



## Job Description

**Job Title:** Hospice Nurse

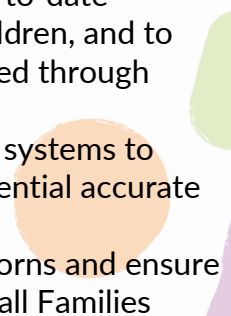
**Responsible to:** Matron


**Job Purpose:**

Assess, plan and deliver holistic care to babies, children and young people who are life limited/ life threatened at the hospice or in their homes and to provide support and advice to their families.

**Main Duties:**

### 1. Nursing and Family Care

- > Actively encourage a child centred approach and family atmosphere promoting a positive environment within Acorns.
  - > Use a systematic approach to assess need and create an individualised care plan that meets the holistic needs of the child and their family
  - > In line with Acorns caring value, deliver high quality clinical interventions to children in a manner that promotes a trusting relationship with the family and enhances the organisations reputation for excellence.
  - > Support healthcare colleagues and students in the delivery of care providing advice, support and oversight as needed
  - > Ensure effective medicines management to meet both individual and regulatory requirements
  - > Facilitate outings play and activity that is appropriate to age and development needs of the child.
  - > Maintain an up-to-date knowledge and awareness of issues required for the role and to curious in considering new and evolving care developments
  - > Be courageous in challenging the status quo and poor practice
  - > Deliver compassionate care at the end of life with the support of experienced colleagues
  - > Strive to develop knowledge and skills around care of children and young people with complex needs including LTV, TPN, Tracheotomies, Central Lines and any other complex care required.
  - > Every employee has a professional responsibility to maintain an up-to-date knowledge and awareness of issues around the safeguarding of children, and to ensure that appropriate steps are taken to protect children facilitated through effective communication across multidisciplinary agencies.
  - > Be digitally competent and able to develop skills to use a variety of systems to solutions to facilitate effective communication and maintain confidential accurate and timely record keeping.
  - > Maintain an awareness of the diversity of families supported by Acorns and ensure that the service provided is culturally sensitive and appropriate for all Families
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- > Ensure that our services are 'child centred' and 'family led' and be aware of the need to promote and maintain a positive environment both within Acorns and in all our external contacts.
  - > Actively support the evaluation of care delivered through promotion of feedback mechanisms and responding promptly to any concerns or complaints
  - > Ensure professional boundaries are maintained and that due attention is paid to confidentiality, privacy, and dignity at all times.
  - > Adopt the role of named nurse for children as required

## 2. Professional Development

- > Maintain compliance in all aspects of mandatory training
- > Actively participate in Acorns induction and preceptorship programmes supporting personal and professional growth
- > Actively participate in projects to develop service provision.
- > Take advantage of other training opportunities to further develop skills and expertise to enhance the delivery of care.
- > Maintain professional registration through revalidation and work within the NMC Code of Conduct.

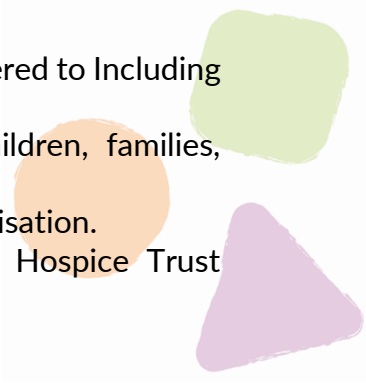
## 3. Management and Team Awareness

- > Identify opportunities to shadow more experienced colleagues to gain experience as nurse in charge
- > Actively guide and supervise volunteers work with children.
- > Inform the relevant line manager of incidents and concerns using agreed processes.
- > Participate in the induction of new employees as and when required.
- > Contribute to the mentorship of students on placement of Acorns, using up to date knowledge of university requirements
- > Carry out any reasonable additional duty as agreed by the Deputy Director of Care – Clinical Services, On Call Manager or Deputy to meet the changing requirements of the service.

## 4. Communication

- > Encourage the philosophy of Acorns and present a good public image.
- > Collaborate all professionals and volunteers working with the child/ young person and family to ensure a seamless service.
- > Attend team meetings and Town Hall meetings and participate in other meetings as appropriate (including external meetings)

## 5. Health and Safety

- > Ensure that infection control guidelines and policies are strictly adhered to Including the use of PPE
  - > Undertake risk assessment and management to ensure that children, families, visitors, and colleagues are safe.
  - > Be aware of and work within the lone working policies of the organisation.
  - > Maintain the Health & Safety Regulations of Acorns Children's Hospice Trust including Fire Regulations within the Acorns buildings.
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**Other Duties:**


- > To act as an ambassador for Acorns raising awareness of its charitable aims and objectives and enhancing its reputation through exemplary behaviour, conduct and team working.
- > To contribute to Acorns fundraising aims by raising awareness with your stakeholder groups about how vital fundraising is to the charity's mission and sharing opportunities for fundraising support
- > To put the needs and interests of Acorns children and young people and their families first in all aspects of their work.
- > Acorns adheres to the United Nations Convention on the Rights of the Child. As an employee you will be a Duty Bearer for Children's Rights and support all children to be Rights Holders
- > Be aware of available sources of employee support and ensure that they are accessed if necessary.
- > Take responsibility for ensuring good teamwork and a flexible approach are maintained within the Care Team and the wider organisation.
- > Take responsibility for ensuring effective communication, using the appropriate channels, is maintained within the organisation at all times.
- > To ensure compliance with Acorns policies for diversity, employment, equal opportunities, health and safety, information governance and safeguarding.
- > To actively participate in My Career review process and any training and development identified to further enhance your role with Acorns.
- > To be innovative, commit to continuous learning, researching new ideas, monitoring new technology advancements, sharing good practice across the team and colleagues.
- > Promote a coaching culture within Acorns.
- > Carrying out any reasonable duty as requested by your line manager.

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## Person Specification – Hospice Nurse

	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>&gt; RSCN/ RN (Child)</li> </ul>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>&gt; Registered Childrens nurse.</li> <li>&gt; Awareness of safeguarding issues.</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Experience of paediatric palliative care.</li> <li>&gt; Experience of work with children with special needs or disability.</li> <li>&gt; Experience of Community Nursing</li> <li>&gt; Experience of work for a voluntary agency.</li> <li>&gt; Experience of supporting families who have experienced loss or bereavement.</li> </ul>
<b>Skills &amp; Abilities</b>	<ul style="list-style-type: none"> <li>&gt; Good interpersonal skills.</li> <li>&gt; Ability to maintain boundaries. Holistic approach.</li> <li>&gt; Flexible and used to working on own initiative.</li> <li>&gt; Demonstrate practice is evidence-based and up to date.</li> <li>&gt; Ability to take responsibility for adopting best practice in the implementation of individual care plans.</li> </ul>	
<b>Training</b>	<ul style="list-style-type: none"> <li>&gt; Ability and willingness to undergo further appropriate training.</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>&gt; Ability to work under pressure/ tolerate stress within themselves and others.</li> <li>&gt; Ability to travel independently around the Acorns geographical region.</li> <li>&gt; Rotational shifts including evening/ weekend work.</li> <li>&gt; Commitment to equal opportunities.</li> <li>&gt; Willingness to learn and develop</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Emotionally intelligent</li> </ul>
<b>Behaviours</b>	<ul style="list-style-type: none"> <li>&gt; Caring approach to self and others</li> <li>&gt; Courageous-will challenge the status quo</li> <li>&gt; Positive, enthusiastic approach &amp; can-do attitude</li> <li>&gt; Curious, always seeking to understand and improve experience of customers</li> <li>&gt; Open to change and continuous improvement</li> <li>&gt; Innovative mindset and passionate about learning</li> <li>&gt; Commitment to the Acorns strategy &amp; its success</li> </ul>	

## Terms And Conditions of Employment



<b>Position:</b>	Hospice Nurse
<b>Reporting To:</b>	Matron
<b>Base:</b>	Acorns for the Three Counties 350 Bath Road Worcester WR5 3EZ
<b>Salary Range:</b>	£29,787 to £35,957 per annum
<b>Enhancements:</b>	Hours worked on a Saturday - 30% enhancement Hours works on a Sunday and nights - 50% enhancement Hours worked on a bank holiday - 50% enhancement
<b>Notice:</b>	8 weeks rising in line with statutory provision
<b>Hours:</b>	25 hours per week (Days and nights rotation)
<b>Holidays:</b>	262.5 hours (35 days) per annum (FTE)
<b>Pension:</b>	Contribution to Group Personal Pension Plan or NHS Pension Scheme.
<b>Life Assurance:</b>	NHS Pension Scheme Life Assurance cover or Acorns Group Life Assurance Scheme

All terms and conditions will be detailed in writing together with Employee/Health & Safety handbook, which must be read and observed. Salaries and applicable allowances are paid pro rata for part time employees.