****

**Registered Nurse - Job Description**

|  |  |
| --- | --- |
| **Post Title:** | Registered Nurse – Hospice at Home |
| **Band :** | 5 |
| **Reports to** | Hospice at Home Manager |
| **Purpose of the post:** | The Hospice at Home Service is based in Severn Hospice, Bicton, Shrewsbury.  The provision of nursing care will:-   1. Enable patients to remain at home when home is their preferred place of care/death. 2. Support the avoidance of unnecessary and unwanted admissions to hospital or hospice, particularly in the last few days of life. 3. Be an addition to other statutory and voluntary services, and any other groups or individuals involved in the care of the patient.   The registered nurse will be one of a team, providing care and support to the patient within the home environment. They will ensure effective liaison and communication with both the Hospice at Home Nurse Practitioners and key professionals involved in the patient’s care.  Individuals will need to demonstrate the ability to work alone and as part of a multi-disciplinary team. They will need to be flexible both in terms of their approach to the variety of tasks they will need to undertake and in terms of working hours.  The post holder will provide advice and support to patients and establish supportive relationships and presence with GPs and other community teams  The post holder will demonstrate palliative assessment skills, and will be able to support, illustrate and disseminate such skills to other practitioners while benefiting patient care.  To function as a competent clinical practitioner to deliver direct patient care in response to an immediate need.  In conjunction with Hospice at Home Nurse Practitioner, the post holder will participate in planning, development and evaluation of palliative care services within the community.  The post holder will work as part of a multidisciplinary team and other care providers.  The post holder will undertake a supportive role in the provision of specialist palliative care education, promoting evidence-based practice.  In conjunction with fellow Hospice at Home Nurse Practitioners, the post holder will provide a triage service on a rotational basis receiving incoming calls, taking messages and responding accordingly. |

**Organisation Position**

Matron

H@H Manager

**Post Holder**

**PRINCIPAL RESPONSIBILITIES:**

**Clinical:**

* To accurately assess, plan, implement and evaluate the care of the patient and their carers within the home environment while working closely and liaising with District Nurses
* Ensuring that clear, precise documentation is carried out at all times with regard to patient care, informing the Hospice at Home Nurse Practitioners of any significant changes in the patient’s condition and any relevant factors significant to the patient care plan.
* To revise care plans depending upon patient’s changing condition using evidence-based practice.
* Ensure the holistic – physical, psychological, emotional, spiritual and social -needs of patients and their families, carers are met.
* To recognise situations where liaison with external agencies eg Shropdoc may be appropriate.
* To loan equipment if required, in accordance with the Hospice Policy.
* To undertake duties and responsibilities delegated by the Hospice at Home Nurse Practitioners.
* Undertake a role in palliative care through partnership with health care professionals and other agencies throughout Shropshire, Telford and Wrekin and Powys, providing support on all aspects of clinical palliative care.
* Work autonomously as a competent nurse who uses evidence-based skills and translates expert knowledge directly into individualised holistic therapeutic patient care in the full range of settings across primary care.
* Develops clinically effective and therapeutic relationships with patients and relatives using persuasive, negotiating, and motivating skills to communicate complex, contentious, and sensitive information. For example, end of life issues and difficult to accept conditions, considering barriers to understanding and challenging communication.
* Demonstrates excellent communication skills in order to share sensitive and complex concepts with other professional and relevant organisations about a full range of palliative care issues.
* To identify where complex grief patterns are present facilitating referral to specialist bereavement support services.
* To demonstrate a clinical knowledge in palliative care, underpinned by accessing relevant training, updates and conferences as agreed with Hospice at Home Manager.

**Personal**

* To always act in accordance with the Code of Conduct and all policies and directives issued by the NMC and the Severn Hospice.
* To comply with lone worker policy
* To attend relevant meetings, providing effective communication to ensure continuity of patient care.
* To attend such courses/lectures/in-service training as indicated by needs of the service and own personal developments as identified.
* Keep abreast of current developments in clinical nursing.
* To always respect the confidentiality of information covering patients, staff and volunteers.
* To promote the Hospice philosophy of care towards patients and relatives
* Promote and incorporate equality and diversity in all aspects of the team’s operations and in the public domain

Responsibilities and duties may include other tasks as determined by the Hospice at Home Manager.

This job description is intended as a guide to the range of duties covered and should not be regarded as inflexible. There is a mutual obligation to modify the description when changes in the work situation occur.

**Supplementary Information and Requirements**

All new permanent Hospice employees are on a 6-month probationary period.

A DBS Disclosure will be requested in the event of an individual being offered the post.

***Health and Safety***

In accordance with the Hospice’s Health & Safety Policy all employed persons while at work are required by Section 7 of the Health & Safety at Work Act to take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions.

***Appraisal***

All employees are required to participate in the Hospice’s appraisal process.

*Last Updated May 2023: BR/CG*

Person Specification : Staff Nurse – Hospice at Home

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| **Qualifications / Training**  Level of education necessary  Professional and post basic qualifications  Specialised training required for post | Palliative care study days or courses  RGN | Care of the dying course |
| Experience Length, type and level of post related work  experience required (additional or alternative to qualifications above) | Post qualification nursing experience | Palliative care in community experience |
| Skills & Knowledge Range and level of skills  Depth and extent of knowledge required | Competent in symptom control and syringe drivers  Excellent interpersonal and communication skills  Excellent nursing skills  Good understanding of palliative care philosophy  Good listening skills  Good counselling skills | Awareness of wider palliative care issues  Awareness of NICE guidelines  Awareness of issues around non cancer patients |
| Aptitudes & Attributes Required | Happy to work alone  Calm and reassuring  Able to take instruction and document events during shift  Sensitive  Emotionally strong  Team player  Able to solve problems | Good sense of humour |
| Other Requirements | DBS disclosure  Prepared to work flexible hours inc. nights  Willingness to undergo further training as required  Car owner / driver  Willing to travel within a 25 mile radius |  |