An exciting opportunity has arisen for a registered adult nurse with a passion for palliative care to work as part of our multidisciplinary team based on our ten bedded In Care Unit at St Luke’s (Cheshire) hospice. St Luke’s is an adult hospice based in Winsford that cares for people in mid and south Cheshire who are suffering from cancer and other life limiting illnesses. We offer specialist treatment, care, advice and support to many seriously ill people and their families every year. We’re a small hospice with a big heart whose ethos, values and beliefs are core to everything we do.

JOB PROFILE

GRADE: Band 5 up to £25,550.46
HOURS: 24hrs per week permanent contract
RESPONSIBLE TO: Ward Manager/Sister (In Care)
ACCOUNTABLE TO: Matron/ Director of clinical services
MINIMUM QUALIFICATIONS: Registered Adult Nurse, a commitment to ongoing personal development, excellent communication skills, excellent clinical skills

Closing date: 28th Nov 2014  Interviews: 9th December 2014
Informal enquiries to: Liz Freeman / Wendy Field 01606 551246

Key Purpose
The post holder will be part of a team committed to delivering and leading high quality care which reflects the philosophy and objectives of St Luke’s (Cheshire) Hospice. The post holder will provide support for patients/families and other members of the wider multidisciplinary health care team involved in patient care.
1.1 To provide a professional Nursing service to patients and families on the in care unit and across the hospice settings.

1.2 Supervise and guide students, junior members of staff, unqualified carers and volunteers in the Hospice.

1.3 Contribute to the ongoing development of the Hospice service in the quest to provide specialist palliative care that keeps the patient and family as the central focus.

**Key Responsibilities**

**Clinical Role**

2.1 To work within the policies and procedures of the Hospice in order to maintain a safe working environment.

2.2 To assess, plan, implement and evaluate patient care.

2.3 To practise research-based techniques in care delivery.

2.4 To participate in the introduction and evaluation of new procedures for patient care.

2.5 To always act within the Code of Professional Practice and treat patients safely, with dignity, holistically and respect confidentiality.

2.6 To participate in multi-disciplinary and clinical meetings.

2.7 Liaison with other professional groups involved in patient care.

2.8 Contribute towards prevention and management of infections.

2.9 The post holder will be responsible for the Health and Safety of patients, staff and visitors whilst on duty.

2.10 The post holder will take responsibility for the management of the caseload in the absence of the sister or ward manager and will co-ordinate the service and supervise staff where appropriate.

**Management Role**

3.1 Take charge of the unit in the absence of a more Senior Nurse.

3.2 Delegation of appropriate tasks to other team members, be they paid or unpaid.

3.3 Maintenance of accurate patient care records.

3.4 Report deficiencies or dysfunction of equipment.

3.5 Respond to concerns or complaints from service users in accordance with the complaints procedure.

3.6 Participate in audit activity and review of standards within the Hospice.
**Education / Personal Development**

4.1 Actively participate in clinical supervision.

4.2 Participate in Individual Personal Review (IPR) identifying development needs to meet the objectives of the Hospice service and business plan.

4.3 Demonstrate commitment to ongoing personal development through study, official courses and participation in ‘in-house’ meetings and courses.

4.4 Acquire skills, under the scope of professional practice guidelines, which will enhance patient care.

4.5 Attend statutory and Mandatory training

4.6 Act as a role model to junior staff / visiting students and share knowledge and skills relevant to palliative care.

**Personnel**

5.1 Record information received about staff sickness on the duty rota.

5.2 Maintain personal holiday records on the forms provided, following rules for booking holidays.

5.3 Informing Nursing management of continuation of NMC registration and the next expiry date.

5.4 Maintain a personal time sheet in preparation for the monthly salary returns.

5.5 To follow agreed policies and procedures of St Luke’s (Cheshire) Hospice in order to maintain a safe environment.

(Staff Nurse Band 5 ‘St Luke’s Hospice 2014)
<table>
<thead>
<tr>
<th>Qualifications</th>
<th>Essential</th>
<th>Desirable</th>
<th>Evidence</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>• Current NMC registration</td>
<td>• Advanced communication skills training</td>
<td>Application form</td>
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<td></td>
<td>• 1st level registered Adult nurse</td>
<td>• Clinical qualification to degree level or equivalent</td>
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<td></td>
<td>• Evidence of continuing professional development</td>
<td>• Diploma in palliative care</td>
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<td>• Mentorship/teaching qualification</td>
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<td>Experience</td>
<td>• Minimum 1 years post registration experience of working in a hospice in care setting</td>
<td>• Experience of palliative care in other settings</td>
<td>Application form</td>
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<td>• Experience of working effectively in a multi-disciplinary team</td>
<td>• Experience of managing the workload in the absence of senior staff</td>
<td>Interview process</td>
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<td>• Experience of co-ordinating workload for self and others</td>
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<td>• Involvement in training and development of others</td>
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<tr>
<td>Skills and abilities</td>
<td>• Ability to communicate with colleagues from clinical and non-clinical teams, with patients and those close to them</td>
<td>• Ability to participate in audit &amp; training</td>
<td>Application form</td>
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<td>• Ability to develop effective working relationships as part of a team</td>
<td>• Willingness to develop clinical skills to support delivery of strategic and operational plans</td>
<td>Interview process</td>
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<td>• Ability to work under pressure, set priorities and meet deadlines</td>
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<td>• IT literate, with keyboard and computer skills and able to use clinical care systems</td>
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<td>• Ability to assess, implement and evaluate individualised care for patients</td>
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<td>• Ability to demonstrate appropriate evidence based clinical skills</td>
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<td>Knowledge</td>
<td>• An understanding of the philosophy and ethos of St Luke’s</td>
<td>• Awareness of St Luke’s strategic plans</td>
<td>Interview Process</td>
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<td>• An understanding of effective team working</td>
<td>• Awareness of local/national plans with implications for palliative care</td>
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<td>• Knowledge of specialist palliative care</td>
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<td>• An understanding of the implications of risk management</td>
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| Personal Attributes | • Passion for ethos of the hospice and demonstrable interest and enthusiasm for the vision of the organisation  
• Ability to prioritise and manage own and others time and work load effectively  
• Flexible approach to work  
• Shows compassion & treats people with dignity, respect and kindness  
• Ability to instil confidence in others | • Emotional intelligence and resilience | Interview process |
| | Other requirement | • Driving licence and car owner | Application form |