

# st michael's hospice

## JOB DESCRIPTION

<b>Job Title:</b>	Registered Nursing Associate
<b>Job Location:</b>	St Michael's Hospice (Hastings and Rother)
<b>Accountable to:</b>	Team Leader
<b>Responsible to:</b>	Nurse Manager

### MAIN PURPOSE OF THE ROLE

Deliver high-quality, person-centred care under the direction of a Registered Nurse or other registered care professional.

Work as a valuable part of a nursing, team delivering care that focuses directly on the needs of the person.

Carry out specific delegated tasks and assume responsibilities to a high standard and competency, under the direction of the Registered Nurse.

Where appropriate work without direct supervision, at times delivering care independently in line with the individual's defined plan of care, within designated parameters of practice of the Nursing Associate role, accessing clinical and care advice when needed.

Continue to develop and improve practical and theoretical knowledge, competence, and skills whilst in clinical practice and maintain all evidence required.

Contribute towards developing a culture of learning and innovation, developing high-quality learning environments.

### KEY RESPONSIBILITIES

#### CLINICAL AND PROFESSIONAL RESPONSIBILITIES:

- Under direction of and working in partnership with a Registered Nurse provide and deliver a high standard of nursing care
- Maintain an understanding of all elements of the nursing process and be able to assist the registered nurse in the ongoing assessment, planning, management, and evaluation of care.
- Support people with all aspects of individualised care including daily living, providing person-centred care, and promoting health and independence through awareness raising and care navigation to other professionals as appropriate.
- Work as part of the Interdisciplinary Team promoting collaboration and partnership to support patients to achieve their goals.
- Provide care that recognises patients' individual needs, ensuring reasonable adjustments are in place for patients with protected characteristics.
- Manage and monitor patients' condition and health needs within their care following the administration of medicines.

- Recognise and report any situations, behaviours or errors that could result in poor care outcomes related to medicines management.
- Perform and record clinical observations including blood pressure, temperature, respirations, pulse, and any additional requirements within the speciality, be competent to identify findings or results that require escalation and act promptly in response to this.
- Undertake clinical tasks including cannulation, and venepuncture, as appropriate to competence and setting Accurately record, understand and communicate with people the relevance of nutritional and fluid intake.
- Ensure the privacy, dignity, and safety of people are always maintained.
- Comply with the NMC regulations relating to revalidation to maintain NMC registration.
- Act as a professional role model and in accordance with the NMC Code and the NMC Standards for Nursing Associates
- Act in accordance with all Hospice policies and procedures and within expected values and behaviours
- Actively participate in and attend ward/unit meetings.
- Demonstrate the ability to recognise changing priorities seeking advice and guidance from the Registered Nurse or other registered care professionals as appropriate.
- Report back and share information with the registered nurses on the condition, behaviour, activity, and responses of people
- Recognise issues relating to safeguarding vulnerable children and adults and report any problems or raise concerns to the appropriate registered care professionals.
- Assist in assessing and contributing to managing risk across several areas within the environment where care is being delivered.
- Assist in the implementation of appropriate action to meet the specific physical, emotional, psychological, social, cultural, and spiritual needs of individuals and carers.
- Assist in the delivery of complex care as prescribed by the Registered Nurse.
- Maintain an understanding of caring for individuals with conditions, for example, dementia, mental illness, and learning disabilities.
- Maintain skills in relation to coaching/teaching individuals/carers/other staff.
- Assist with the implementation and monitoring of clinical standards and outcomes.
- Develop a working knowledge of other providers' resources and referral systems to ensure individual's needs are met within practice parameters.
- Engage in reflective practice including management of self and reflection on own reactions, asking questions, and reflecting on answers given.
- Demonstrate a good understanding of principles of consent and ensure valid consent is obtained prior to undertaking nursing and care procedures.

## **MEDICATION**

- Following appropriate training and on completion of competency assessment:
- Be accountable for preparing and administering prescribed medication for patients within your care in line with the Management of Medicines policy.
- Safely operate medical devices within the scope of the role and Hospice Policy – demonstrating professional accountability.

## **RESEARCH & AUDIT**

- Identify relevant sources of evidence to inform practice.
- Critically consider and analyse your own practice considering the best available evidence.
- Contribute to surveys, audits and research activity as required to own role, supporting recommended changes in practice.
- Share ideas with colleagues to improve care and suggest areas for innovation.

- Regularly attend workplace and staff engagement meetings and contribute positively to discussions about improvement.

## **ONGOING PERSONAL PROFESSIONAL DEVELOPMENT**

- Take responsibility for personal continuing development, participating in and contributing to Education and Training opportunities to remain up to date and consistently strive to deliver the highest quality of palliative nursing service.
- Comply with the Hospice Statutory and Mandatory training requirements.
- Maintain a record of professional development to meet revalidation requirements.
- Actively participate in and contribute to the facilitation of internal and external education.
- Effectively manage workload, balancing direct clinical caseload responsibilities alongside service leadership and management.
- Be aware of limitations of personal knowledge, skills, confidence, and competence and proactively seek support in a timely way.

## **Additional Responsibilities**

- Carry out duties with full regard to the Company's Equalities and Diversity Policies.
- 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, and volunteers.
- Ensure that all duties are carried out to the highest standard, and in accordance with current quality initiatives within the work area.
- Carry out any other duties, within an appropriate level of responsibilities as required.
- Undertake flexible hours as and when the need arises to maintain safe patient practice.
- Always ensure confidentiality within the Hospice.
- Support and participate in the fundraising activities of the Hospice wherever possible.
- Be an ambassador for the Hospice.
- Ensure that the disclosure and use of confidential staff information are both lawful and ethical and recognise own responsibility for compliance with relevant legislation.
- Promote, at all levels, the Company's vision, values, and strategic objectives.
- 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 at any time to meet the needs of the business.

## PERSON SPECIFICATION

<b>Post Title:</b>	Registered Nursing Associate
<b>Department:</b>	IPU and Community

	<b>Essential Criteria</b>	<b>Desirable Criteria</b>
<b>Education/ Qualifications</b>	<ul style="list-style-type: none"> <li>Registered Nursing Associate (NMC)</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of appropriate professional development</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Previous experience of working in a care setting</li> </ul>	<ul style="list-style-type: none"> <li>Palliative Care experience.</li> <li>Support/teaching of Trainee Nurse Associates/HCA's /Student Nurses</li> </ul>
<b>Skills and Ability</b>	<ul style="list-style-type: none"> <li>Good communication skills.</li> <li>Good facilitation skills.</li> <li>Good organisation skills.</li> <li>Ability to prioritise own workload.</li> <li>Ability to work under own initiative.</li> <li>Excellent communication and interpersonal skills</li> <li>Flexible approach to working to support the team and delivery of objectives.</li> <li>Supports learning and development of self and others.</li> <li>Able to deal with difficult and sensitive issues in a supportive and professional manner.</li> <li>Able to work under pressure.</li> <li>Able to work effectively within a team.</li> <li>Committed to further development</li> </ul>	<ul style="list-style-type: none"> <li>Advanced IT skills</li> <li>Experience of audit</li> </ul>

<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Demonstrates understanding of the NMC Code and its application to practice.</li> <li>• Clinical knowledge relevant / transferable to the role</li> <li>• Understanding of evidence-based practice</li> <li>• Understands own scope of practice.</li> <li>• Understands how the role can contribute to service development.</li> <li>• Knowledge of when to seek advice and refer to a registered care professional</li> </ul>	<ul style="list-style-type: none"> <li>• Able to demonstrate an understanding of a Hospice environment</li> </ul>
<b>Qualities/ Attributes</b>	<ul style="list-style-type: none"> <li>• Approachable</li> <li>• Ability to work as part of a team.</li> <li>• Versatile.</li> <li>• Reliable.</li> <li>• Pro-active approach.</li> <li>• Commitment to the aim of the organisation</li> <li>• Good interpersonal skills.</li> <li>• Honest and trustworthy.</li> <li>• Flexible across all Hospice services</li> </ul>	
<b>Other Requirements</b>	Driving Licence (Community only)	