
Job Description

Post: Staff Nurse (Adult)
Grade: Hospice Grade 4-5
Hours: Various 12-hour shift patterns over 7 days per week
Reports to: Clinical Lead
Accountable to: Head of Clinical Services

Purpose

As part of a multi-disciplinary team, plan, co-ordinate, deliver and evaluate person-centred and evidence-based palliative care to patients, families and carers.

Contribute to the Hospice vision of providing excellence in special palliative care.

Act as a role model to support other members of the team to ensure that high standards of care are delivered.

KEY RESPONSIBILITIES (which include, but not limited to):

Being an Accountable Professional

- Understand and act in accordance with The NMC Code: Professional standards of practice and behaviour for nurses, midwives and nursing associates, and fulfil all registration requirements.
- Understand and apply relevant legal, regulatory and governance requirements, policies, and ethical frameworks, including any mandatory reporting duties, to all areas of practice.
- Use appropriate research methods, ethics and governance in order to critically analyse, safely use, share and apply research findings to promote and inform best nursing practice.
- Communicate effectively, to an advanced level, using a range of skills and strategies with colleagues, wider MDT, external contacts, patients and their families.
- Develop, manage and maintain appropriate relationships with people, their families, carers and colleagues.
- Demonstrate the numeracy, literacy, digital and technological skills required to ensure safe and effective nursing practice and to keep complete, clear, accurate and timely records.
- Take responsibility for continuous self-reflection, seeking and responding to support and feedback to develop professional knowledge and skills, including clinical supervision.

Promoting Health and Preventing Ill Health

- Use appropriate communication skills and strength based approaches to support and enable people to make informed choices about their care to manage health challenges in order to have satisfying and fulfilling lives within the limitations caused by reduced capability, ill health and disability.

- Provide information in accessible ways to help people understand and make decisions about their health, treatment choices, illness and care, and death.
- Protect health through understanding and applying the principles of infection prevention and control.

Assessing Needs and Planning Care

- Identify and assess the needs of people and families for care at the end of life, including requirements for palliative care and decision-making related to their treatment and care preferences.
- Accurately process all information gathered during the assessment process to identify needs for individualised nursing care and develop person centred evidence-based plans for nursing interventions with agreed goals.
- Work in partnership with people, families and carers to continuously monitor, evaluate and reassess the effectiveness of all agreed nursing care plans and care, sharing decision-making and readjusting agreed goals, documenting progress and decisions made.
- Effectively assess a person's capacity to make decisions about their own care and to give or withhold consent. Understand and apply the relevant laws about mental capacity when making decisions in relation to people who do not have capacity.
- Recognise and assess people at risk of harm and the situations that may put them at risk, ensuring prompt action is taken to safeguard those who are vulnerable.

Providing and Evaluating Care

- Apply an understanding of what is important to people and how to use this knowledge to ensure their needs for safety, dignity, privacy, comfort and sleep can be met, acting as a role model for others in providing evidence-based person-centred care.
- Prioritise what is important to people and their families when providing evidence-based person-centred nursing care at end of life including the care of people who are dying, families, the deceased and the bereaved.
- Understand and apply the principles of safe and effective administration and optimisation of medicines in accordance with local and national policies and demonstrate proficiency and accuracy when calculating dosages of prescribed medicines.
- Co-ordinate and undertake the processes and procedures involved in routine planning and management of safe discharge home or transfer of people between care settings.
- Monitor and evaluate the quality of care delivered by self, others in the team and lay carers.

Leading and Managing Nursing Care and Working in Teams

- Demonstrate an understanding of the roles, responsibilities and scope of practice of all members of the clinical team and how to make best use of the contributions of others involved in providing care.

- Safely and effectively lead and manage the nursing care of a group of people, demonstrating appropriate prioritisation, delegation and assignment of care responsibilities to others involved in providing care.
- Contribute to the education, training and development of colleagues and students.
- Support and supervise students in the delivery of nursing care, promoting reflection and providing constructive feedback, and evaluating and documenting their performance.
- Guide, challenge, support and motivate individuals and interact confidently with other members of the care team.
- Effectively and responsibly use a range of digital technologies to access, input, share and apply information and data within teams and between organisations.

Improving Safety and Quality of Care

- Understand and apply the principles of health and safety legislation and regulations to maintain safe work and care environments. Identify the need to make improvements and proactively respond to potential hazards that may affect the safety of self or others.
- Understand the relationship between safe staffing levels, appropriate skills mix, safety and quality of care, recognising risks to quality of care and escalating concerns appropriately.
- Demonstrate an understanding of the principles of improvement methodologies, participate in all stages of audit activity and identify and participate in appropriate quality improvement strategies to bring about continuous improvement.
- Identify, report and critically reflect on near misses, critical incidents, major incidents and serious adverse events in order to learn from them and influence future practice.
- Acknowledge the need to accept and manage uncertainty. Use appropriate strategies that develop resilience in self and others.

Coordinating Care

- Apply the principles of partnership, collaboration and interagency working across all relevant sectors for the benefit of patients and the Hospice.
- Respond to the challenges of providing safe, effective and person-centred nursing care for people who have complex care needs.
- Support patients and families with a range of care needs to maintain optimal independence and avoid unnecessary interventions and disruptions to their lives.
- Facilitate equitable access to care for people who are vulnerable or have a disability, demonstrate the ability to advocate on their behalf when required, and make necessary reasonable adjustments to the assessment, planning and delivery of their care.

Notes:

This post is deemed to require an Enhanced Disclosure check via the Disclosure and Barring Service.

The range of duties and responsibilities outlined above are indicative only and are intended to give a broad flavour of the range and type of duties that will be allocated. They are subject to modification in the light of changing service demands and the development requirements of the post holder.

Some flexibility in the hours worked will be essential at times to meet demands placed on our service.

All employees are expected to act in accordance with the Hospice Values at all times – caring, dignity, respect and professional.

Person Specification – Staff Nurse

Criteria relevant to the job	Essential Requirements necessary for safe and effective performance in the job	Desirable Where available, elements that contribute to improved/immediate performance in the job
Qualifications and Knowledge	<ul style="list-style-type: none"> • Registered nurse at degree level, or relevant experience • Up-to-date knowledge of care practices and interventions 	<ul style="list-style-type: none"> • Post registration experience • Palliative Care qualification • Willing to undertake further qualifications
Experience	<ul style="list-style-type: none"> • Working effectively in a multi-disciplinary team • Assessing patient needs and of planning, co-ordinating and evaluating care 	<ul style="list-style-type: none"> • Specialist palliative care experience • Experience of nursing terminally ill patients and caring for their families
Skills	<ul style="list-style-type: none"> • Excellent verbal and written communication skills, with the ability to convey message in a clear and sensitive manner • Ability to develop beneficial working relationships and interact with people at all levels • Demonstrable resilience to working with those facing loss and bereavement • Ability to work effectively under pressure and in a demanding environment • Ability to be able to plan, prioritise and delegate work effectively, evidencing a motivated and enthusiastic attitude • Evidence of ongoing continuous development 	<ul style="list-style-type: none"> • Effective IT skills • Ability to contribute to the learning environment

Other	<ul style="list-style-type: none">• Flexible approach• Physical ability to work 12 hour shifts with sustained period on feet and moving and handling of patients• Ability to evidence behaviour consistent with the Hospice values of profession, caring, respect and dignity.	
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