



PILGRIMS HOSPICES – JOB DESCRIPTION

Registered Nurse- Band 5- Pilgrims Community Nursing Team

MAIN PURPOSE AND SCOPE OF THE JOB:

The role of the registered nurse will be to work effectively as a member of Pilgrims community nursing team, under indirect supervision, delivering holistic, high quality palliative care to patients and their families within agreed boundaries of the role and Pilgrims competency framework.

The successful candidate will lead by example, role modelling high standards of practice that reflect best practice, guidelines, local policies and the hospices core values

Working within the multidisciplinary team, the post holder will effectively communicate with a wide range of internal and external health and social care providers to ensure continuity of care and support between the Hospice, Acute Hospitals, Community, Continuing Care setting and voluntary support organisations.

POSITION IN ORGANISATION

Reports to:	Community Team Leader
Accountable to:	Senior Nurse Manager for Community Services
Band:	5 AFC
Location:	Predominantly community based but will be required to travel across sites and includes clinic activity in outreach facilities

DUTIES AND KEY RESPONSIBILITIES

1. Clinical and Professional Responsibilities

- Undertake comprehensive palliative care follow up assessments within the outpatient/telephone clinic or home setting, identifying an appropriate plan of intervention and support to ensure timely and appropriate service for patients and families based on clear goals intended to bring about effective, measurable patient and family outcomes
- Provide advice and guidance to patients and families related to symptom management, including psychological, social and spiritual needs
- Use clinical judgement to recognize and appropriately respond to changes in the patient's condition and make recommendations accordingly when patients needs and preferences change, particularly with regard to common palliative care emergencies, carrying out immediate actions and reporting and sharing information.

- Ensure recommendations and changes to care are communicated to all healthcare professionals involved in direct patient care both internal and external to the Hospice environment.
- Enable patients preferred place of care to be clearly discussed, identified and recorded as early as possible, encouraging the use of advanced care planning wherever possible.
- Be responsible for providing a high standard of individualised palliative nursing care which reflects evidence based practice, encompasses patient choice and makes best use of valuable resources.
- Act as an integrated member of the hospice multi-professional team, present patients at MDT meetings, contribute to caseload reviews, and make appropriate referral to external and internal services to ensure a timely and appropriate service is provided to all patients and families.
- Demonstrate the ability to communicate complex and sensitive information in an appropriate and understandable form to patient's relatives, carers and other health and social care professionals
- Utilise knowledge of drugs commonly used within palliative care, including interventions, interactions and calculations enabling safe medicines administration for patients and appropriate advice to be given to other healthcare professionals.
- Participate in teaching sessions as part of the hospices internal and external therapeutic and educational programmes for patients and carers and contribute to regular evaluation of programmes with Pilgrims Therapy Centres
- Provide bereavement support in line with Pilgrims policy, ensuring risk assessment is completed and discussed with the multi-professional team.
- Work competently and confidently without direct supervision to complete and review delegated work load using effective time management skills to ensure the highest possible standards of care for patients and their families.
- Attend internal and external multidisciplinary team meetings to provide specialist palliative nursing opinion on patient and clinical issues ensuring that open and focused discussion is practiced.

Communication

- Uses highly effective communication skills to engage in open, focused discussions with other members of the multi-professional team to ensure that the plans of care for patients and their families are clearly understood.
- Works within the Nursing and Midwifery Councils 'Code' and other NMC standards and guidance.
- Adopts standards of behaviour in keeping with Pilgrims Hospices mission and core values.

- Employ techniques and tools to understand the patients' needs especially where barriers to communication exist. Such barriers may be sensory loss, cognitive loss, language barriers, challenging behaviour or combinations of all the above.
- Ensure all incidents, complaints, difficulties and complex situations are documented and escalated appropriately to enable remedial actions to be taken by the multi-disciplinary team in a timely manner
- Maintain continuity of patient care through accurate verbal reports and electronic and written documentation including the use of electronic patient management systems ensuring patient confidentiality at all times.
- Ensure all patient information is electronically recorded in a safe, accurate and contemporaneous manner through familiarity with and daily use of the Inflex Patient management system and adherence to Hospice IT protocols.

Education/Training/Teaching

- Contribute to the delivery of formal and informal education within Pilgrims Hospices.
- Contribute to the learning environment, acting as a mentor/ supervisor for qualified/unqualified colleagues and student health professionals, to facilitate and assist in achieving learning objectives and providing documented evidence as required.
- Engage with health and social care providers and the wider healthcare community to ensure that they receive guidance on best practice and evidence based guidelines when delivering timely, appropriate palliative care.
- Participates in teaching sessions as part of the hospices internal and external therapeutic and educational programmes for patients and carers

Personal professional development

- Maintain knowledge and skills competencies and high standards of care, through continued professional development set out within individual performance development plan. Attend and successfully complete all required statutory and mandatory training and training courses relevant to scope of professional practice and in line with PDP
- Adopt standards of behaviours in keeping with Pilgrims Hospice mission and core values and the NMC Professional code of conduct.

Audit/ clinical audit/ research

- Undertakes audit projects to inform standards of practice, instigates and participates in research activities as requested by the Line Manager
- Actively disseminates and presents findings through the hospices education, evidence based practice and governance forums.
- Supports and participates in the development of Pilgrims Hospices projects, adapting and adopting change to provide high standards of care

Finance/Resource Management

- Promotes clinical and cost effective interventions and provides suggestions to improve clinical and cost effective care to line managers.

Administration and information

- Assess report and manage all risks in line with Hospice policies, the Nursing and Midwifery Council's Code and other statutory bodies.
- Maintain continuity of patient care through accurate electronic and written documentation, including the use of IT patient management systems, ensuring that patient confidentiality is maintained and information governance procedures adhered to.

PILGRIMS HOSPICES – PERSON SPECIFICATION

Registered Nurse- Band 5- Pilgrims Community

This person specification sets out the essential, minimum qualities we are seeking for this post. Please ensure that your application demonstrates how you meet the criteria. You may include voluntary, unpaid and paid work.

CRITERIA		Application	Desirable	Essential
Experience	<ul style="list-style-type: none"> Minimum 2 years post basic registration experience Experience in Community Nursing, or palliative care setting 	✓		✓
Skills and Abilities	<ul style="list-style-type: none"> Ability to effectively communicate with a wide range of internal and external multidisciplinary professionals Ability to manage a case load within a multidisciplinary team, and adapt to crisis situations with indirect supervision Evidence of informal and formal educational provision to patients and carers Effective teaching: imparting skills and knowledge to other multi-professional colleagues Holistic assessment skills Articulate a balanced evidence based review to support patients care plan/care plan reviews in internal and external multi professional meetings Ability to meet the complex demands of the post, managing variability of tasks and work under pressure. 	✓		✓
Knowledge	<ul style="list-style-type: none"> Demonstrates knowledge in the field of palliative care 	✓		✓
Qualification and Training	<ul style="list-style-type: none"> 1st level Registered Nurse In possession of or working towards a First degree in nursing/palliative care or associated clinical field or equivalent Advanced Communication Skills Training Mentorship Training Evidence of commitment to ongoing professional development 	✓	✓	✓
Other Requirements	<ul style="list-style-type: none"> Experienced in the use of common IT software in the workplace to ECDL standard Use of electronic records 	✓		✓

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| • Effective time management skills | ✓ | ✓ |
| • Demonstrates knowledge of the clinical audit cycle and can give examples of effective use of audit in improving practice | ✓ | ✓ |
| • Work independently with minimal supervision | ✓ | ✓ |
| • This role requires the post holder to have a full and valid driving licence and use of private transport | | ✓ |
| • The post holder will be expected to have a flexible approach to working patterns and the changing needs of healthcare 24/7 365 day working if required | | ✓ |

Date Written: March 2018