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| **Job title**: **Bank Hospice at Home Registered Nurse** |
| **Band: 19** |
| **Group: Hospice at Home** |
| **Work location: Community based** |
| **Responsible to: Specialist Nurse** |
| **Responsible for:** |

# Job purpose

To be a member of the Hospice at Home service providing care for patients with any life-limiting condition in their own homes. Support can be provided throughout a 24hr period, 7days a week, 365 days a year. The aim of the role is to deliver quality palliative care by addressing the physical, emotional, spiritual and social needs of patients and carers.

Members of the team will be required to work unsupervised in a variety of community settings. This may include Residential Care Homes as well as private dwellings. The geographical area covers Stroud, Berkeley Vale, Gloucester, Cirencester and South Cotswold areas.

## Main duties and responsibilities

Clinical Practice & Management

* To undertake palliative nursing care as planned and allocated by the Hospice at Home Service.
* To use own initiative and skills to adapt care in the event of a sudden change in the patient’s condition, within a safe competency framework.
* To be up-to-date and proficient in Syringe Driver management including setting-up and monitoring according to Community Nursing Team clinical protocol.
* To be able to assess and to take appropriate action to deliver symptom control measures as per care plan and as prescribed.
* To use own initiative and skills to adapt care in the event of a sudden change in the patient’s condition, within a safe competency framework.
* To be aware of own limitations and to seek help including additional nursing or medical support as required.
* To ensure that care is evidence based and adheres to current best practice.
* To maintain a safe working environment for self, patients, carers, and colleagues by following CCH policies, procedure and protocols in accordance with the NMC and other appropriate guidelines including risk assessments and incident reporting.
* To work collaboratively with other members of the multi-disciplinary team including other CCH clinical staff, statutory and voluntary team members.
* To ensure the effective use of human and financial resources to meet hospice service objectives.

Communication

* To communicate clearly and effectively with patients, carers, health and social care professionals.
* To negotiate and advocate on behalf of patients, carers and staff when dealing with difficult or emotive issues.
* To listen and respond with patience and empathy in sensitive situations.
* To liaise with Community Nursing Teams or GP as required via phone, or in person as required and to maintain accurate and timely patient records.
* To maintain regular contact with Hospice at Home team e.g. via phone or email as needed to fulfil service provision.
* To complete claim forms regarding visits and expenses at monthly intervals or as carried out.
* To attend a minimum of 2 Hospice at Home Team meetings per year including all mandatory training.

Education and Development

* To maintain own personal and professional development by attending study days and training sessions as required.
* To be aware of the latest developments within the Hospice at Home Service and the wider hospice.
* To take responsibility for ensuring he/she is up-to-date with annual mandatory training.
* To maintain professional nursing status via NMC Registration.
* To assist as appropriate with the induction programme for new members of staff i.e. new staff shadowing experienced staff.
* To assist with staff development and maintenance of standards including competency framework and ongoing initiatives.

Physical effort

* To work within recognized manual handling guidelines to risk assess and manage manual handling movements in unpredictable working conditions.
* To demonstrate safe and appropriate use of hoists and manual handling equipment.
* To work within confined spaces and in a variety of different patient home settings.
* To be capable of driving distances and in unfamiliar locations.
* To follow policies and procedures pertaining to bodily fluids and infection control.

Mental effort

* To work flexibly and manage unpredictable situations and changing work demands e.g. breaking bad news and coping with stressful situations.
* To maintain concentration in a potentially disruptive or emotionally charged environments e.g. when calculating, preparing and administering medications.
* To have due regard for safety when driving at night and in adverse weather conditions and in unfamiliar areas.
* To maintain concentration when driving distances in unfamiliar areas.
* To be competent to map read and route plan.
* To be confident to carry out all duties and responsibilities as a lone worker.

Health and Safety at Work Act 1974

It is the responsibility of all employees to ensure that the requirements of Health and Safety at Work Act are complied with. Safe working practices are adhered to and that hazards are observed and reported to the appropriate office.

# Key contacts

* Contact and liaison with staff within the organisation
* Patients and their carers/family members
* Community nursing teams
* Other specialist and supportive palliative care professionals
* Other hospice support team
* Regional and National groups

The job description sets out the main duties of the post at the date when it was drawn up. The duties may vary from time to time without changing the general character of the post or the level of responsibility entailed. Such variations are a common occurrence.

# Person Specification

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| **Attributes** | **Criteria** | **\* How measured** |
| **Experience** | Recent work experience in managing end of life/palliative care situations  Evidence of relevant post registration experience  Evidence of working alone without direct supervision  Evidence of working in a multi-disciplinary team  Evidence of working in a community setting  Evidence of recent relevant clinical practice  Evidence of competence in relevant clinical skills i.e. syringe driver, pain and symptoms control management  Evidence of professional development | A/I  A  A  A  A  A  A  A |
| **Qualifications and training** | Registered nurse practitioner with NMC  Desirable - Diploma in palliative care, ENB 931 or equivalent | A  A |
| **Knowledge, skills and abilities** | Ability to prioritise care needs to be able to work under pressure and anticipate care requirements  Ability to communicate effectively with patient, carers and health care professionals involved with care pathway  Ability to clearly communicate complex and sometimes distressing information to patients, carers and staff with sensitivity  Able to maintain clear, accurate and timely patient records  Able to map read and route plan  Basic computer literacy  Counselling skills  Leadership skills  Confident yet aware of own limitations and when to seek support and guidance  A reflective practitioner  Adaptable to providing skilled care within a variety of settings  Respectful of patients and carers own values and belief systems, whist working within own professional boundaries  Reliable, good attendance record and good timekeeping  Empathetic to patients, carers and staff  Calm in stressful situations e.g. breaking bad news  Knowledge of manual handling and risk assessment to promote and maintain safe working environment  Knowledge of NMC code of Professional Conduct and Scope of Practice  Knowledge and understanding of Gold standards Framework, End of Life Care Pathways and Advanced Care Planning. | I  I  I  I  A/I  A/I  A  A  A/I  I  I  A  I  A/I  I  I  I  I |
| **Job circumstances** | The role is based in the community. | |

**\* A: application April 2024**

**I: interview**

**E: exercise**