Job Description

1. JOB DETAILS

Job Title: Staff Nurse

Band: 5

Location: Community

Hours: 22.5 – 37.5 hours, 3 - 5 days over 7 including nights

Team/Directorate: Hospiscare@Home, Seaton and Axminster Cluster

Responsible To: Community Cluster Team Leader (CCTL)

Responsible For:

Accountable to: Deputy Director of Nursing and Care

2. JOB PURPOSE

To deliver an excellent standard of evidence based specialist palliative nursing care and clinical advice.

To promote dignity, encompassing a person centred approach, to positively enhance the lives of patients with complex life limiting illnesses.

3. KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES

3.1 Main Responsibilities

- Contribute to the assessment and review of patients, prioritising needs and working as a member of the Community team to ensure effective communication is in place to support patient care.

- Develop advanced communication skills and professionalism in your interactions with patients and those close to them, carers and other professionals in order to promote and maintain Hospiscare values.

- Attend and contribute to multi-disciplinary, complex care and Gold Standards Framework (GSF) or End of Life meetings to promote best practice.

- Develop knowledge and skills to be able to contribute in the delivery of education and learning for all those involved in palliative/end of life care, in order to act as a resource to wider professional and care teams both internally and externally.

- Contribute to Hospiscare's clinical governance and audit process in order to support continuing quality improvement and learning.

- Develop advanced skills in identifying and assessing complex bereavement and communicate effectively with the Supportive Care team in order to enable a seamless handover into Hospiscare's Bereavement Care Services.

- Co-ordinate junior colleagues and take responsibility for the team in the absence of the Ward Manager/Senior Staff Nurse/Team Leader to ensure continuity of service and welfare of patients.

Infection Prevention and Control

Maintaining a safe environment for patients, visitors and employees is everyone's responsibility. All staff are required to adhere to Hospiscare's Infection Prevention and Control Policy and make every effort to maintain high standards of infection prevention and control at all times. This includes ensuring personal and team compliance with all relevant policies and procedures, and acting upon or reporting any identified risks.

3.2 Key Contacts

Internal:

- CCTL and Community colleagues
- Other Community teams
- Medical team
- Supportive Care Services
- Day Care Services
- Clinical Governance
- Clinical Administration
- Learning and Development team
- Volunteering Management
- Student Nurses and Trainees

External:

- Patients and those close to them
- Royal Devon & Exeter Foundation Trust
- NHS Community Services
- General Practitioners
- Residential and Nursing Homes
- Social and Domiciliary Care Workers
- Providers of out-of-hours services

3.3 Health & Safety

- Ensure that Health and Safety guidelines and fire regulations are strictly adhered to
- Comply with safe working practices as defined by Hospiscare
- Complete online training as and when required
- Take reasonable care for your own health and safety and that of others who may be affected by acts or omissions at work
- Report any accidents, incidents or near misses as soon as reasonably practicable
- Manage own work life balance and general wellbeing, including any relevant pressures in respect of lone working, travel, difficult environments and challenging situations

3.4 General

- Be aware of and adhere to Hospiscare policies and procedures at all times
- Take part in progress/performance reviews throughout the year
- Cooperate with other Hospiscare departments
- Attend training courses and complete online training modules as required to meet the requirements of the post
- Take responsibility for own personal development, seeking out opportunities to learn new skills
- Undertake any other duties as requested by management which are reasonably deemed to be within the scope of the role

3.5 Other

- Apply the Hospiscare values and behaviours to every aspect of the role at all times
- Promote and maintain the brand standards of Hospiscare

STAFF NURSE

Person Specification

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications and specific training	Registered Nurse with current Nursing and Midwifery Council registration Evidence of continuing professional development	Post registration palliative care module or equivalent Teaching and mentorship/supervision qualification Verification of Death
Experience	Demonstrable experience of assessing, planning and evaluating treatment and nursing care plans Demonstrable experience of caring for patients with life-limiting conditions	Experience of management of syringe drivers Experience of working in the community Experience of multi-agency partnership Experience of End of Life care setting Experience of working out of hours, overnight or weekends without immediate supervision Experience of working within a palliative care setting. Experience of working with volunteers. Experience of working with learners e.g. student nurses and Trainee Nursing Associates

Knowledge	Understanding of the complexities of working with individuals at times of distress and conflict. Knowledge of theoretical nursing models and their impact on delivery of care	Understanding of key issues relating to End of Life care including policy developments
Skills	Developed communication and interpersonal skills Developed ability to manage a caseload effectively Developed IT skills	Ability to assist with delivery of formal/informal education and teaching programmes
Personal attributes	Ability to work as part of a team, prioritise workload and manage time effectively Ability to work autonomously and act on own initiative Flexible and adaptable with the ability to respond positively in a rapidly changing environment Commitment to continuing professional development Awareness of Equality, Diversity and Inclusion in all aspects of work	
Additional requirements	Able to participate in the 7 day/week 24 hour rota, including nights Able to work and travel within the community setting Able to fulfil physical and manual handling aspects of the role	Car owner and driver

Job Description and Person Specification Agreement:

The above job description is not exhaustive but an indication of the duties and responsibilities the post holder may undertake and will be subject to review.

Post Holders Signature: **Date:**

Managers Signature: **Date:**