclosure and Barring Service (DBS). It will therefore be necessary for the post holder to apply for and be in receipt of a satisfactory **Enhanced DBS check**
- The Trust requires all new starters to subscribe to the DBS update service, where it is a requirement of the role.
- Be responsible for maintaining own vaccinations that are applicable to the role.
- Safeguard patient confidentiality at all times, including adherence to the Data Protection Act.
- Attend statutory and mandatory training and refresher courses as necessary.

- This post is subject to the terms and conditions of employment of Northampton General Hospital NHS Trust.
- Be aware of the responsibilities of all employees to maintain a safe and healthy environment for patients, visitors and staff.
- Ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiative within the area of work and the Trust's Equality, Diversity and Inclusion Strategy.
- Have a commitment to identifying and minimising risk, report all incidents and report to the manager any risks which need to be assessed.
- Any other duties commensurate with the grade and in line with the requirements of the post.
- This job description reflects the present requirements of the post and it does not form part of the contract of employment. If the duties of the post change and develop the job description will be reviewed and will be subject to amendment, in consultation with the post holder. Appropriate notice of such changes will be given.

Confidentiality, Data Protection and Data Quality

General Data Protection Regulation (GDPR) safeguards the handing of information held in both electronic and manual filing systems and it is the duty of all staff employed by the Trust to:

- Uphold its principles; and
- Adhere to Trust policies and to maintain strict confidentiality at all times.

It is a requirement of employment with the Trust that you must comply with the obligation of confidentiality in line with our Staff Privacy Fair Processing Notice, Patient Privacy Notice and Information Governance policies and procedures.

All staff have a responsibility to ensure that personal data is accurate, held securely and consent is gained, where appropriate.

Safeguarding Children and Adults at Risk

We are committed to safeguarding and promoting the welfare of children, young people and adults at risk. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. You will be responsible for safeguarding the interests of children and adults who you come into contact with during your work. To fulfil these duties you will be required to attend training and development to recognise the signs and symptoms of abuse or individuals at risk, to follow local and national policy relating to safeguarding practice and to report and act on concerns you may have appropriately.

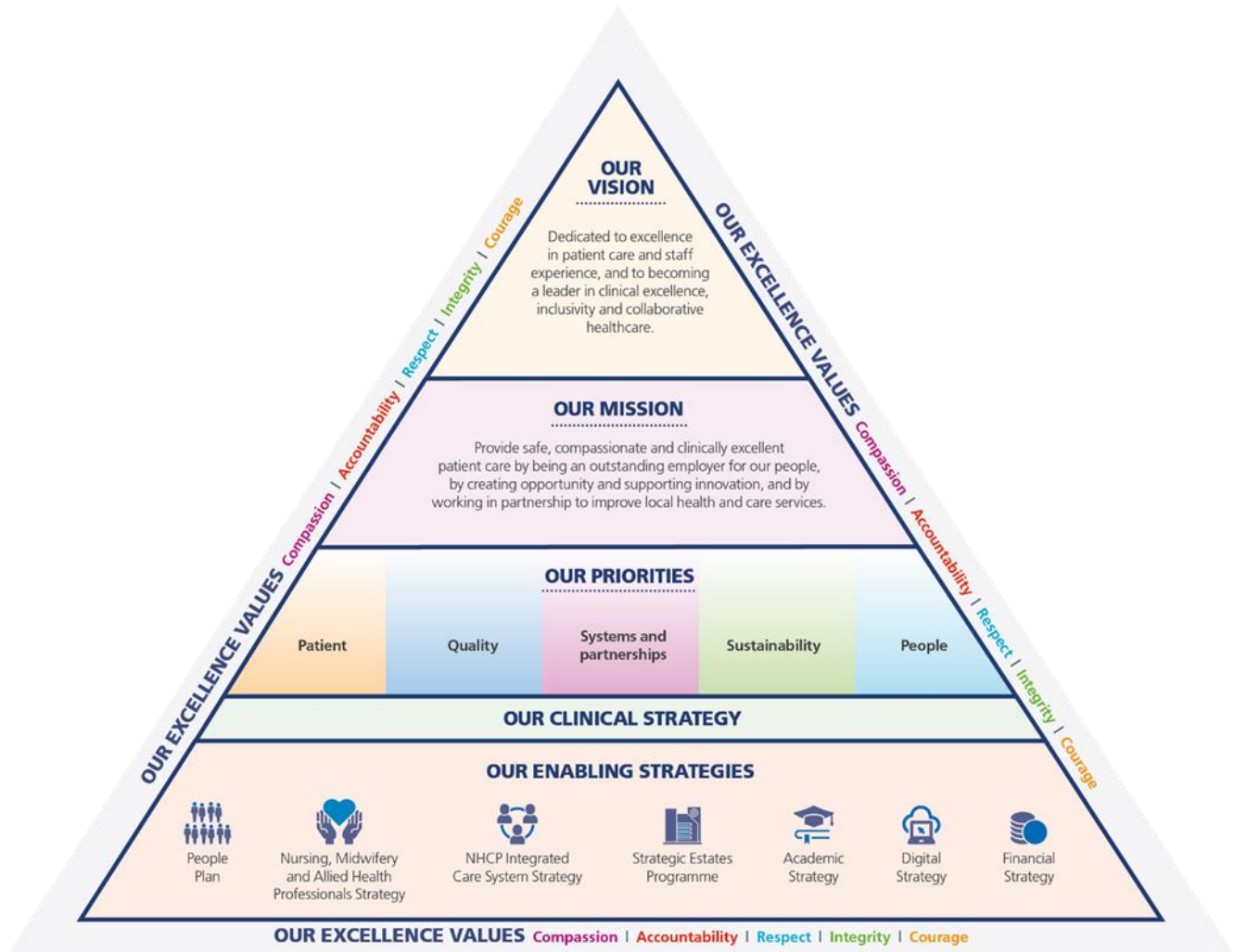
Our Vision and Values

Northampton General Hospital NHS Trust and Kettering General Hospital NHS Foundation Trust are both part of the University Hospitals of Northamptonshire Group. Both hospitals are separate hospitals/employers with hospital board and leadership. We share a group executive team, leading on a shared vision, mission, priorities, strategies and Dedicated to Excellence Values.

Please visit the following websites for more information:

- [Northampton General Hospital NHS Trust](#)

- [Best of Both Worlds Northamptonshire](#)
- [University Hospitals Northamptonshire NHS Group](#)
- [Kettering General Hospital](#)



Our Excellence Values



Compassion



Accountability



Respect



Integrity



Courage

We care about our patients and each other. We consistently show kindness and empathy and take the time to imagine ourselves in other peoples shoes.

We take responsibility for our decisions, our actions and our behaviours. We do what we say we will do, when we say we will do it. We acknowledge our mistakes and we learn from them.

We value each other, embrace diversity and make sure everyone feels included. We take the time to listen to, appreciate and understand the thoughts beliefs and feelings of others.

We are consistently open, honest and trustworthy. We can be relied upon, we stand by our values and we always strive to do the right thing.

We dare to take on difficult challenges and try out new things. We find the strength to speak up when it matters and we see potential failure as an opportunity to learn and improve.

Shortlisting Criteria	Essential	Desirable
Educations, Training and Qualifications		
First Level NMC registration	X	
Educated to Masters level or equivalent level of education, training or experience		X
Substantial post registration experience in healthcare in a professional post with specialist palliative care experience	X	
Evidence of both relevant and recent continuous professional development	X	
Relevant teaching and assessing qualification, alongside significant teaching experience	X	
Post registration course in palliative care or relevant field	X	
Independent prescribing qualification		X
Advanced communication skills training	X	
Knowledge and Experience		
Significant post registration experience, some of which must have been in specialist palliative care preferably at a CNS level	X	
Experience of supporting and teaching within clinical; areas and facilitating both group and one to one education sessions	X	

Advance care planning experience	X	
Clear, up to date and thorough knowledge of palliative and end of life care clinical and professional issues, including statutory frameworks and national policy	X	
Experience of developing, delivering and evaluating education programmes to a variety of audiences	X	
Experience of working collaboratively within education systems	X	
Recent experience of successfully implementing change	X	
Experience of data analysis and audit evaluation, conference presentation		X
Member of a task and finish or steering group		X
Experience of project management		X
Skills		
Excellent oral and written communication skills	X	
Ability to evidence clinical decision making skills as part of a holistic assessment, documented to appropriate standards	X	
Ability to develop and foster constructive multi-disciplinary working and support a caseload of patients when appropriate	X	
Consistently utilise a broad range of advanced communication skills	X	
Ability to work autonomously with minimal supervision	X	
Excellent time management skills with the ability to work on own initiative and prioritise workload	X	
Ability to convene and chair meetings	X	
Demonstrate a good understanding of IT and technology	X	
Key Competencies/Personal Qualities and Attributes		

Passionate and committed to bring Trust values to life, improving the way we work with each other, particularly focusing on empowerment, equality diversity and inclusion of our staff, patients and service users	X	
Motivation to pursue personal development, recognising own boundaries and limitations	X	
The ability to prioritise and stay calm under pressure of changing work demands	X	
Enthusiastic, motivated and able to motivate others	X	
Clinical credibility, flexible and positive approach to work	X	
Takes accountability for all areas of responsibility in the role	X	
Physical effort may be required to move patients	X	
High level of concentration which is likely to be interrupted	X	
Need to have compassion, empathy and where required diplomacy in all aspects of the role	X	
Occasional exposure to bodily fluids	X	
Car owner/driver with a clean current driver's licence.	X	