

# st michael's hospice

## JOB DESCRIPTION

<b>Job Title:</b>	Registered Nurse
<b>Job Location:</b>	St Michael's Hospice
<b>Responsible to:</b>	IPU Team Leader
<b>Accountable to:</b>	Nursing Manager

### 1.0 Main Purpose of the Role

To work within the nursing and multi-professional team to ensure a high standard of care within the In-Patient Unit (IPU). Under the indirect supervision of the IPU Team Leader, to be able to organise own workload with regards to assessing patient needs, and in planning, implementation and evaluation of a programme of care. To practice evidence-based care that utilizes all available resources, taking into consideration the lifestyle, gender and cultural background of the patient and ensures involvement with their family, carers and significant others as per the patient's wishes.

### 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.

#### Leadership and Management

- 2.3 To actively participate in assessment of individuals' palliative care needs, and in the development, implementation and evaluation of programmes of care.
- 2.4 To practice holistic nursing care without direct supervision.
- 2.5 To support all members of IPU and hospice multi professional team.
- 2.6 To contribute to the ongoing development of the IPU.
- 2.7 Enhance the working environment through teamwork and mutual respect of others.
- 2.8 Motivate and encourage self and others to achieve team and organisational goals.

#### Clinical Governance

- 2.9 Comply with the Hospice Statutory and Mandatory training requirements.
- 2.10 Take responsibility for personal continuing development in order to enhance the knowledge, skills and values needed for safe and effective practice.
- 2.11 Maintain a record of professional development in order to meet revalidation requirements.
- 2.12 Participation in the supervision and mentorship of qualified staff, Student Nurses, volunteers and unqualified staff.
- 2.13 Be fully aware of and act in accordance with all hospice policies and procedures.

#### Decisions and Judgments

- 2.14 Uses own initiative and acts independently within the bounds of existing knowledge and skills.
- 2.15 Demonstrates sound judgment in assessing the emotional and physical care of the patient in a holistic manner.
- 2.16 Participate in the assessment of individual care, needs of patients and develop appropriate care plans.
- 2.17 Provide support, information and advice to patients, families and professional colleagues.

#### Communication and Relationships

- 2.18 Engages in effective communication with patients, relatives and visitors.
- 2.19 Effective verbal, non-verbal and written communication with all members of the multidisciplinary team within own area, other areas of the Hospice and external agencies (i.e. Social Services).
- 2.20 To liaise closely with senior colleagues and other professionals involved in the care of the patient and family.
- 2.21 Supervise and support the work of the Health Care Assistants.
- 2.22 Provide support, empathy and reassurance in the delivery of patient care.

### **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 within all areas of the company when patient care is compromised due to patient 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

<b>Post Title:</b>	Registered Nurse
<b>Department:</b>	In Patient Unit

	<b>Essential Criteria</b>	<b>Desirable Criteria</b>
<b>Education/ Qualifications</b>	<p>RGN 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>
<b>Experience</b>	<p>Previous experience of working in a ward/hospital 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</p> <p>Experience of working for a Charity</p>
<b>Skills/Ability/ Knowledge</b>	<p>Ability to demonstrate effective communication skills with colleagues, patients and others</p> <p>Ability to work effectively within multi-disciplinary team</p> <p>Keyboard skills and be computer literate</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>
<b>Qualities/ Attributes</b>	<p>Able to work in a predominately Nurse – Led environment</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>
<b>Other</b>	<p><b>Physical effort</b></p> <p>Frequent moderate physical</p>	

<b>Requirements</b>	<p>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><b>Mental effort</b></p> <p>Frequent requirement for high levels of concentration. Pattern predictable. Frequent exposure to distressing or emotional circumstances, care of terminally ill patient, deterioration / death</p>	
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