

Job Description

Job Title:	Registered Nurse
Hours:	Bank
Reporting to:	Inpatient Unit Modern Matron
Job purpose:	Work as part of the multi-disciplinary team to provide a high standard of specialist palliative care to patients and their families. Under the supervision of the Inpatient Unit (IPU) Modern Matron or Deputy Modern Matrons the post holder is responsible for the assessment, development, implementation and evaluation of programmes of patient care, maintaining agreed standards of care and taking an active part in the planning and implementation of clinical audits in order to improve nursing practice.

Our Vision:

Our Vision is to make every day the best day possible for our patients and their families in South Devon.

Our Values:

Honesty & Integrity Generosity of Spirit Respect Team Player

Key roles and responsibilities:

Work primarily within the 12 bedded specialist palliative care unit. Give qualified nursing support to other aspects of the specialist palliative care service when necessary.

The post holder has no direct budget responsibilities but must be aware of cost implications and make effective use of resources.

Clinical

- Be a safe practitioner and work within the NMC Code of Professional Conduct whilst ensuring that those within your sphere of responsibility do the same.
- Provide holistic assessment of patients and families care needs, plan interventions required and ensure those interventions are actioned and their effectiveness evaluated.
- Ensure that all documentation in relation to the above are accurate and complete.
- Liaise with appropriate members of the multi-disciplinary team in order to ensure co-ordination and continuity of care and to adhere to set transfer/discharge protocols.
- work with the team to meet agreed standards and objectives in order to deliver physical, emotional, social and spiritual support of the patients and carers.
- Ensure care is delivered in a style appropriate to the patient's individual needs.

- Work across the 24-hour service.

Educational

- Participate in further training and maintain a commitment to professional development.
- Contribute to the team development, whenever appropriate.
- Assist with in-service training as required for both employees and volunteers.

Management/Leadership

- Act as a role model for all colleagues and provide encouragement and motivation in order to achieve clinical goals for service.
- Complement the leadership role of the IPU Modern Matron and her Deputies, maintaining high standards and ethos of care in their absence.
- Take responsibility for various aspects of ward management as designated by the IPU Modern Matron or Deputy in order to maintain an efficient service and to develop own managerial skills.
- Be responsible for the development and support of volunteers working within the hospice.
- Actively participate in ward meetings and ensure that accurate information is fed back to the appropriate members of the multi-disciplinary team.
- Keep and concise records in terms of patient documentation, employee records and your own portfolio.
- Be aware of your accountability and limitations and when necessary to extend your sphere of responsibility in order to ensure safe practice.
- Read and be competent in Rowcroft Hospice policies and procedures.
- Be able to identify the strengths and weaknesses of volunteers and more junior colleagues in order to provide appropriate support.
- Demonstrate your clinical ability by constantly reflecting on your practice and using research as an integral part of such practice.

Quality

- Actively participate in clinical audits as a means of monitoring and improving standards of care.
- Act as a change initiator/agent when a need to change practice in order to improve quality has been identified.
- Support the clinical team in setting, monitoring and developing standards of care, policies and procedures.

KEY RESULT AREAS

- Complete and maintain all relevant mandatory training.
- Attend at least 2 in house training sessions per annum.
- Actively be involved in clinical supervision sessions.
- Conduct or support 1 audit per annum.

COMMUNICATIONS AND WORKING RELATIONSHIPS

The postholder will have the most frequent contact with:

- Inpatient Unit Modern Matron
- Deputy Inpatient Unit Matrons
- Nursing Team and MDT
- Volunteers
- Community Team (Rowcroft)
- Hospice at Home Team

This list can never be exhaustive but covers most of the work you'll be doing. What it can't replace is talent, initiative and a commitment to great customer service.

Infection Prevention

All Rowcroft employees both clinical and non-clinical are required to adhere to our Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times to reduce the burden of Healthcare Associated Infections, including MRSA.

You agree to the following responsibilities:

1. To decontaminate your hands prior to and after direct patient care or contact with the patient's surroundings;
2. To take part in mandatory infection control training provided;
3. To responsibly manage your own infections (other than common colds and illness) that may be transmittable to patients, including contacting Occupational Health for guidance.

PERSON SPECIFICATION
Registered Nurse

Attribute	Essential Requirements of the post holder	Desirable Requirements of the post holder
Qualifications and Training	<p>Registered nurse on Part One (Adult) of the register.</p> <p>Commitment to ongoing professional development.</p> <p>Sound understanding of palliative care.</p>	<p>Relevant qualification in palliative care/Care of the Dying or qualification through experience.</p>
Knowledge and Skills	<p>Evidence of assessment and care planning skills.</p> <p>Demonstrates an application of evidence-based practice to nursing care.</p> <p>Proven ability to prioritise workload.</p> <p>Good interpersonal skills including written and verbal communication skills.</p> <p>Competent with IT.</p>	<p>Medicine management, including IV medication and syringe pumps.</p> <p>Experience with CVC lines.</p> <p>Counselling course.</p> <p>Mentorship module.</p>
Experience	<p>Proven experience of contributing effectively within a Multi-disciplinary team.</p>	<p>Teaching experience/ qualification.</p> <p>Hospice experience.</p> <p>Previous experience in end of life care.</p>
Personal Requirements	<p>An awareness of own limitations and when to refer to other members of the Multi-disciplinary Team.</p> <p>Demonstrates sensitivity and an insight into the needs of patients and their families.</p> <p>Leadership through creative problem solving, a positive can-do attitude and a willingness and desire to ensure all who come into contact with Rowcroft have the best possible experience.</p> <p>A desire to be part of a committed and hardworking team in line with the ethics and values of Rowcroft Hospice, acting in the best interests of Rowcroft at all times.</p>	<p>Willingness to educate other members of the MDT. Led or been involved in change in practice, including planning implementing and evaluating.</p> <p>A good understanding of the purpose, values and strategy of Rowcroft Hospice.</p>
Other Requirements	<p>Ability to be flexible with a variety of day and night shift rotation.</p>	

