



## Les Bourgs Hospice – Job Description

Job Title: Staff Nurse

Grade: Band 5 AFC Point 16-23

Hours: 30 - 37.5

Responsible to: Clinical Lead/Ward Manager

Accountable to: Care Manager

**JOB SUMMARY:** The post holder will work as a Staff Nurse in the Hospice in patient unit. The role will encompass carrying out in a responsible and efficient way, the nursing care of patients as part of the multi-disciplinary team care plans. The post holder will participate in internal rotation

### KEY RESPONSIBILITIES

#### 1. Clinical

These responsibilities will be carried out under the guidance of the Clinical Lead / Ward Manager or the Senior Staff Nurse for the shift or with the use of a senior nurse on call.

- 1.1. Gains an understanding of the physiological, psycho-social, spiritual and cultural needs of patients requiring specialist palliative care and their families/carers.
- 1.2. Demonstrates the ability to develop a greater awareness and understanding of the different therapeutic options available to meet the holistic needs of patients requiring specialist palliative care.
- 1.3. Develops a positive, realistic and supportive attitude to ensure that the needs of the patient and their family/carers are met.
- 1.4. Completes assessment of the patient's needs and documents these on the care plans.
- 1.5. Using the information obtained from nursing history assessments and from subsequent observations, identifies the patient's individual nursing problems and needs, and plans and implements care.
- 1.6. Sets goals for the resolution of each of the identified nursing problems, and helps the patient achieve these goals through appropriate care planning.
- 1.7. Documents and evaluates care given and discusses progress, condition and treatment with the multi-disciplinary team, alerting the Sister/ Charge Nurse or Senior Staff Nurse of the patients' changing health care needs.

- 1.8. Assists with teaching patients and their family/carers in preparation for changes in treatment and expectations, and discharge for home care.
- 1.9. Awareness of the side effects of any treatment in progress, and adopts a problem-solving approach to minimise the potentially adverse reactions.
- 1.10. Communicates effectively with members of the multidisciplinary team.
- 1.11. Awareness of all hospice policies and procedures and collaborates with other staff to ensure that these are complied with and updated.
- 1.12. Involvement in clinical audit and demonstrates a commitment to clinical governance.
- 1.13. Develops time-management skills and the ability to prioritise nursing care for a group of patients.
- 1.14. Assists more senior members of the nursing staff in the organisation and management of the clinical area ensuring that the principles of individualised nursing care are maintained.
- 1.15. Develops an understanding of nursing team management and undertakes to lead the team under supervision, which may be remote of more senior staff.
- 1.16. Promotes a safe environment for all patients, visitors and staff.

## **2. Professional**

- 2.1.1 Ensures effective registration with the Nursing and Midwifery Council (NMC), and is aware of the NMC Code of Professional Conduct and Scope of Professional Practice.
- 2.1.2 In order to maintain effective registration with the NMC, adheres to the Council's requirements for Revalidation.
- 2.1.3 Proactively manages all aspects of own Revalidation requirements including keeping an up to date portfolio and proactively seeking out opportunities for reflection, continuing education and professional growth. Must be proactive and cooperative in the appraisal and confirmer processes.
- 2.1.4 Assists colleagues with relevant aspects of their Revalidation. This includes but is not limited to teaching, providing support and opportunities for Facilitated Reflective Practice, participating in professional discussions and providing constructive feedback.
- 2.1.5 Take responsibility for all of the above and escalate issues/concerns immediately to an appropriate senior nurse.
- 2.1.6 Participates in educational programmes offered to staff and specifically attends teaching identified to meet Staff Nurse development aims and objectives. All staff are required to undertake the Awareness of Bereavement Course (or equivalent) and Trained staff must complete the European Certificate in Palliative Care (or equivalent)

## **3. Other responsibilities**

- 3.1. This job description covers the major responsibilities to be carried out and may be amended in the light of changing needs of the organisation. Consultation will occur before any such changes take place.



## PERSONAL SPECIFICATION

**Post:** Staff Nurse  
**Pay Spine:** AfC Band 5  
**Department:** In-Patient Unit

Qualifications and Training		
Essential	<ul style="list-style-type: none"> <li>Registered Nurse with the NMC</li> <li>Diploma or degree level study</li> </ul> <p><b>Essential requirements for progression through Gateways:</b></p> <ul style="list-style-type: none"> <li>Evidence of ongoing professional development</li> <li>Palliative care qualification or willingness to work towards</li> <li>Commencement of Mentorship module or equivalent (i.e teaching qualification, NVQ Assessor)</li> </ul>	Application form & interview
Work background and experience		
Essential	<ul style="list-style-type: none"> <li>Experience of working within a nursing team</li> <li>Evidence of commitment to develop skills and knowledge in specialist palliative care</li> </ul> <p><b>Essential requirements for progression through Gateways:</b></p> <ul style="list-style-type: none"> <li>Evidence of specialist palliative care experience within a nursing team</li> <li>Experience of nursing terminally ill patients</li> <li>Experience of mentorship for junior staff</li> <li>Awareness of skills required to co-ordinate a team of nurses</li> </ul>	Application form & interview
Particular skills and aptitudes		
Essential	<ul style="list-style-type: none"> <li>Evidence of communication skills, both written and verbal</li> <li>Evidence of basic numeracy skills</li> <li>Ability to articulate in a clear and sensitive manner</li> <li>Good interpersonal skills</li> <li>Ability to work effectively in an emotionally demanding environment</li> <li>Computer literate</li> </ul> <p><b>Essential requirements for progression through Gateways:</b></p> <ul style="list-style-type: none"> <li>Willingness to develop teaching and assessing skills</li> <li>Evidence of developing leadership skills within a multi-disciplinary team</li> </ul>	Application form/Interview
Personal qualities and other requirements		
Essential	<ul style="list-style-type: none"> <li>Understanding of hospice philosophy and the structure and nature of specialist palliative care services</li> <li>Awareness of the concept of clinical supervision</li> <li>Ability to work well within a multi-disciplinary team</li> <li>Willing to undertake internal rotation</li> <li>Flexibility of shifts</li> </ul>	Application form & interview

