

JOB DESCRIPTION

Job Title	Registered Nurse
Reports to	Ward Sister
Hospice Salary spine point	32

Job Role

To work in a specialist palliative care environment, as part of a multidisciplinary team, providing high standards of care to patients and families.

Under the supervision of the Senior Registered Nurse and Ward Sister, the Post Holder is responsible for the assessment, development, implementation, and evaluation of programmes of patient care.

To maintain agreed standards of care and to take an active part in the planning and implementation of clinical audits to improve nursing practice. To provide qualified nursing support to other aspects of the specialist palliative care service when necessary.

The Post Holder has no direct budget responsibilities, however, must be aware of cost implications and make effective use of resources.

It is essential, for this position, to hold and maintain active registration as a General Nurse on Part One or Two of the NMC Register.

Organisational responsibilities

Values: Our values underpin our purpose, and all employees are expected to ensure their behaviour and conduct is, always, in accordance with the values. Working together with a common goal and objective ensures we can continue to deliver the high-quality care our patients and their families have come to expect of us.

Policies and procedures: It is the responsibility of employees to ensure they are aware of and comply with the policies and procedures relevant to their job and employment. All employees must be familiar with and operate in accordance with confidentiality and safeguarding policies, at all times during their employment.

Health, Safety and Wellbeing: All employees are expected to conduct their work in a safe manner and with consideration to how others may be affected by their work activities. All activities must be in accordance with the Health & Safety Policy and guidelines.

Ambassador: We are all ambassadors for Cornwall Hospice Care and must ensure that whenever possible, we positively promote our purpose and values to the wider public.

Job specific duties and responsibilities

Clinical

1. To provide the highest standard of evidence based / research informed nursing care for all patients
2. To plan, assess, implement, and evaluate programmes of care
3. To supervise and support members of the ward team to ensure that all patients receive the appropriate care
4. To provide a high standard of compassionate patient centred care.
5. To maintain a compassionate, caring and safe environment for all
6. To act as an advocate for the patients and their families and or carers, providing them with information and support and directing them to the relevant support services where appropriate.
7. To plan effective discharge from admission, liaising with the multidisciplinary team, other departments, social and community services as necessary.
8. To develop and maintain clinical skills and knowledge necessary to provide research informed, evidence-based nursing care. This includes expanded role responsibilities, following appropriate competency-based training.
9. To be competent and compliant in the administration of medicines in line with Hospice policies.
10. To use various electronic patient systems i.e. EPMA in accordance with Cornwall Hospice Care policy and procedure.
11. In the absence of senior staff take charge of the shift. This would include maintaining the correct skill mix of staff for patient dependency, bed management, utilisation of time and equipment
12. To participate in staff appraisal as appraisee and as an appraiser of junior staff members.
13. To participate in Clinical Supervision.
14. To actively contribute to the educational and practical training of learners and Health Care Assistants
15. Maintain patient, family, carers and staff confidentiality at all times within the NMC code.

Educational

1. To supervise student / learner / unqualified nurses and demonstrate skills as a mentor providing a good learning environment
2. To participate in both informal and formal teaching of all staff
3. Participate in further training and to maintain a commitment to professional development, ensuring own personal practice is relevant and competence is maintained.
4. Ensure that mandatory training is always up to date in line with Cornwall Hospice Care policy.
5. Contribute to the development of the team, providing feedback, coaching and support as necessary and appropriate.

Management/Leadership

1. Act as a role model for junior staff and provide encouragement for motivation in order to achieve clinical goals for service.
2. Maintain own continuing professional development portfolio.
3. To lead and supervise the work of unqualified staff within the team
4. To communicate effectively at all levels within the multi-disciplinary team.
5. To be able to take charge of the ward in the absence of senior nursing staff
6. To be productive and cost efficient in the delivery of patient centred care.
7. To assist in ensuring that patient safety is a key priority within the daily discharge of duty: actively participating in clinical audit / research, clinical risk and quality issues and the reporting and initial management of incidents.

Professional

1. Be aware of own sphere of clinical competence and responsibilities and work within that sphere.
2. Work within the NMC Code
3. Participate in the annual staff appraisal process.
4. Provide appropriate coaching and support for junior staff members, contributing to the continuous professional development and safe practices of the team.
5. Actively participate in and be proactive in contributing to clinical supervision

Clinical Governance

1. Assist in ensuring that patient safety is a key priority within the daily discharge of duty: actively participating in clinical audit / research, clinical risk and quality issues and the reporting and initial management of incidents.
2. Support the clinical team in setting, monitoring, and developing standards of care, policies and procedures.
3. Ensure that all data protection and GDPR rules are always adhered to.

Communication and working relationships

1. To co-ordinate care involving members of the multidisciplinary team to ensure that planned care / treatments are carried out and that multidisciplinary team members are informed of changes in the patient's condition.
2. Demonstrate professional, courteous, and compassionate communication skills with patients and their relatives/carers.
3. Development and maintain effective relationships with all staff and volunteers, the community Team, other professionals, and external agencies.
4. Using good communication – Persuasive and negotiating skills to communicate sensitive/complex information.

General

This job description is intended to provide an outline of the duties and responsibilities of the post and is not exhaustive and may be amended periodically as necessary.

The post holder may be asked to undertake other duties within the general level and scope of the post and to work at other Cornwall Hospice Care sites as required.