

st michael's hospice

JOB DESCRIPTION

Job Title: Registered Palliative Nurse – Integrated Clinical Team

Job Location: St Michael's Hospice

Responsible to: IPU Team Leader/ Clinical Nurse Specialist

Accountable to: IPU Nursing Manager/ Community Nursing Manager

1.0 Main Purpose of the Role

To provide the highest standard of palliative care nursing to people living with advanced, serious, life-limiting illness to support their personal priorities and preferences enabling them and their families live as well as possible and to experience compassionate end of life care.

To assess the needs of patients and carers, and work in partnership with them and their families to plan, implement and evaluate personalised support and care to ensure their holistic needs are best met.

To work effectively as part of the Integrated Clinical Team, actively participating in interdisciplinary team working to support patients and families across the inpatient, community and telephone advice and support services.

2.0 Principle Responsibilities

Legal and Ethical Responsibilities

- 2.1 Practice within the Legal and Ethical framework as established by Nursing and Midwifery Council (NMC) and National Legislation to ensure patient interests and well-being are met.
- 2.2 Works within the Health and Safety Executive (HSE) Legislation, Guidelines and Procedures.

Nursing Assessment, Support and Care provision

- 2.3 To actively participate in assessment of individuals', including patients, carers and family members, palliative care and support needs, with attention to their personal priorities, preferences and goals.
- 2.4 To effectively utilise palliative outcome measures, including Phase of Illness, IPOS, AKPS and Carer assessments as routine best practice to assess and evaluate support and care provision.
- 2.5 To provide nursing assessment, advice and support via a variety of approaches to patients in person on the inpatient unit, at outpatient or community appointments, over the telephone or utilizing video consultations depending on the clinical setting the Registered Nurse is primarily based in.

- 2.6 To develop, document and deliver personalised programmes of support and care for patients and carers tailored to their priorities and needs (physical, functional, psychological, social and spiritual).
- 2.7 To autonomously practice holistic nursing care, using initiative and acting independently within the bounds of existing skills, knowledge and experience
- 2.8 To practice a rehabilitative approach to palliative care to enable patients to be as independent as possible and participate in meaningful activities that enhance their quality of life.
- 2.9 To contribute to timely Transfer of Care planning to support patients' preferences and to facilitate seamless transfer between Hospice services and/or discharge following completion of an episode of palliative care support.

Interdisciplinary Working

- 2.10 To work as a collaborative, team player within the Hospice multi professional team, proactively seeking opportunities for joint working to deliver seamless support and care.
- 2.11 To actively contribute to multidisciplinary team meetings, family meetings and professionals' meetings.
- 2.12 To consistently enhance the working environment through a commitment to integrated teamwork and mutual respect of others.

Communication and Relationships

- 2.13 To be aware of and actively embody the St Michael's Hospice values in your practice.
- 2.14 To be fully respectful of equality and diversity, treating each person as a unique individual and supporting their choice and dignity at all times.
- 2.15 To practice the highest standard of communication with patients, family members and significant others.
- 2.16 To create a trusted rapport with patients and family members to explore sensitive topics including dying, death, loss and spiritual beliefs with empathy and compassion.
- 2.17 To support patients to participate in advance care planning.
- 2.18 To consistently demonstrate effective verbal, non-verbal and written communication with all members of the Hospice Integrated Clinical Team and external partner providers (e.g. Social Care).
- 2.19 To liaise closely with senior colleagues and other professionals, both internally and externally, involved in the care of the patient and family in a timely way to best support seamless integrated care.
- 2.20 To uphold the highest standard of performance and conduct at all times.
- 2.21 To participate in supervision and mentorship of Health Care Assistants, Student Nurses, volunteers and unqualified staff.

Clinical Governance

- 2.22 To ensure nursing practice and care is underpinned by current evidence-based practice.
- 2.23 To take responsibility for personal continuing development, participating in and contributing to Education and Training opportunities in order to remain up to date and to consistently strive to deliver the highest quality of palliative nursing service.
- 2.24 To comply with the Hospice Statutory and Mandatory training requirements.

- 2.25 Maintain a record of professional development in order to meet revalidation requirements.
- 2.26 To be aware of the Care Quality Commission Key Lines of Enquiry: Safe, Caring, Responsive, Effective and Well-led and be able to give examples of how you demonstrate these in your role as a registered nurse.
- 2.27 To participate in clinical audits and research.
- 2.28 To be fully aware of and act in accordance with all Hospice policies and procedures.
- 2.29 To maintain accurate, timely, patient healthcare records on our electronic Crosscare system.
- 2.30 To be an active and engaged member of any relevant clinical governance subgroups to represent the nursing service.
- 2.31 To proactively maintain own health and wellbeing, participating in clinical supervision and seeking support in a timely way.

3.0 Additional Responsibilities

- 3.1 Carry out duties with full regard to the Company's Equalities and Diversity Policies.
- 3.2 Act as a responsible individual in relation to Health and Safety and be aware of the responsibilities of all employees to maintain a safe and healthy environment for patients, visitors, staff, volunteers and contractors.
- 3.3 Ensure all duties are carried out to the highest standard, and in accordance with current quality initiatives within the work area.
- 3.4 Carry out any other duties, within an appropriate level of responsibilities, as required.
- 3.5 Undertake flexible hours as and when the need arises to maintain safe practice.
- 3.6 Work flexibly across any area of the Integrated Clinical Service to best support service needs.
- 3.7 Support and participate in the fundraising activities of the Hospice wherever possible.
- 3.8 Be an ambassador for the Hospice.
- 3.9 Ensure that the disclosure and use of confidential patient information is both lawful and ethical, and to recognise own responsibility for compliance with relevant legislation.
- 3.10 Promote, at all levels, the Company's vision, values and strategic objectives.
- 3.11 Hold DBS and Occupational Health clearances appropriate to the role. Note: these are obtained and checked as part of the recruitment process and reviewed in line with company policy or if a change in circumstances is declared or comes to light.

This job description is not intended to be exhaustive and may be reviewed within six months of the inception of the service to ensure that the arrangements meet the needs of the service.

PERSON SPECIFICATION

Post Title:	Registered Palliative Care Nurse
Department:	Integrated Clinical Team

	Essential Criteria	Desirable Criteria
Education/ Qualifications	<p>RGN/RMN Diploma/Degree in Adult Nursing</p> <p>Accredited module in palliative or end of life care (or willingness to work towards)</p>	<p>Accredited Mentorship Course</p> <p>Professional Practice BSc (Hons) or working towards (or similar post registration qualification)</p>
Experience	<p>Previous experience of working in a clinical environment</p> <p>Experience of working with vulnerable adults</p>	<p>Previous Hospice/ palliative care/oncology experience</p> <p>Previous experience of dealing with palliative care patients and families</p> <p>Experience working with older people</p> <p>Experience of providing telephone or video assessment and support</p>
Skills/Ability/ Knowledge	<p>Sound nursing knowledge and skills, including hands on care, assessment, holistic advice and support</p> <p>Ability to demonstrate effective communication skills with colleagues, patients and others both in person and via telephone/ video call</p> <p>Ability to work effectively as an autonomous nurse and within interdisciplinary team</p> <p>Keyboard skills and computer literacy</p> <p>Ability to make informed decisions and empowering others to do same</p>	<p>Advanced Communication skills (Connected or Sage and Thyme)</p> <p>Knowledge of legislation regulating Care Homes/Hospices</p>

<p>Qualities/ Attributes</p>	<p>Commitment to person-centred care</p> <p>Compassionate and empathetic, able to build rapport with diverse individuals</p> <p>Genuine desire to support the best outcomes for patients and families at the end of life</p> <p>Professional and committed to delivering the highest standards of care</p> <p>Able to work under pressure and adapt as required</p>	<p>Have a current professional portfolio.</p> <p>Have given some thought to career pathway</p>
<p>Other Requirements</p>	<p>General Full UK Driving Licence <i>(essential for Community-based RN duties)</i></p> <p>Willingness to provide COVID vaccination status in order that working environment can be risk assessed.</p> <p>Physical effort Frequent moderate physical effort over short periods. Lift and push light objects, bend over patients, kneel, turn, and move patients. On feet for majority of shift (6 or 12 hours) working day and night shifts.</p> <p>Mental effort Frequent requirement for high levels of concentration. Pattern predictable. Frequent exposure to distressing or emotional circumstances, care of dying patients and bereaved relatives</p>	<p>Full UK Driving Licence <i>(desirable for Hospice - based RN duties)</i></p>