

Job Description

Job Title: Staff Nurse in Palliative Care

Responsible to: Matron

Job Purpose:

The post holder is responsible for the assessment of care needs and the development, implementation and evaluation of evidence-based programmes of care for babies, children and young people who have a range of life limiting and life-threatening complex health needs.

Main Duties:

- > Work in accordance with NMC Code of Professional Conduct and Scope of Professional Practice.
- > Professionally and legally accountable and responsible for all activities.
- > Responsible for the assessment, development and evaluation of nursing care of children and young people with life limiting and life-threatening conditions including complex health needs and their families.
- > To provide excellent clinical skills to include caring for children who require long term ventilation, tracheostomy care, oxygen therapy, suction, syringe drivers and enteral feeds etc. These skills will be gained by completing competency-based training.
- > To deliver evidence-based palliative, end of life and symptom management care including after death care.
- > Provide comprehensive evidence based and skilled nursing care to children and young people within the hospice or other community settings.
- > Provide health education information to the child and family, to promote a healthy lifestyle and where appropriate address public health issues.
- > Maintain clear and contemporaneous paper and electronic records in line with Acorns Policy.
- > Perform clinical duties as required by the Clinical Lead, and Matron.
- > Provide support and advice to patients and their families.
- > Participate in team meetings, clinical supervision and safeguarding supervision to ensure effective communication at all levels within Specialist Nursing Services.
- > To effectively communicate complex, sensitive information to children, young people, their families and carers on a frequent basis.
- > Establish effective communication and good working relationships with multi professional and multi-agency colleagues to facilitate the effective delivery of training packages.
- > Facilitate and support the development and implementation of orientation programmes for newly appointed staff.
- > Work to professional and service standards and participate in the auditing of these standards.
- > Participate in and maintain research-based development.
- > Participate in the audit programme of national and local quality initiatives to improve service delivery.
- > Contribute to the implementation of national and local quality initiatives to improve



service deliver.

- > Awareness of the procedure for the reporting of complaints and incidents that occur within Acorns.
- > To work independently within Acorns guidelines and policies.
- > To maintain own professional development in line with NMC revalidation requirements and attend mandatory training identified at personal development review and NMC.

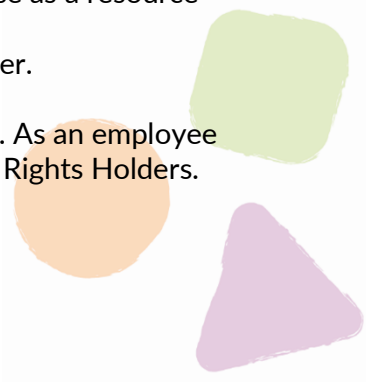
Management and Leadership Responsibilities

- > The post holder will work without direct supervision and will be required to deal with a wide range of situations requiring analysis and make a decision or judgement in relation to risk assessments, care pathways, safeguarding, health and safety, urgent admissions, complaints, untoward occurrences, or situations. Report any such event to the Matron at the earliest opportunity and provide information as requested following the policies and procedures.
- > Work closely with senior staff to facilitate the development, implementation, monitoring, evaluation and audit of appropriate policies, protocols, guidelines and standards ensuring that they meet current practice and professional regulations.
- > Maintain standards and ensure clinical governance is central to the function of the service.
- > To identify and advise the Clinical Lead or Matron of any circumstances that give rise for concern.
- > To undertake other duties commensurate with this grade of post, in agreement with the relevant line manager.

Other Duties:

1. 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.
2. To contribute to Acorn's 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
3. To put the needs and interests of Acorns children and young people and their families first in all aspects of their work.
4. To ensure compliance with Acorn's policies for diversity, employment, equal opportunities, health and safety, information governance and safeguarding.
5. To actively participate in an annual performance and development review process and any training and development identified to further enhance your role with Acorns.
6. Promote a coaching culture within Acorns and provide coaching expertise as a resource across the organisation.
7. To carry out any other reasonable duty as requested by your line manager.

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.



Person Specification: Staff Nurse in Palliative Care

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> > RN Diploma/Degree (at least 6-months post qualification) > Evidence of relevant post related experience/ongoing clinical training and commitment to training 	<ul style="list-style-type: none"> > Teaching/assessing qualification or equivalent
Experience	<ul style="list-style-type: none"> > Working with children with complex health needs > Oxygen therapy, suction, enteral feeds etc 	<ul style="list-style-type: none"> > Palliative care experience > Tracheostomy care/and or long term ventilation needs > Catheterization
Skills and Ability	<ul style="list-style-type: none"> > Ability to provide nursing care sensitively, taking into account culture, beliefs and wishes > Awareness of health and safety in the workplace > Excellent communication skills (oral and written) > Competent IT skills > Competent to work within a team setting and to be able to work independently within the community > Knowledge of the needs of a multicultural, socially diverse population 	<ul style="list-style-type: none"> > Knowledge of procedures related to safeguarding adults and children
Other	<ul style="list-style-type: none"> > Able to demonstrate a commitment to team working > Able to demonstrate awareness of and sensitivity to the needs of the individuals from diverse social and cultural groups > Able to think creatively and prioritize in a busy environment > Excellent interpersonal skills 	
Behaviours	<ul style="list-style-type: none"> > Will challenge the status quo > Positive, enthusiastic approach & can-do attitude > Curious, always seeking to understand and improve experience of customers > Open to change and continuous improvement > Innovative mindset and passionate about learning > Commitment to the Acorns strategy & its success 	



Terms and Conditions of Employment

Job Title:	Staff Nurse in Palliative Care
Responsible To:	Matron
Location:	Acorns for the Three Counties Hospice 350 Bath Road Worcester WR5 3EZ
Salary:	£29,787.51 to £35,957.30 per annum
Notice:	8 weeks rising in line with statutory provision
Hours:	37.5 hours per week
Holidays:	262.5 hours (35 days) per annum (FTE)
Pension:	Contribution to Group Personal Pension Plan or NHS Pension Scheme (if already enrolled). Organisation will contribute 7.5% to pension.
Life Assurance:	NHS Pension Scheme Life Assurance cover or Acorns Group Life Assurance Scheme

All terms and conditions will be detailed in writing together with Employee Handbook which must be read and observed.

