



Les Bourgs Hospice – Job Description

Job Title: Practice Development Nurse

Grade: Band 6a

Hours: 30 - 37.5

Responsible to: Ward Manager

Accountable to: Care Manager

Job Purpose:

The post holder will:

Promote excellence in palliative and end of life care, supporting the delivery of safe, evidence based and compassionate care.

Act as a mentor, coach and role model, leading by example and promoting professional standards of behaviour and practice and promoting Les Bourgs Hospice core values.

Work alongside the clinical team to model, facilitate and embed best practice in palliative and end of life care.

Support the development of clinical skills and competencies across all levels of the clinical team, ensuring they are equipped with the necessary knowledge and skills to perform their roles competently.

Monitor, audit and evaluate practice development activities to ensure they improve patient outcomes.

Champion the use of research, guidelines, and best practice standards in palliative care.

Work flexibly to meet the needs of the ward and organisation.

Key role and Responsibilities

Clinical leadership/management responsibilities

Contribute to policy and guideline development, relevant to clinical practice.

Support wellbeing and resilience, and reflective practice within the Hospice team.

To support Ward Manager in promoting and implementing evidence-based practices and quality improvement initiatives to improve patient outcomes.

Support the clinical team with the development and completion of person-centred care plans.

Governance

Participate in audit (internal and external) liaising with Ward Manager and Quality and Governance Lead supporting the development of actions plans where ward-based knowledge and skills teaching is required.

Assist the Ward Manager in supporting the clinical team in developing practice and maintaining standards set out in the SCAPE audit.

Support the Ward Manager in identifying training needs following clinical incidents, adverse events and patient and family/carer feedback.

Participate in risk assessment for the clinical area, supporting the Ward Manager in the implementation of action plans and training required, to reduce risk in clinical practice.

Assist in monitoring and evaluating the quality of nursing care.

Participate in, promote and support the provision of clinical supervision.

Communication

Support staff in the development of skills and confidence to engage in difficult conversations with patients their family/cares

Support the Ward Manager in promoting a culture of reflective learning and development.

Attend meetings (internal and external) as required and bring back shared learning from others.

Education

Work alongside staff in clinical practice to develop their knowledge, skills and competence.

Provide mentorship and support to the clinical team to build their confidence in managing complex care needs of patients and their family/carers.

Support the development and implementation of competency tools in the use and function of clinical equipment.

Act as a resource for the clinical team, working collaboratively with the Link nurses in providing a range of evidence-based resources to support clinical practice.

Liaise with the wider multidisciplinary team in relation to the provision of any specific clinical skills competencies required

Assess clinical competencies and maintain training records.

Undertake train the trainer programmes in the use of clinical equipment, ensuring own practice is up to date in use of equipment.

Lead on Ergo coach training in the clinical area, supporting the Ergo coach, link nurses with their role, as well as maintaining accurate records of staff competence.

Support staff through induction and preceptorship programmes, liaising with Ward Manager, supporting staff with training needs, to achieve any objectives set.

Assist in the ongoing development of induction programmes for new staff .

As required by Ward Manager, support staff in achieving any clinical performance objectives, facilitating improvement and development.

Act as a practice assessor/supervisor for student nurses and trainee nursing associates as required.

Act as a VQ assessor, supporting Health Care Assistants in developing their role and scope of practice.

Maintain own continuing professional development, ensuring own expertise, knowledge and skills are updated and maintained.

Participate in both management supervision, clinical supervision (including debriefs) and annual appraisal, as well as manage all aspects of own revalidation requirements.

Complete mandatory and essential training commensurate to role and responsibility.

General responsibilities

Comply with Les Bourgs Hospice code of conduct, policies, procedures and guidelines.

Comply with Data Protection (Bailiwick of Guernsey) Law, 2017 and standards of confidentiality and information security.

Ensure a safe working environment and be aware of responsibilities under the Health and Safety at Work (General) (Guernsey) Ordinance, 1987 and infection control policies and procedures.

This job description covers the main responsibilities of the post and may be amended in the light of changing needs of the organisation.

Employee Name:			
Employee signature:		Date	
Manager Name:			
Manager signature:		Date	

Person Specification:

Qualifications:	Is it essential or desirable	How we will assess
Registered Nurse, with current professional NMC registration	E	A & D
Qualified at Degree level or equivalent experience.	E	A & D
Practice Assessor/supervisor	E	A & D
VQ Assessor or willingness to undertake.	D	A & D
Experience:		
Experience of working in specialist palliative care and caring for patients at end of life.	E	A
Teaching, mentoring and coaching in clinical practice with various learners	E	A & I
Ability to prioritise own workload	E	A & I
Skills/Competencies:		
Effective communication skills interpersonal skills	E	A & I
Strong problem-solving skills and able to implement new initiatives	E	
Evidence of self and professional development	E	A, D & I
IT skills including word, excel and outlook	E	A
Personal Qualities/Behaviours:		
A role model who can motivate and support others	E	I
Demonstrates a commitment to supporting and promoting the organisations core values in all aspects of their work	E	I
Able to work on own initiative, working independently and as part of a small team.	E	A & I
Motivated, enthusiastic and approachable	E	I
Adaptable and able to work flexibly	E	I

A Application & CV	I During your interview	D production your documents	T Test to assess your practical competence
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