



*Being there for you
and your family*

JOB DESCRIPTION

JOB TITLE: Advanced Clinical Practitioner (ACP) – Community Specialist Palliative and End of Life Care

RESPONSIBLE TO: Medical Director

LOCATION: LOROS Hospice

Job Purpose

This role is aligned to the four pillars of Advanced Clinical Practice: Clinical Practice, Leadership and Management, Education and Research.

The post holder will practice autonomously at an advanced level, providing expert assessment, diagnosis, prescribing and management for people with complex palliative and end of life care needs as part of the Integrated Community Specialist Palliative Care Service (ICSPC). They will offer visible clinical leadership alongside our Palliative Medicine Consultants across community services, support education, supervision and development of colleagues and contribute to audit, research, evaluation and evidence-based service improvement.

This role will enhance our community offer by extending the clinical skills of the non-medical team and increase the responsiveness of our same day offer. Manage people with complex palliative care needs in a range of community health settings to avoid unnecessary acute admissions, support timely discharge, and enabling people to achieve their Preferred Place of Care.

The post holder will facilitate and support excellence in clinical practice as part of the ICSPC by collaborating with neighbourhood teams and working across organisational boundaries. Demonstrate the organisational Values & Behaviours and show responsible use / expenditure of LOROS's resources.

Main Duties and Responsibilities

Clinical

1. The role should demonstrate autonomous, expert-level assessment, decision making, diagnosis, prescribing, care planning and management for people with complex palliative and end of life care.

2. Provide clinical leadership for palliative care in neighbourhood-based services, in partnership with the Palliative Medicine Consultants, and widen ICSPC capacity to support people with complex and unstable palliative care needs in community setting.
3. Participate in clinical supervision and act as a clinical supervisor for clinicians within ICSPC.
4. Have the ability to work within appropriate legal frameworks with patients as required.
5. Act within professional boundaries and meet Nursing and Midwifery Council (NMC) or Health and Care Professions Council (HCPC) requirements for advanced practice at this level.
6. Work collaboratively across the wider healthcare system to meet the needs of people receiving palliative care, ensuring they receive the right care, from the right person, at the right time and in the right place.
7. Place the patient at the centre of all decisions, support a more streamlined patient journey, minimise avoidable delays, improve quality of care, and prevent unnecessary hospital admission.
8. Request relevant investigations and diagnostic tests, where appropriate and within Scope of Practice.
9. Interpret assessment and investigation results to make a diagnosis, plan and deliver specialist palliative care, and collect data to demonstrate patient outcomes and service effectiveness.
10. Make use of appropriate patient reported palliative outcome measures. Ensuring validity and reliability for the analysis of results.
11. Make ethical, evidence-based decisions and interventions confidently and competently when faced with complexity, assessing and managing associated risks to reduce unnecessary acute admissions for palliative patients.
12. Communicate with patients, carers and other professionals plan of care and document this in the patient record in a timely manner.
13. Conduct appropriate follow-up, delegating and referring on to other health and social care professionals and agencies when required to optimise people's outcomes and resources.
14. Work in partnership with Palliative Medicine Consultants to implement relevant research into practice and contribute to the development of the evidence base through research and audit.
15. Contribute to the development, evaluation, updating, and monitoring of clinical policies, guidelines and protocols for advanced and specialist palliative care practice.
16. Contribute to the Clinical Governance process, including adverse incident reporting and investigation and advising on clinical complaints, as appropriate.
17. Ensure effective communication of highly complex and sensitive patient information between hospital and community professionals, patients, and carers, promoting

collaborative inter-agency working and overcoming communication barriers where required.

Leadership and Management

1. The role should provide visible clinical leadership across the Integrated Community Specialist Palliative Care Team, neighbourhood teams and partner organisations, supporting safe, coordinated, place-based care.
2. Role model standards of care and behaviour and professionalism through clinical practice.
3. Be involved in peer review of own practice and that of others.
4. Analyse relevant national policy within the area of expertise, advise on the impact for services, and lead the implementation and evaluation of changes in partnership with the MDT.
5. Maintain professional registration and practice through Continued Professional Development.
6. Maintain personal standards of conduct and behaviour consistent with LOROS and NMC or HCPC guidelines.
7. Identify gaps in service provision and work with the team leads to implement the changes required to improve service provision.
8. Support colleagues' development to help maximise their potential.
9. Contribute to the development of local guidelines, protocols and standards and new developments in the provision of services.
10. Promote the role of the advanced clinical practitioner in specialist palliative care and clinical career pathways.
11. Monitor and lead improvements to standards of care through, supervision of practice, clinical audit, evidence-based practice, teaching and supporting professional colleagues and the provision of skilled professional leadership.

Education

1. Contribute to the development and delivery of specific and relevant specialist teaching programmes for all disciplines and grades of staff, patient groups, and carers within the hospice and community services in relation to the area of expertise. Identify own development needs in line with service requirements within the personal development plan.
2. Act as a mentor, preceptor, and resource person for all students and clinicians developing within their area of clinical practice, as appropriate to the role.
3. Act as a credible expert in specialist palliative care and advanced clinical practice, contributing to education using appropriate teaching strategies to support the development and consolidation of high-level assessment, information assimilation,

differential diagnosis, and evidence-based care planning in line with local and national guidelines.

4. Actively promote the workplace as a learning environment, encouraging everyone to learn from each other and from external good practice.

Research

1. Evaluate clinical practice through audit of service, developing and managing strategies to address any shortfalls.
2. Demonstrate knowledge of current research across all aspects of practice, advise others on relevant findings, and support implementation of evidence-based improvements.
3. Promote the shared objectives of the multidisciplinary team by working collaboratively to achieve best practice and evidence-based care, using clinical benchmarking and quality standards.
4. Demonstrate increased knowledge and support the implementation of innovative, evidence-based, cost-effective clinical practice.
5. Undertake research for palliative care, advanced clinical practice, and service development, applying critical appraisal and evaluation skills in clinical practice and publishing outcomes with associated action plans.

General

The contents of this job description are not exhaustive and may be amended in accordance with the needs of the service after discussion with the post holder whose agreement will not be unreasonably withheld.

Signed.....

Date.....

Postholder

Signed.....Date.....

Line Manager

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