

JOB DESCRIPTION & PERSON SPECIFICATION

 Clinical Employees		 Non-Clinical Employees		 Volunteers		 Flexi-Bank Workers	
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ROLE:	Rotational Registered Nurse - Integrated Care Team
REPORTS TO:	Senior Registered Nurse
PAY BAND:	Hospice Clinical Pay Band 5 £37,155.68 - £46,657.87 FTE
LOCATION:	Hospice HQ and Community (following the patient's needs)

PURPOSE OF ROLE:

You will provide up-to-date, evidence-based direct nursing care for patients with specialist palliative and end of life care needs. You will work with the multi-disciplinary team and other services to provide high quality holistic care both within Hospice and in the community.

KEY DUTIES – what you will do:

Direct Patient Care

- Responsible for the assessment of patient care needs, creating the plan of care, completion of prescribed care, collection of OACC data and evaluation of the effectiveness of care without direct supervision.
- Develop and maintain excellent clinical knowledge around pain management, tissue viability, nutrition, hydration and the maintenance of patient self-care as well as how to meet spiritual, psychological and emotional patient needs to ensure holistic delivery.
- Report to the appropriate members of the MDT any significant changes in the patient's condition or circumstances.
- Ensure the patient is involved at all stages of their care, acting as their advocate.
- Provide support, information and advice to patients and those who matter to them.

- Deal with difficult situations where patients and those who matter to them may be distressed or emotional.
- Responsible for the safe administration of medicines and the storage of medicines in accordance with the standards identified in the Hospice Drug Administration Policy and Standard Operating Procedures. This includes Single Nurse Drug Administration following necessary assessment.
- Undertake transfer and discharge planning, including co-ordinating care with other services outside of the Hospice.
- Ensure that clinical records are up to date and maintained and stored appropriately in line with local and national guidance.
- Work collaboratively with key HIOM staff including nursing colleagues, Advanced Nurse Practitioners, Nurse Consultant, therapy, social work and medical staff to achieve coordinated & patient centred care.
- Work collaboratively with wider health, social and voluntary sector services to achieve coordinated & integrated care for the patient and those who matter to them to facilitate continuity of care.
- Undertake verification of death.
- Ensure the maintenance and safety of all equipment used in clinical areas

Safety, Quality & Culture

- Ensure that own education and training is up to date and relevant for post. This includes ensuring mandatory training and role based competencies are achieved and maintained.
- Ensure that care is delivered in accordance with relevant local and national guidelines and all relevant Hospice policies, including the use of data and Information Technology.
- Report incidents/accidents/adverse events using DATIX, taking action to safely manage the event and report to senior staff as appropriate.
- Respond to complaints according to Hospice policy and actively participate in exploration and learning from this feedback.
- Highlight any risks and act according to Hospice policy, taking action to safely manage the risk and report to senior staff as appropriate. Actively participate in exploration and learning from this assessment.
- Ensure environmental safety for patients, self and colleagues including adherence to relevant Health & safety legislation and Infection Control policies.
- Contribute to the system which ensures appropriate equipment and stock are available to deliver a safe service. This includes appropriate level of stock, safe storage, maintenance and use.

- Manage own workload and that of junior and non-registered staff to ensure the needs of the patient are met.
- Supervise junior registered nurses, students and non-registered staff, including volunteers, who are providing patient care within the Hospice
- Participate in quality improvement, audit and evaluation of clinical practice and make recommendations for evidence-based change to promote quality patient-centred care.
- Take responsibility for own performance and behaviours, always demonstrating our Hospice values.
- Promote a positive and professional atmosphere, recognising and delivering on your personal contribution to innovation/improvement/change in the organisation.
- Practice in accordance with the NMC Code (2015), Mental Capacity Act (2005), Isle of Man Mental Health Act (1998), Isle of Man Safeguarding Act (2018), Deprivation of Liberty Safeguards (2015) and other relevant professional and legislative guidance.
- Be fully aware of and comply with the Isle of Man Data Protection Act (2018) and Caldicott principles in relation to protecting the confidentiality of patient and service-user information and enabling appropriate information-sharing.
- Deliver care which supports compliance with the Isle of Man Registration and Inspection Standards for Independent Hospitals and Hospices.
- Act as a role model to all other members of staff within the clinical team.
- Maintain professional registration in line with NMC guidance, including re-validation.

This job description is not meant to be exhaustive, and you may be asked to carry out other reasonable duties.

HEALTH & SAFETY:

Hospice Isle of Man is dedicated to the health safety and welfare of all its staff and volunteers. All staff and volunteers will be responsible for their own health, safety and welfare, and that of others who may be affected by their actions or omissions, and for identifying and reporting any possible risks or near misses to a responsible manager. All staff and volunteers will be required to observe appropriate legislation and codes of practice in connection with their role and will be provided with training and support to do so.

What We Need You to Have: Our Person Specification

Qualifications:		Is it essential or desirable	How we will assess
Nursing and Midwifery Council [NMC] Registrant		E	A&D
Qualification at degree level (or equivalent experience)		D	A&D
Experience:			
Experience of clinical work in an adult health care environment in an acute setting (including as a Student Nurse or HCA)		E	A
Evidence of working within a multidisciplinary team		E	A&I
Evidence of working with patients in a palliative care setting or in an Oncology Unit		D	A
Application of quality improvement, research or audit to improve clinical practice		D	I
Experience of leading a clinical team on shift and supporting others		D	A&I
Skills/Competencies:			
Communication skills appropriate for palliative and end of life patients and those who matter to them		E	I
Able to delegate tasks safely, clearly and effectively		E	I
Experience in making judgements whilst being aware of own limitations		E	I
Effectively prioritising a complex & demanding workload		E	I
Demonstrates the ability to utilise information technology, for example Word, PowerPoint, Zoom and Emis		E	A&I
Personal Qualities/Behaviours:			
Evidence of continuing professional development with up-to-date revalidation portfolio and appraisal reviews and keen to continue with your professional development in the field of palliative care		E	A&D
Keen to work in an environment where change and innovation is part of everyday life		E	I
A flexible and dynamic approach towards working across all shift patterns (Early, Late, Night & Weekends)		E	I
Strong team working skills		E	A&I
Other:			
Full clean driving licence with access to own vehicle		D	A&D
Punctual with excellent attendance record		E	D
How we will assess you			
A Application & CV	I During your interview	D When you produce your documents	T Test to assess your practical competence