

JOB DESCRIPTION

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

Job Role

To work within a specialist palliative care setting as part of a multidisciplinary team, delivering high-quality, compassionate care to patients and their families.

Under the supervision of the Ward Manager and Senior Nursing Team, the post holder will be responsible for the assessment, planning, implementation, and evaluation of individualised programmes of care.

The post holder will maintain agreed standards of practice and actively contribute to clinical audit activity to support continuous improvement in nursing care. They will also provide qualified nursing support across the wider specialist palliative care service as required.

While the post does not carry direct budgetary responsibility, the post holder is expected to work efficiently, recognising cost implications and making effective use of available resources.

Values & Professional Responsibilities

Values and Professional Conduct

Our values underpin everything we do. All employees are expected to act in a way that reflects these values at all times, working collaboratively towards a shared purpose to deliver high-quality care to patients and their families.

Policies, Procedures and Safeguarding

Employees are responsible for familiarising themselves with, and adhering to, all policies and procedures relevant to their role. This includes strict compliance with confidentiality, data protection, and safeguarding policies throughout their employment.

Health, Safety and Wellbeing

All employees are expected to carry out their duties safely and responsibly, with due regard for their own wellbeing and the safety of others. All work activities must be undertaken in accordance with the organisation's Health and Safety policies and guidelines.

Ambassadorship

All employees act as ambassadors for Cornwall Hospice and are expected to positively represent and promote the organisation's purpose, values, and reputation whenever possible.

Key Responsibilities

Clinical Practice & Patient Care

1. Deliver high-quality, evidence-based, and research-informed nursing care to all patients.
2. Assess, plan, implement, and evaluate individualised programmes of care, ensuring a holistic approach to physical, emotional, social, and spiritual needs.
3. Provide compassionate, patient-centred care that respects dignity, choice, and individual preferences.
4. Maintain a safe, caring, and therapeutic environment for patients, families, carers, and staff.
5. Act as an advocate for patients and those important to them, offering information, emotional support, and appropriate signposting.
6. Plan and coordinate safe, timely discharge from admission, working collaboratively with the multidisciplinary team, community services, and external agencies.
7. Safely administer medicines in accordance with Hospice policies, legislation, and professional standards.
8. Maintain accurate, timely, and comprehensive patient records, including the effective use of electronic systems.
9. Recognise and respond appropriately to changes in patients' conditions, escalating concerns as required.
10. Maintain and develop clinical knowledge and competencies, including undertaking extended roles where appropriate following competency-based training.
11. Take charge of the shift in the absence of senior staff, ensuring appropriate skill mix, patient flow, and effective use of resources.

Leadership, Supervision & Team Working

1. Act as a professional role model, promoting high standards of care and compassionate practice.
2. Supervise, support, and delegate appropriately to Health Care Assistants and junior staff to ensure safe and effective care delivery.
3. Contribute to a positive team culture, supporting collaboration and effective multidisciplinary working.
4. Communicate clearly and professionally with colleagues, patients, families, and external partners.
5. Lead and coordinate care delivery on the ward in the absence of senior nursing staff.
6. Support the development of team members through guidance, feedback, and informal teaching.

Education, Training & Professional Development

1. Participate in the education, supervision, and assessment of students, learners, and unqualified staff.
2. Act as a mentor and positive role model to support learning and professional development.
3. Engage in continuing professional development (CPD), maintaining an up-to-date professional portfolio.
4. Ensure all mandatory training is completed and kept up to date.
5. Participate fully in appraisal processes, both as an appraisee and, where appropriate, as an appraiser.
6. Engage in clinical supervision and reflective practice to support safe, effective care.

Professional Practice & Accountability

1. Practice in accordance with the NMC Code and all relevant professional standards.
2. Work within own scope of practice, recognising limitations and seeking support when required.
3. Maintain confidentiality at all times in line with legal, ethical, and organisational requirements.
4. Provide leadership, coaching, and support to junior staff to promote safe and effective practice.

Clinical Governance, Quality & Safety

1. Promote a culture of safety and continuous improvement through participation in clinical audit, research, and quality improvement initiatives.
2. Contribute to risk management processes, including the reporting and initial management of incidents.
3. Support the development, implementation, and review of policies, procedures, and standards of care.
4. Ensure compliance with data protection legislation, including GDPR.

Communication & Working Relationships

1. Coordinate care effectively within the multidisciplinary team, ensuring timely communication of patient needs and changes in condition.
2. Communicate with patients, families, and carers in a compassionate, sensitive, and respectful manner, including when sharing complex or distressing information.
3. Develop and maintain effective working relationships with colleagues, volunteers, community teams, and external agencies.

Additional Responsibilities

This job description outlines the main duties and responsibilities of the role and is not intended to be exhaustive. Duties may be reviewed and amended in line with service needs.

The post holder may be required to undertake additional duties appropriate to the level of the role and work across hospice sites as required.

Qualifications & Training

Applicants must hold and maintain current registration as a Registered Nurse (Adult) on Part One of the Nursing and Midwifery Council (NMC) Register.