**Job Description**

**Title: Staff Nurse**

**Location: As per Advert**

**Reporting to: Clinical Service Manager**

**Responsible for: N/A**

**Grade: C3**

Our Vision

Our vision is a world where dying with dignity, compassion and having choices is a fundamental part of a life

Our Mission

Our mission is to ensure all individuals facing the end of their life in Lincolnshire receive dignified, compassionate care when they require it and where they ask for it.

Our Values

Aiming High

We reach for excellence and set the standard for others to follow. Celebrating individual and collective success and actively looking for ways to be even better.

Being Courageous

We push boundaries and provide challenge - standing up for what is right and supporting others to make a difference across all aspects of our work.

Working Better Together

We recognise the power of community; building connections and relationships which help us make a positive contribution. Respecting and valuing all contributions - we are ONE team, united and inspired by our common purpose.

Having Heart

People are at the centre of all we do. We’re proud of our ability to work in tough situations with resilience, empathy and kindness.

Doing It Right

We are ethical, honest and use resources respectfully. Taking responsibility for our actions and doing what we say we’ll do - we challenge others to do the same.

**Job Purpose**

To work as part of the multi-disciplinary / multi-agency team providing co-ordinated, individualised evidence based patient care. This will include high level symptom control and psychological support to patients and their families.

To act as a role model for other staff and health professionals in demonstrating knowledge and clinical expertise in delivering high standards of safe specialist end of life / palliative care, embracing the organisation’s vision and values.

**Main Duties and Responsibilities**

1. To work as a member of the Multi-Disciplinary / Multi-Agency Team providing specialist evidence based palliative care to patients and support to families and carers.

2. Provide compassionate palliative, nursing care which takes account of social, cultural, spiritual, legal, political and economic influences. You will ensure patient’s dignity and privacy is maintained at all times

3. Within knowledge base assess, plan, implement and evaluate nursing care based on an agreed model.

4. Contribute to the assessment and management of physical, psychological and spiritual care for palliative patients.

5. Confidently communicate with patients, families, carers and other healthcare professionals, making every contact count*,* putting patients at the centre of your thinking, listening and positively responding to your patient’s feedback

6. To facilitate review and effective communication to ensure care is responsive to changing circumstances including advance care planning and breaking bad news.

7. To maintain contemporaneous, complete and accurate documentation.

8. Perform at all times in a professional manner acting as a role model and promoting best practice.You will behave in an open and inclusive manner, upholding personal and organisational values, beliefs and ethics.

9. Enhance the professional development and safe and compassionate practice of others through peer support, leadership, mentorship, supervision and teaching.

10. To provide mentorship and teaching to students and new members of the team and provide a positive learning environment which enables them to achieve the aims of their placement or complete their orientation, mentorship, and induction as

appropriate.

11. Provide appropriate learning and development opportunities for co-workers caring for palliative patients

12. Follow all agreed clinical procedures and statutory regulations relating to medicines management and management of medical devices.

13. To ensure safe working practices are always maintained and work within the Trust governance framework.

14. To contribute to quality improvement and provide evidence based patient centred care.

15. To take responsibility for lifelong learning and professional development and to actively access all learning opportunities provided by the Trust.

16. To promote self-management and build therapeutic relationships with patients, families and carers.

17. Delegate duties to others, as appropriate, ensuring that they are supervised, monitored and supported, recognising your own accountability and responsibility when delegating to others*.*

**Additional Duties**

All employees of the St Barnabas Hospice Trust (Lincolnshire), St Barnabas Promotions Ltd. and St Barnabas Shops Ltd., all hereafter referred to as employees of “the Trust”, are expected to comply with the general duties detailed below:

**Infection Control and Prevention**

All employees of the Trust are required to:

* Maintain a clean and safe environment, minimise risks of infection, report infection control issues of concern to their line manager and attend mandatory infection prevention training.
* Work in accordance with their local infection control procedures and in adherence to the Code of Practice for the Prevention and Control of Healthcare Associated Infection as outlined in the ‘Health and Social Care Act 2008’.

**Safeguarding Children, Young People and Vulnerable Adults**

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. For further details please refer to the 'Safeguarding Vulnerable Adults Policy and Procedure' and to the 'Safeguarding Children Procedure'. Should you have any concerns about any child or vulnerable adult that you encounter in the course of your St Barnabas duties, please report these to your line manager and / or to the Family and Carers Support Services team.

**Health & Safety**

All employees responsible and accountable for ensuring that:-

* They work safely in accordance with any relevant and appropriate training, safe systems of work, procedures and/ or rules in force in their workplace.
* They co-operate with the Trust in matters of health and safety and take care of their own health and safety and do not endanger other by their acts or omissions
* They wear and use, at all times, the appropriate personal protective equipment provided and use all safety devices, guards etc. provided to make safe any plant and equipment.
* They immediately report defective equipment /machinery onto the Trusts maintenance helpdesk system, and isolate the equipment so that it cannot be used. Once the situation is safe then the line manager must be informed.
* They immediately report any unsafe acts or conditions using the Trusts dedicated reporting system and bring it to the attention of their line manager.
* Report any ongoing unsatisfactory responses of maintenance or safety issues to the Health and Safety Manager.
* Maintain their working and welfare environment in a clean and tidy condition.

Whilst the aim of the Trust is to promote a co-operative and constructive view of Health and Safety, all staff must be aware that a wilful or irresponsible disregard for safety matters may give rise to disciplinary proceedings.

**General Policies, Procedures and Practices**

All employees of the Trust are expected to comply with all Trust policies, procedures and practises and are responsible for keeping up-to-date with any changes to these.

**Duty of Candour**

All employees of the Trust are required to:

* Be honest, open and truthful in all their dealings with patients and the public, and ensure that organisational and personal interests are never allowed to outweigh the duty to be open, honest and truthful.
* This supplement to your job description should be regarded as an additional guide to the duties you are required to perform and is not intended to be definitive or restrictive in any way and does not form part of the contract of employment.

****

**Person Specification**

**Role:**

**Accountable to:**

**E** - Essential **D** – Desirable

**Education and Qualifications**

|  |  |
| --- | --- |
| * Current First Level registration with the NMC | **E** |
| * ENB 931 Care of the Dying Patient or equivalent | **D** |
| * (FLIPS/ SLAPS) or equivalent | **D** |
| * Degree in Nursing | **D** |
| * Post-registration study in palliative care | **D** |
| * Communication skills / counselling skills / CBT skills training | **D** |
|  |  |

**Knowledge and Experience**

|  |  |
| --- | --- |
|  |  |
| * Recent experience in a relevant area (either acute medical, oncology, palliative care or community) | **D** |
| * Experience of working in a multi-disciplinary / multi-agency team | **D** |
| * Experience of working with palliative patients and their families | **D** |

**Personal Skills and Experience**

|  |  |
| --- | --- |
| * Ability to perform the role with empathy and consideration for the needs of patients and their families. | **E** |
| * Ability to adapt effectively to varying levels of demand as driven by patient needs or as directed by the line manager. | **E** |
| * Ability to make clear and effective verbal and written reports, including electronic patient records | **D** |
| * Demonstrate basic IT skills e.g. able to use a computer and applications (MS Outlook etc.) | **D** |

**Specific Requirements**

|  |  |
| --- | --- |
| * Access to independent transport to visit patients in their own homes (as required by the role). | **E** |
| * Willing to work in other areas of the Trust on occasions as required | **E** |

**Job Description Agreement**

I declare that I have read the Job Description and Person Specification and confirm that this is an accurate and fair description of the role.

**Signature Date**

**Job Holder:**

**Line Manager:**