

## Job Description

- Job Title:** Super Fluid Registered Nurse
- Hours:** Full time (Part time considered)
- Reporting to:** Deputy Director of Patient Care, CQC Registered Manager
- Hours:** Working across the 24-hour service, predominantly Monday to Friday 8.30am-4.30pm, although some early, late, or night shifts may be required. Work will usually be allocated a day in advance, or on a Friday for a Monday.
- Job purpose:** Our Vision is to make every day the best day possible for our patients and their families in South Devon. You will help to deliver this as part of our multi-disciplinary team providing a high standard of specialist palliative care to our patients and their families. You will work under the supervision of the clinical manager or nursing sister in each team on a daily basis. You will be 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 Values:

Honesty & Integrity Generosity of Spirit Respect Team Player

### Key roles and responsibilities:

Working primarily within any of the 3 clinical settings run by Rowcroft Hospice, which includes the 12 bedded specialist palliative care unit, Hospice at Home, and the Community Team.

### 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, ensure those interventions are actioned and their effectiveness evaluated.
- Ensure that all documentation in relation to the above is accurate and complete.
- Liaise with appropriate members of the multi-disciplinary team to ensure co-ordination and continuity of care and adhere to set transfer/discharge protocols.
- Work with the team to meet agreed standards and objectives to deliver physical, emotional, social, and spiritual support for patients and carers.
- Ensure care is delivered in a style appropriate to the patient's individual needs.
- When working in the Community or Hospice at Home teams you will be delegated and supported to by a Rowcroft Band E or above (NHS Band 6 equivalent) registered nurse.

## **Management/Leadership**

- Act as a role model for all colleagues and provide encouragement and motivation to achieve clinical goals for our service.
- Complement the leadership role of all clinical managers, maintaining high standards and ethos of care in their absence.
- Take responsibility for various aspects of management as designated by the clinical managers 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 clinical meetings and ensure that accurate information is fed back to the appropriate members of the multi-disciplinary team.
- Keep 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 adhere to Rowcroft Hospice policies and procedures.
- Be able to identify the strengths and weaknesses of volunteers and 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.
- Access clinical supervision (this can be booked via the HIVE).
- Be aware of cost implications and make effective use of resources.

## **Education & 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.  
Promote a culture of learning and development and wellbeing, help to create an environment that is continually critically questioning practice and promoting learning. Identify your own learning and development needs undertake continuous professional development and Complete and maintain all relevant mandatory training.
- Assist with in-service training as required for both employees and volunteers.
- Be actively be involved in clinical supervision sessions.
- Conduct or support 1 audit per annum.

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 Super Fluid Nurse**

Attribute	Essential Requirements of the post holder	Desirable Requirements of the post holder
<b>Qualifications and Training</b>	<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>
<b>Knowledge and Skills</b>	<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>
<b>Experience</b>	<p>Proven experience of contributing effectively within a Multi-disciplinary team.</p>	<p>Teaching experience/ qualification.</p> <p>Hospice experience.</p> <p>Community experience.</p> <p>Previous experience in end-of-life care.</p>
<b>Personal Requirements</b>	<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>

<b>Other Requirements</b>	Ability to be flexible with a variety of day and night shift rotation.	
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