

JOB DESCRIPTION

Job Title:	RGN
Department:	Clinical Services, Helen McArdle In-Patient Wing
Responsible to:	Head of Clinical Services
Hours:	12.5hrs 25hrs or 37.5hrs flexible shift pattern to cover seven days. Day and Night Duty.
Location:	Willow Burn Hospice. Lanchester
Contract:	Permanent

Key Working Relationships

Internal:	All members of staff and volunteers, CEO, Senior Leadership Team and Trustees.
External:	Patients, Relatives, commercial, statutory and voluntary organisations, Willow Burn supporters and members of the public.

Job Purpose

To be the nurse in charge of the Helen McArdle In-Patient Wing, managing up to six patients for palliative and end of life care. This is an excellent and rare opportunity to work with our dedicated team of nurses and healthcare assistants in the state-of-the-art Helen McArdle Wing.

Why work with us

Willow Burn Hospice is an inspiring, friendly and rewarding place to work and from your first day with us you will be truly making a difference in Derwentside. Other benefits of working at Willow Burn Hospice include:

- Competitive holiday entitlement
- Free car parking
- 20% off in The Willows Café
- 10% staff discount in the Willow Burn Hospice Charity Shops
- 24/7 access to an employee assistance programme
- Complementary Therapies, Staff Yoga etc. (subject to availability)
- Training opportunities

Responsibilities

- Registered with Nursing and Midwifery Council
- Work according to the NMC The Code -Professional Standards of practice and behaviour and relevant professional guidelines for a defined group of patients and take responsibility for:
- Assessment, planning, implementation and evaluation of complex care packages in palliative care.

- Work in accordance with the Willow Burn Care Strategy and contribute towards achieving its objectives also adopt the vision and values in practice.
- Participate in MDT meetings and Clinical Supervision as appropriate and to teach and act as a facilitator/mentor/preceptor/ role model to less experienced staff.
- Acting as Nurse in charge, to maintain accountability for assessing, planning,
- Implementing and evaluating programmes of care within the framework of team nursing.
- Co-ordinate patients' safe admission and discharge arrangements in accordance with Policy.
- Promote a patient focused approach to care in collaboration with all relevant health professionals.
- Responsible for completing patient documentation correctly and in a timely manner. Be familiar with using IT for recording, communicating and managing patient care (S1)
- Accountable for maintaining a safe patient environment.
- Assist in establishing and monitoring protocols/care pathways by participating in audits and development.
- Be responsible for developing and sustaining own knowledge, clinical skills and professional awareness in accordance with revalidation requirements and to maintain a professional portfolio with evidence of reflective practice.
- Contribute to annual appraisal/performance and be responsible for own competencies and Personal Development Programme which must be evidenced.
- Establish a Clinical Link Lead role in a specific relevant area of practice, developing training resources and a knowledge base to support current evidence based care within the team.
- Assist in the development and implementation of nursing practice guidelines, standards and policies.
- Assist in the training and development of Health Care assistants and students.
- Contribute to research and development programmes within the department.
- Maintain awareness of the national, professional and local quality issues relevant to the delivery of nursing services, e.g. Clinical Governance.
- Able to make clinical decisions in the patient's best interest and ensure that they receive appropriate care and treatment.
- Have some expertise in palliative care and to be willing to further any study in this area.
- Able to work without direct contact and support of specialised medical personnel.
- Palliative care experience in managing symptoms at end of life.
- Service user involvement and engagement and the role of Hospices in advocating for service users.
- Appreciation and skills in the delivery of rehabilitation and public health approaches in palliative care.
- Experience and evidence of involvement in successful staff development.
- Understanding of the range of stakeholders involved in the delivery and evaluation of service improvement.
- Knowledge of key stakeholders and establishment of effective networks of agencies and communities of practice.
- Understanding of local, regional and national policy drivers that impact on Hospice care and the delivery of quality services in palliative and end of life care.
- Understanding of regulator's requirements in relation to systems to ensure service user engagement, specifically CQC requirements for quality care delivery.

2. Specific tasks and duties:

- Deliver the highest standards of nursing care to patients providing psychological and emotional support for both patients' and families in an empathic manner, prior to, at the time of death and afterwards. This will be enhanced in representing the nursing team and supporting delivery of the monthly bereavement service.
- Nursing practice must compliant with nursing policies and procedures.
- In the absence of the Clinical Lead take responsibility for patient care and the safety and security of the hospice and those within it.
- Be responsible for assessing, planning, implementing and evaluating patients' care needs to include co-ordinating and monitoring the condition of patients along their palliative and end of life journey and report any variance in order to manage symptoms and care effectively and collaboratively.
- In the absence of the Clinical Lead accept and prioritise referrals to the unit, co-ordinating admission arrangements.
- Actively co-ordinate/participate in MDT, clinical supervision/ reflective sessions and staff meetings to enhance and improve patient care.
- Responsible for carrying out the appraisals and one to one contact meetings for HCA's
- Responsible for engaging, coaching and mentoring students on placement, HCA's and volunteers.
- In addition to in-patient care, provide nursing cover when required to patients who are accessing Day Hospice Services.
- Responsible for ordering, receipt, storage, stock checking, administration and recording of medications and implement changes according to the Accountable Officer audit findings.
- Accountable for engaging in clinical decision making with medical staff from a number of GP practices, out of hours GP services and Palliative Care Consultants
- Contribute in regular clinical audits as per the clinical audit programme.
- Act as an information resource to district nurses, patients, carers, volunteers and member of the public on complex and sensitive issues relating to palliative care.
- Be pro-active as a developmental practitioner to assess and maintain required competencies, identify and pursue training opportunities to contribute to self, peer and service development.
- To represent Willow Burn Hospice at a local and regional level promoting services, contributing to initiatives and identifying new business opportunities whilst developing a network of contacts and partners.
- Manage effective and productive relationships with new and existing stakeholders, resulting in confident and assured Executives.

PERSON SPECIFICATION

Job Title RGN

CRITERIA	ESSENTIAL	DESIRABLE
QUALIFICATIONS TRAINING & EDUCATION	<p>NMC Registered Nurse Degree or working towards. Clinical qualification in Palliative and EOL care or willing to study to attain recognised qualification</p> <p>Evidence of development and professional progression</p>	<p>Evidence of post qualifying study in Palliative Care.</p> <p>Nurse prescribing or willing to undertake study</p>
EXPERIENCE	<p>Clinical experience in palliative and EOL care</p> <p>Patient safety and clinical governance</p> <p>Service improvement and practice development</p>	<p>Rehabilitation and public health approaches to palliative care</p>
SKILLS, APTITUDES & ABILITIES	<p>Pro-active problem solver who logically breaks down situations in order to draw reasonable conclusions from analysis.</p> <p>Benchmark own work against approaches of other Hospices and External environment, striving towards model practices in meeting regulatory standards and legislation.</p> <p>Demonstrate a flexible attitude to change which supports the Willow Burn Hospice in meeting existing and future needs.</p> <p>Proven ability to organise and prioritise workload, meeting deadlines, and been able to work under pressure and handle tasks simultaneously.</p> <p>Improve sustainability through own contribution towards continual review of procedures, processes and practices to embed a culture of continuous improvement.</p> <p>Demonstrate a 'can do' attitude</p>	<p>Staff development</p>
KNOWLEDGE	<p>Proven ability to identify and adapt best</p>	

	practice that adds value to Willow Burn Hospice.	
PERSONAL QUALITIES AND ATTRIBUTES	<p>Demonstrate Willow Burn values when managing the unit and making decisions</p> <p>Communicate positively and effectively</p> <p>Actively give and receive feedback in a constructive manner</p> <p>Strives for innovative practice</p> <p>Take personal autonomy and critically reflect in all actions undertaken</p> <p>Collaborate within own area of responsibility, and the wider organisation, through the participation of committees, working groups, and other internal or external events as required.</p> <p>Act corporately, promoting 'one team' principle in achieving individual and team objectives.</p>	
OTHER		