

Job Profile

Job Information	
Job Title	Registered Nurse
Hospice Pay Band	5

Job Summary
<p>The post holder will:</p> <p>Assess, implement, review and evaluate care needs for designated group of patients.</p> <p>Demonstrate procedures to and supervise qualified and/or unqualified staff.</p> <p>Maintaining overall standard of care for patients at all times</p> <p>Educational and development role</p>

Key Responsibilities
<p>Clinical/Professional</p> <ul style="list-style-type: none"> • Be responsible for maintaining one's own NMC Registration including maintenance of clinical portfolio. • Be aware of and adhere to all relevant NMC Codes of Practice and Advisory Papers. • Be accountable for maintaining a safe and responsible approach to the sphere of practice acknowledging the holistic needs of the patient and families and the Philosophy of Hospice Care. • Work within the agreed policies, procedures and guidelines identified for the sphere of practice. • Ensure at all times a good role model is presented to other members of the hospice team. • Provide nursing care to the patient according to their specialist palliative care needs and commence and update plans of care as required. • Coordinate and lead care for an allocated group of patients. • Demonstrate a commitment to developing own critical analytical skills. • Engage in clinical training as relevant to role • Fulfil practice supervisor role and once appropriately qualified and experienced practice assessor role for nursing students

- In conjunction with other members of the Multi-Disciplinary Team assess, plan, implement and evaluate patient care.
- Attend weekly Multi-Disciplinary Meeting and communicate decisions to team members.
- Maintain accurate and legible written and electronic records in accordance with NMC guidelines.
- Support learning for qualified and unqualified staff including students and volunteers.
- Ensure safe and economical storage and use of equipment.
- Be receptive and supportive towards the research and audit plans of others, participate in research audit studies as required.
- Identify own areas of interest and become involved in research and development of new ideas.
- Be responsible for developing and maintaining link topic ensuring relevant evidence based practice is disseminated to all staff. As link nursing coming back relevant to keep this
- Undertake all scope of practice roles which are identified by the Hospice as integral to the role.
- Share knowledge and expertise with others and assist in facilitating a learning environment conducive to the acquisition of further knowledge and skills.
- Work with agreed correct policy for safe custody, storage and administration of drugs including competency of single nurse administration for specified control drugs following appropriate training and supervision.
- Participate in and contribute to the setting and measuring of standards within the sphere of clinical practice and as laid down by the Care Quality Commission.
- Work as part of a team and liaise with the appropriate colleagues to ensure optimum care for the patients under your care
- Work within own scope of practice and ask for help when needed

2. Managerial

- Maintain a safe and therapeutic environment for patients and carers.
- Have regard for the resource implications of decisions made.
- Attend face to face mandatory training and complete e-learning within a timely manner as per hospice policy
- Ensure accidents and incidents are correctly reported as per hospice policy.

- Take responsibility according to Hospice policy for patient's property and valuables.
- In exceptional circumstances and with direct support of senior clinical staff take responsibility for the management of the unit in the absence of other senior clinical staff.
- Be prepared to represent the Hospice at both specialist clinical events and also fundraising events.

3. Personnel

- Work within agreed Hospice grievance, disciplinary and whistle blowing procedures.
- Supervise non-nursing staff as required.
- Strive to promote good working relationships throughout the Hospice and community.
- Take personal responsibility for own professional development and updating. Not sure exactly what is meant here
- Demonstrate flexibility with regard to reasonable request to adjust duties and hours worked.
- Work towards continued professional development as identified as part of individual appraisal with line manager
- Awareness of hospice values and demonstrating these through your work

Organisational Philosophy of Care, Purpose and Values

Wirral Hospice St John's aims to offer care and support for patients and their families living with a life limiting illness based around what is important to them. It endeavours to meet the holistic needs of our patients – physical, psychological, social and spiritual needs and support their loved ones and carers without discrimination.

Wirral Hospice St John's **CARES**

So that we can deliver on our Philosophy of Care and Purpose the Hospice has developed the following Values which we uphold in all that we do.

Compassionate: To care for and support patients, families, colleagues and the wider community with compassion and understanding

Accountable: To be accountable for our own actions and decisions, and to hold each other to account

Respectful: To treat others with respect throughout all interactions, acknowledging and considering differing opinions.

Equitable: To act in an equitable manner for all, ensuring that individual needs are considered and supported

Sustainable: To manage our resources efficiently, optimising use and value, whilst minimising waste

Safeguarding

Wirral Hospice St John's has a responsibility to ensure that all children/young people and adults are adequately safeguarded and protected and that "Safeguarding is Everyone's Business". As a consequence, all staff are required to adhere to national and local safeguarding policies/procedures and to act upon any concerns in accordance with them.

Equality and Diversity

Wirral Hospice St John's has given its full commitment to the adoption and promotion of the key principles of equality and diversity of equal opportunities contained within current legislation and the Wirral Hospice St John's Equality Policy.

Health and Safety

It is the duty of every employee to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore refer any matters of concern through their line manager. Similarly, it is each person's responsibility to ensure a secure environment and bring any breaches of security to the attention of their manager.

Confidentiality

In the course of your duties you will have access to confidential material about patients, members of staff or other hospice business. On no account must information relating to identifiable patients be divulged to anyone other than those authorised persons, for example, medical, nursing or other professional staff, as appropriate, who are concerned directly with the care, diagnosis and or/treatment of the patient. If you are in any doubt whatsoever as to the authority of a person or body asking for information of this nature, you must seek advice from your manager. Similarly, no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given.

General Data Protection Regulations (GDPR)

Wirral Hospice St John's is required to process personal data relating to its employees, including 'special categories of personal data', as defined in the General Data Protection Regulations 2018 (the 'Act')

All such data will be processed in accordance with the provisions of the Act and the relevant hospice's policies. For the purposes of the Act, the term 'processing' includes the initial collection of personal data, the holding and use of such data, as well as access and disclosure, through to final destruction.

Other

This job description is intended to provide an outline of the duties and responsibilities of this post, it is not exhaustive and may be modified and developed periodically following discussions between the post holder and the relevant line manager.

PERSON SPECIFICATION

Job Title: Registered Nurse
Hospice Pay Band: 5
Accountable To: Qualified Nurse in Charge
Responsible To: Clinical Manager

	Essential	Desirable	Evidence
QUALIFICATIONS	NMC registration	Practice Assessor Qualification Relevant post graduate qualification (this could include oncology, palliative care, leadership, advanced practice etc) Experience of supporting learners (such as junior staff and pre-registration students) Recognised communication qualifications (such as Advanced Communication Skills)	
EXPERIENCE & ATTAINMENTS	Interest in palliative care	Previous experience caring for palliative patients and supporting their loved ones Completed clinical preceptorship or willingness to complete preceptorship within organisation Experience of Advanced Care Planning	
SKILLS & ATTRIBUTES	Enthusiastic Assertive Work under pressure Confident Ability to prioritise		

	Reliable Excellent initiative Conscientious Excellent communicator Team Player		
KNOWLEDGE & UNDERSTANDING	General Nursing Knowledge around medication administration and safety Experience with admission and discharge process	Specialist palliative care nursing expertise Demonstrable clinical skills and experience Experience working as part of a multidisciplinary team Experience around complex discharges and inter organisational referrals	
OTHER REQUIREMENTS	Commitment to work unsocial hours		