

Working For The Hospice of the Good Shepherd



We're Proud To Care
We're Proud To Make A Difference
We're Proud To Be A Team

All of our team members will role model our core values:

Compassion



Dignity



Respect



Integrity



Job Role Profile

Title:
Staff Nurse

Location:
Inpatient Unit

Responsible to:
Ward Manager

Accountable to:
Director of Clinical Services

Hours of Work:
22.5 – 37.5hrs per week to be agreed at interview, includes all shift patterns days and nights

Core Purpose:
To provide a high standard of individualised nursing care over 24 hours working within best practice guidelines.

Job Summary

- To provide individualised, specialist nursing care to people with advanced life limiting illnesses, including those at the end of life and providing support to those important to them
- To become part of a dedicated, highly respected team with person centred care at its heart.
- To be an integral part of the multi-disciplinary team, establishing strong working relationships with other health care providers and supporting and contributing to the development of others through the provision of both formal and informal education.
- The Staff Nurse must adhere to the Nursing and Midwifery Council Code of Professional Conduct and comply with local and national standards of practice at all times.
- To participate in our competency-based framework and Individual Performance Reviews.

Ward Nursing Structure



Responsibilities

The Staff Nurse will -

- Be responsible for the initial and ongoing assessment of nursing needs and the development, implementation and evaluation of effective care plans, maintaining and promoting standards.
- Act as nurse in charge following a probationary period, directly assisting in the provision of a high quality clinical and organisational service. This will involve dealing with complex situations and having to take appropriate action in emergency and unforeseen circumstances.
- Answer and respond to Out of Hours queries via the Hospice Advice Line in line with their competencies, regional and local guidelines.
- Provide specialist palliative and supportive nursing care
- Be up to date on specialist palliative and support care practice
- Encourage and enable patients to be involved in their care activities and contribute to decisions about them wherever possible
- Act as a mentor and role model, lead by example and demonstrate consistent, fair and professional behaviour at all times
- Complete organisational competencies within the first 6 months
- Be accountable for their actions and omissions in practice and be able to justify decisions made
- Demonstrate and maintain good personal management and team organisational skills.
- After their probationary period, take on responsibility for a specific aspect of care, acting as an information resource to the rest of the team and ensuring evidence based care is being provided .
- Ensure that confidentiality is maintained at all times by self and by others

Requirements

The Staff Nurse will have:

- Current 1st level Registration with the Nursing and Midwifery Council
- Evidence of recent professional development
- Experience of taking charge of a ward or managing and delegating the work of others in a community setting on an occasional basis

The Staff Nurse will be able to-

- Demonstrate their enthusiasm, resourcefulness and desire to enhance their practice and skills
- Demonstrate their ability to ensure the physical, spiritual, emotional, psychological, social and cultural needs of patients and those important to them are identified and attended to, providing and maintaining the highest possible level of nursing care.
- Use their own initiative and work well under pressure
- Work well within a team
- Demonstrate an interest in all aspects of palliative care and long term conditions
- Demonstrate their passion and motivation to promote comfort, dignity, independence and choice around the clock for our patients
- Demonstrate their ability to act as nurse in charge
- Understand the importance of maintaining confidentiality at all times
- Demonstrate excellent communication skills
- Demonstrate proven IT skills
- Be able to work flexibly around the needs of the service

Terms and Conditions

- **Contract:** Permanent
- **Holiday Entitlement:** A generous 36 days annual leave pro-rata inclusive of Bank Holidays on commencement rising to 38 days over a number of years
- **Pension:** Continuation of the NHS Pension Scheme for existing members or opportunity to join the Hospice pension scheme
- **Probation Period:** Six Months
- **Notice Period:** 4 weeks

Benefits of working for the Hospice

- **Staff Support:** The staff support programme includes clinical supervision, confidential counselling and occupational health services as well as informal reflective practice meetings and debriefs. There is a Wellbeing Strategy supported by a range of initiatives and activities such as mindfulness, yoga, walking, Mental Health First Aiders, meditation and more.
- **Learning and Development:** Excellent learning and development opportunities, including induction and development. A broad range of in-house education and support to attend external training and development to assist with career progression.
- Free parking on site
- Onsite café with staff discount and staff only rest areas
- All eligible employees have the right to make a flexible working request to help balance work and home life.