



Les Bourgs Hospice – Job Description

Job Title: Staff Nurse

Grade: Band 6 AFC Point 23-29

Hours: 30 - 37.5

Responsible to: Clinical Lead/Ward Manager

Accountable to: Care Manager

JOB SUMMARY: The post holder will work as a Senior Staff Nurse in the Hospice in- patient unit and Day Hospice. The role will encompass possessing competent skills that have been determined according to the needs of the Unit, and utilising these skills in the care of patients and their families/carers. The post-holder will be able to lead a team of nurses on a shift and exercise clinical judgement and decision making about patient needs in terms of specialist palliative care goals or plans. The post holder will participate in internal rotation.

KEY RESPONSIBILITIES

1. Clinical

- 1.1. Undertakes assessment of the needs of the patient and family/carers, and discusses these with other members of the multi-disciplinary team as indicated.
- 1.2. Liaises and works closely with Specialist Practitioners and members of the multi-disciplinary team to provide specialist palliative care nursing skills within individualised care planning.
- 1.3. Implements care based on the initial assessment and ongoing assessments, communicating changes in the patient's condition to relevant members of the multi-disciplinary team.
- 1.4. Demonstrates a positive, realistic and supportive attitude to palliative care patients to ensure that physiological, psychosocial, spiritual and cultural needs of the patient and family are met.
- 1.5. Understands physiological and psychosocial processes that indicate the need for therapeutic interventions and reacts appropriately and safely to the potential outcomes of such interventions.
- 1.6. Communicates with the patient, family/carers, and the multi-disciplinary team, to facilitate continuity and consistency of effective care.
- 1.7. Completes documentation relating to patient care and takes a role in developing and improving nursing documentation.
- 1.8. Assesses the information required by the patient and family/carers. Produces and uses appropriate formats to ensure optimum understanding of identified holistic care needs.

- 1.9. Enables the patient and family/carers to participate in the planning of care, where appropriate. Assists with teaching and provides support in preparation for all palliative care treatment needs.

2. Managerial

- 2.1. In the absence of the Sister/ Charge Nurse, and in rotation with other Senior Staff Nurses, takes charge of the Team and In-Patient Unit.
- 2.2. In the absence of the Sister/ Charge Nurse, maintains a skilled nursing presence to facilitate a team approach for nursing interventions and multi-disciplinary team working.
- 2.3. Helps foster a supportive working environment and maintenance of staff morale through mutual regard and respect.
- 2.4. Acts as a mentor and provides support and a positive learning environment to new and junior staff within the In-Patient Unit.
- 2.5. Is aware of, takes part in updating all Hospice policies and procedures, and collaborates with other members of the multi-disciplinary team to ensure that these are observed.
- 2.6. Works closely with the Sister/ Charge Nurse to ensure that clinical standards of care are achieved and participates in the audit of clinical care. Maintaining an active role in clinical governance.
- 2.7. Promotes a safe clinical environment for all patients, visitors and staff.
- 2.8. Be aware, in exceptional circumstances, of the need to take over from the nurse in charge in the event of a needle stick injury (see Les Bourgs Hospice needle stick policy).

3. Education

- 3.1. Maintains awareness of current advances and research, and uses educational opportunities, to maintain the highest standards of specialist palliative care offered to patients and family/carers.
- 3.2. Educates and trains junior members of the team in the development of specialist nursing skills.
- 3.3. Responds to the educational needs of members of the multi-disciplinary team by imparting knowledge of the treatment and nursing care for patients requiring palliative care.
- 3.4. Acts as mentor to students and junior staff and assists in the assessment of their competencies.

4. Professional

- 4.1 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.
- 4.2 In order to maintain effective registration with the NMC adheres to the Council's requirements for Revalidation.
- 4.3 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 confirmatory processes.
- 4.4 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.
- 4.5 Take responsibility for all of the above and escalate issues/concerns immediately to an appropriate senior nurse.

- 4.6 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)

5. Other responsibilities

- 5.1. 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.



PERSON SPECIFICATION

Post: Senior Staff Nurse
Pay Spine: AfC Band 6
Department: In-Patient Unit

Qualifications and Training		
Essential	<ul style="list-style-type: none">Registered Nurse with the NMCDiploma or Degree level studyEvidence of ongoing professional development in specialist palliative carePalliative care qualification (such as CEPC) or a willingness to work towards.	Application form & interview
Desirable	<ul style="list-style-type: none">Mentorship module or equivalent (i.e. teaching qualification, NVQ assessor) <p>Requirement for progression through Gateway</p> <ul style="list-style-type: none">Mentorship or teaching qualificationPalliative care qualification	
Work background and experience		
Essential	<ul style="list-style-type: none">Relevant Palliative Care post registration experience or other relevant experience as a Senior Staff NurseExperience of leading a team of nursesExperience of mentorship for junior staffExperience of participation in clinical governance and audit. <p>Requirement for progression through Gateway</p> <ul style="list-style-type: none">Can take the lead on audit and other governance activities.	Application form & interview
Particular skills and aptitudes		
Essential	<ul style="list-style-type: none">Evidence of communication skills, both written and verbalAbility to articulate in a clear, sensitive mannerGood interpersonal skillsAbility to work effectively in an emotionally demanding environmentWillingness to develop teaching and assessing skillsEvidence of developing leadership skills within a multi-disciplinary teamComputer literate <p>To progress through gateway</p> <ul style="list-style-type: none">Evidence of teaching and assessing skillsEvidence of leadership skillsAbility to manage team autonomously.	Application form & interview
Personal qualities and other requirements		
Essential	<ul style="list-style-type: none">Understanding of hospice philosophy and the structure and nature of specialist palliative care servicesAwareness of the concept of clinical supervision and reflective practiceAbility to work well within a multi disciplinary teamFlexibility for rotational shift work.	Application form & interview