



HospiceCare North Northumberland

- Job Description:** Registered Nurse Hospice at Home,
AFC Band 5 equivalent depending on experience
37.5 hours per week
- Accountable to:** Head of Care
- Responsible for:** Working in partnership with primary care teams, promoting
HospiceCare North Northumberland
Supporting H@H clinical team
- Overall Purpose:** To provide high quality care to patients and families living
with palliative and end of life care needs in their own
homes.
- Overall Aim:**

The post holder will have a key role in providing support to patients and families in their own homes who have palliative and end of life care needs, raising clinical standards and promoting a learning environment for other health and social care providers. The post holder will be responsible for planning, assessing, implementing and evaluating care in partnership with the Primary Health Care Teams, Social Services and act as a link Nurse within GP practices to increase referrals. The post holder will take responsibility for the management of the case load. And act as Deputy Head of care when the head of care is not available.

Main Duties of Post:

1. Provide palliative advice and support to patients, families and carers.
2. Assess, plan and implement high standards of individualized patient care in conjunction with the Primary Health Care Team.
3. Monitor patients' condition and report significant changes to the Hospice and Primary Health Care Team.
4. Liaise effectively with other health and social care professionals in the community and within the Hospice, acting as a link nurse with primary care to increase referrals.
5. Be responsible for managing the process of receiving and responding to referrals for the Hospice at Home service.
6. Prioritising workload and managing resource allocation as required.

7. Act as a role model for new staff as they undertake their induction programme or students on placement.
8. Contribute to team meetings and handovers. Support H@H team with learning and development.
9. Supervise the work of Hospice Support workers and ensure Hospice policies are followed.
10. Report incidents or emergency situations as they arise and report them to the Head of care in line with Hospice Policies and procedures
11. Joint responsibility for the provision of 24-hour nursing rota when the need arises and for professional development in the total care of patients requiring specialist palliative care.

General Responsibilities

12. To undertake all mandatory training as required by HospiceCare and participate in appropriate in-service training.
13. Maintain strict confidentiality of all information acquired especially with regard to patients and staff.
14. To undertake an appraisal and personal development review annually and through self-development, continuously update and improve knowledge and competencies.
15. To be a co-operative and supportive member of the HospiceCare team, ensuring that all members are aware of any issues in the post holder's workload, which may affect other members of the Hospice team.
16. To manage all volunteers used in clinical area and to develop effective working relationships providing regular feedback on their performance.
17. Co-operate fully in the introduction of any new technology and new methods as appropriate.
18. To promote at all times the Hospice philosophy and uphold HospiceCare's values.
19. Any other duties that may be reasonably requested.

Professional Function

Clinical

20. Carry out specific clinical procedures and treatments, basing clinical practice on current evidence-based research.
21. Perform all duties in accordance with NMC Code of Professional Conduct.
22. Ensure that relevant health and safety procedures are maintained within patients' homes.
23. To establish and maintain effective communications and working relationships with the multi-professional team.
24. To use skilled communication to support carers and families of patients receiving services from HospiceCare and maintain trusting effective relationships.
25. To ensure that patients and families/carers are identified and appropriately referred to other services both from HospiceCare and the community.
26. To contribute to the development and enhancement of patient care by participating in standard setting, policy development and clinical audit of services.
27. Be responsible for co-ordinating flexible care provision to enable patients to remain at home.
28. Maintain accurate patient records.

Learning

29. Complete and maintain HospiceCare's competencies as required by the role.
30. Develop own knowledge and skills in palliative care, supported by current relevant research and contribute to best practice development of HospiceCare's hospice at home team.
31. To demonstrate a commitment to continued professional development by keeping up to date with current issues in nursing practice and attendance at relevant study sessions.
32. Facilitate an environment that optimises and develops knowledge and skills within HospiceCare's hospice at home service through reflective practice and education.

This job description is not exhaustive and is subject to review in conjunction with the post holder and according to future changes and developments in the service.

Person Specification

JOB TITLE: Registered Nurse, Hospice at Home

BAND 5

Requirements	Essential	Desirable
Education and Qualifications	<ul style="list-style-type: none"> • 1st level registered nurse • Accredited palliative care or oncology course or willing to undertake 	<ul style="list-style-type: none"> • Degree in Palliative Care
Experience	<ul style="list-style-type: none"> • Interest in working in a palliative care setting • Evidence of continuous professional development 	<ul style="list-style-type: none"> • Oncology or palliative care • Teaching and mentoring • Audit
Personal skills and knowledge	<ul style="list-style-type: none"> • Excellent standard of nursing care and clinical knowledge • High level of empathic and interpersonal communication skills • Ability to work as part of a multi-disciplinary team 	

	<ul style="list-style-type: none">• Adaptable and able to use initiative• Interest in effective assessment and psychosocial care of patients with complex needs and their families• Time management• Competent with email, internet, Word and PowerPoint• Positive and enthusiastic attitude• Independently mobile and the ability to travel driver to travel to Alnwick, Berwick and surrounding areas.	
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