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hospice care in your home or ours

Job Description

Advanced Clinical Practitioner

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Registered Charity No: 1121561

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Job Title: Advanced Clinical Practitioner

Department: Care

Contract Terms: 37.5 Hours per week, Monday – Fridays and occasional weekends

Salary: £53,000

Location: ellenor, Northfleet, Gravesend

Responsible To: Director of Care

Accountable To: Director of Care

Manages: Physiotherapist & Occupational Therapist

About

Us: The organisation operates an in-patient ward located at the Hospice in Northfleet, comprehensive community services for adults and children, and a variety of outpatient and Wellbeing services. All services are supported and delivered through a multidisciplinary team (MDT).

The adult in-patient ward currently accommodates 7 beds. The Medical Service provides dedicated support to adult inpatients and outpatients, including ward rounds, admissions, home visits, and participation in MDT meetings.

The Adult Wellbeing Service offers outpatient clinics along with Physiotherapy, Occupational Therapy, and Wellbeing Services. These include Complementary Therapy, Counseling, Bereavement Support, Family and Carer Support, and Chaplaincy.

The Community Service comprises the Adult Hospice at Home Team and the Care Home Support Team. The Medical Team supports these services by reviewing patients in clinics, at home, and in nursing homes.

This service provides specialist nursing care and hands-on support, as well as short breaks for children with cancer or life-limiting care needs in their own homes. Medical support for the Children's Team is delivered by the young person's GP and consultants from tertiary centres in London.

The core area of service includes Dartford, Gravesham, and Swanley, covering a population of approximately 270,000 people, including over 45,000 adults aged 65 and above.



Scope and Job Purpose:

The Advanced Clinical Practitioner (ACP) will deliver expert clinical care to patients with complex palliative and end-of-life needs across community and inpatient settings. The ACP will act as an autonomous practitioner, providing advanced assessment, diagnosis, and treatment, including prescribing, while working collaboratively with the multidisciplinary team to ensure high-quality, patient-centred care.

The post holder will also lead our wellbeing service to deliver high quality therapeutic activities for patients and families.



Main Duties and Responsibilities:

Main Duties

- Undertakes an advanced holistic palliative care assessment demonstrating expertise for those with complex individual presentations, uncertain situations, ethical and legal issues related to their care and utilises critical thinking to formulate, communicate (using a range of formats) and deliver an effective, coordinated palliative care plan.
- Leads the assessment, diagnosis and plans future care and management for individuals with complex palliative and end-of-life care needs and symptoms and their families/ carers in the context of uncertainty, evaluating specialist interventions.
- Works across our community and wellbeing settings to support patients in their preferred place of care.
- Initiates, leads and delivers a palliative care service promoting a culture of continuous improvement, safety and learning.
- prescriber and monitor treatment plans.
- Recognises deterioration and initiates, leads and co-ordinates optimal care of the complex dying patient and those close to them including referral on to internal services such as bereavement care following death.
- Lead and contribute to clinical governance, quality improvement, and service development initiatives.
- Deliver education and training putting ellenor at the forefront of palliative and end of life care with the wider clinical team
- Works with the Head of Clinical Education, Quality and Improvement to act as a professional role model, educator, supervisor and coach advocating for, and contributing to, a culture of learning. This includes supporting staff & Students to develop skills/knowledge in palliative care.
- Collaborate with local health and social care providers to ensure seamless care for patients.
- Lead a wider team to deliver services to families and carers, offering guidance and support as part of holistic care.
- Functions at an advanced level within healthcare organisational and management systems, working collaboratively at a strategic level with local, regional and national services/ organisations to improve palliative and end-of-life care practice and lead change within their scope of practice/ service delivery and sphere of influence.



Main Duties and Responsibilities:

Main Duties

- Proactively networks with colleagues within ellenor to develop and facilitate collaborative links with specialist palliative services and active researchers in academic and clinical settings to identify potential for further research in palliative and end-of-life care and opportunities to apply for funding and disseminate research and quality improvement through relevant media and fora.

Internal key relationships:

- Director of Care and Quality
- Head of Clinical Education, Quality and Improvement
- Senior Clinical Leadership Team
- Education Team
- Wellbeing Team
- Medical Team
- Hospice @Home team

External key relationships:

- Care Quality Commission (CQC)
- Local Universities
- Local Hospices
- Kent and Medway Palliative Research Group
- Dartford and Gravesham NHS Trust



Main Duties and Responsibilities:

Governance and Values:

The ACP will uphold Ellenor's values of compassion, respect, and collaboration, ensuring care is delivered with dignity and integrity. The role requires adherence to professional standards, safeguarding policies, and active participation in clinical governance frameworks.

General:

- Adapts and develops in line with the changing needs of the role
- Be able to operate independently
- Act as an ambassador for ellenor, to raise the profile of the organisation at a local, regional and national level, as required,
- Works flexibly across sites and departments from time to time as may be requested by their managers,
- Undertakes other duties commensurate with the seniority of the post as may be requested by their managers,
- To follow all policies and procedures.
- To work in line with Health Education England's recommended framework for Advanced Clinical Practice [Palliative and end-of-life care advanced practice area specific capability and curriculum framework](#) demonstrating the delivery of person-centred, holistic care through multi-professional teamworking, a hallmark of palliative and end-of-life care.

The duties outlined below are not definitive and may be changed in accordance with the needs of the organisation.



Person Specification:

(All criteria are essential unless stated otherwise)

Education / Qualifications:

- MSc in Advanced Clinical Practice or equivalent qualification.
- Current registration with HCPC or NMC.
- Independent prescribing qualification.

KNOWLEDGE AND SKILLS

- Able to select and use effective advanced communication and interpersonal skills with people with life-limiting conditions, those close to them and colleagues across all care settings
- Excellent knowledge of Information Governance including the legislation and requirements for delivery of clinical care including CQC requirements.
- Able to undertake an advanced holistic palliative care assessment demonstrating expertise for those with complex individual presentations, uncertain situations, ethical and legal issues related to their care and utilises critical thinking to formulate, communicate (using a range of formats) and deliver an effective, coordinated palliative care plan.
- Able to recognise deterioration and initiate, lead and co-ordinate optimal care of the complex dying patient and those close to them including bereavement care following death
- Leadership skills and the ability to work effectively as a member of a team and as a team leader
- Able to lead the assessment, diagnosis and plan future care and management for individuals with complex palliative and end-of-life care needs and symptoms and their families/ carers in the context of uncertainty, evaluating specialist interventions.
- Ability to work autonomously and as part of a multidisciplinary team.
- Able to mentor and lead a clinical team.
- Ability to organise and manage time and priorities
- Ability to work in complex problems and situations
- Ability to deal with unpredictable workload and frequent interruptions



KNOWLEDGE AND SKILLS

- Ability to undertake research and work within a team to develop research ideas, including writing for publication/presentation.
- Able to initiate, lead and deliver a palliative care service in any setting, promoting a culture of continuous improvement, safety and learning.
- Extensive experience in palliative symptom management and end-of-life care
- Proven leadership, teaching, and mentoring skills.

PERSONALITY AND DISPOSITION

- Team Worker/Leader with the ability to inspire others
- Positive can-do attitude/flexible approach
- Reliable, determined, disciplined and self-motivated
- Tactful and diplomatic, able to build relationships with people from a wide range of backgrounds