Community Nurse



In this role you will work as part of and supportive and experienced multidisciplinary team and be encouraged to bring your enthusiasm for delivering high standards of care, your compassion and creativity for both innovation and best practice. You will be providing advice, psychological support and symptom control for patients with an associated life limiting condition and supporting their families. The role involves lone working and working on call. You will making decision autonomously and as part of a team providing care and support to patients in their home, in outpatient clinics and Wellbeing groups. You will have the support for continuous professional development and specialisation.

30 hours per week on a variable rota

Salary: Band 6

Accountable to: Community Team Lead

Main duties and responsibilities:

- Assessment, care planning and the provision of care, to patients who have life-limiting illness(es) and complex symptoms and the support and care for family members and those close to them
- Delivery of care in patient's home, the Spring Centre, in other care settings as required and through the use of digital tools, the telephone and in the use of shared electronic patient records.
- Developing and sustaining effective working relationships internally within the team and the hospice as a whole and externally with other professionals and organizations who care for patients and families
- To provide advice and support to patients and families to support their experience of care including self-management and advanced planning on their own terms at their pace
- To work as a member of the Hospice multi-professional team to provide a high quality, responsive, skilled and compassionate service.
- To assess patients' physical, psychological, spiritual and information needs, plan, implement and evaluate care, provide specialist symptom control advice and emotional support.
- Refer to appropriate services in order to ensure patients have the support they require.
- Act as the patient or carer advocate by liaising with other colleagues including the GP, hospital teams or within the HOSF and sign posting appropriately.
- The post holder shall carry out her/his duties according to the philosophy of the Hospice, acting at all times in such a manner as to justify public trust and confidence, and to safeguard the interests and confidentiality of individual patients and their families. S/he shall uphold and enhance the good standing and the reputation of the nursing profession, being accountable, according to the NMC
- Participate in evaluation, clinical audit, team meetings, awaydays, supervision and continuous professional development and in the development of case studies and patient and family stories with consent
- Help to promote and develop understanding as a member of the Hospice team of the value and impact of excellent palliative care
- Represent the organisation and uphold the organisations reputation and values
- To support the organisations income generation activity

Key **Accountabilities, Responsibilities & Tasks**	
Departmental & Role Specifics	• Provide a warm, confidential friendly and reassuring response to patients and families face to face on the telephone, using digital tools, individually and in groups, exercising initiative on the action necessary • Assess physical, psychological, social and spiritual aspects of patient and career's needs and plan appropriately. Select referrals for Spring Centre services and refer through System 1. Discuss any complex medical management with the Clinical Nurse Specialist. • Clinical competence in working alone with patients and their families at home or in outpatient setting, under the guidance of a Community Clinical Nurse Specialist • Provide bereavement support for patient's family as appropriate following the death of a patient, liaising with the Family Support Team to provide comprehensive handover of care. • Deliver and maintain professional relationships internally and externally as an advocate for patients • Work within own knowledge competencies and skills and take action to further develop expertise • Provide continuity of care through comprehensive, accurate recording and verbal handover to the multi-professional team within the Hospice and/or community. • Supporting Rapid Personalised Care Services delivery of care to patients, supporting the carers and on occasion providing personal care to those under the service. . • Be able to provide nursing cover to support with 7 day service, being included within rota to work allocated weekends and bank holidays. • Have the ability to react promptly to a crisis and sudden patient changes • Demonstrate and evidence a consistently high standard of nursing practice. Contribute to planning, delivery and evaluation of interventions and treatments to improve/maintain quality of life. • Demonstrate professional expertise and ensure all tasks are completed in line with Hospice policy • Work with performance indicators, continuous improvement measures and commitment to best practice • Complete Do Not Attempt Cardio Pulmonary Resuscitation competency framework for senior nurses. Once competent this is an Opt in extended role with competency reassessment if appropriate. • Be aware of and comply with all legal and professional; standards relating to the duties and responsibilities of a clinical nurse, including the Nursing and Midwifery code of conduct and scope of practice and the administration and security of drugs. Complying with revalidation requirements. • Support the Head of Department/Line Manager in recruitment and induction of new employees and volunteers, as required • Participate and support training of staff and prospective and existing volunteers as required • Participate fully, and play an active role, in supervision and team meetings • Review effectiveness of own work and make recommendations to improve/change service provided • Participate in the support and training of student and return to practice nurses, paramedics and other visiting external professionals • Act as mentor and line manager for junior members of the team, for example mentor Hospice Community Health Care Assistants.
Qualifications, Skills, Experience, Knowledge & Approach	• Registered General Nurse (Level 1) • Evidence of Continuing Professional Development • Palliative care experience is essential • Proven post registration nursing experience. • Proven experience of working effectively in a team. • Minimum of 3 years' experience in palliative care/oncology. • Proven experience of using IT systems. • Good organisational skills. • Knowledge of symptom control. • Ability to perform assessment, planning, implementation and evaluation of nursing care.

Key **Accountabilities, Responsibilities & Tasks**

This list of tasks and responsibilities is not exhaustive. The job holder may be required to undertake other relevant and appropriate duties as required by the Manager. This Job Description will be reviewed and can be amended by agreement with the Post Holder and Manager.

Communication	• Ensure communication with colleagues across the organisation is professional, and maintain excellent working practice • Support the department and charity strategy, and help identify opportunities and challenges • Excellent written and verbal communication skills • Demonstrate an ability to supervise and support others. • Ability to work effectively in an emotionally demanding environment. • Caring and empathetic approach • Excellent listening and interpersonal skills • Good team player who is willing to support others/learn new skills • Accountability to assure confidentiality, consent, capacity, data protection and the general data protection regulations • Use electronic patient information systems and secure email at base and remotely • Resilience and compassion when faced with difficult, challenging people and complex situations • Can communicate in more than one language relevant to the population served (desirable)
Internal & External Contacts	• External contractors, universities, NHS and social care partners and external regulatory bodies • Patients • All employees, volunteers and contractors • Members of the general public
Decision Making	• Able to use initiative and work without close supervision • The ability to assimilate multiple sources of often conflicting information, appropriately deliver sensitive and difficult news and facilitate difficult decisions • The mental agility to 'think on feet' and deliver safe practical solutions • Judgement to be able to ask for help and direction • Keen to develop self within role
Mental and Physical Consideration. Working Conditions & Environment	• Flexible working to defined shift patterns including weekend working. • Confident with the ability to prioritise effectively under pressure • The post holder will be required to visit other locations and will need to have the availability to travel there (car/ public transport • Good team member and ability to work autonomously • Flexible and adaptable to a variety of tasks • The post holder will come into contact with emotional circumstances, through speaking to patients, families, staff and volunteers and/or information received in the course of this role. • The post holder will frequently be required to change from one activity to another • Strong planning and organisational skills, the post holder will be required to work in a high volume, fast paced environment, frequent interruptions should be expected. Competing priorities are common place.
Health & Safety	• Understand and comply with Health and Safety, Fire and Infection Control regulations, and Hospice policy, to assure compliance and resolve and/or mitigate risk • Ensure own safety, patients and visitors in accordance with the Hospice Health and Safety Policy on-site and off-site at Hospice run events • See the potential in others and understand the impact of their actions on colleagues • Equally able to work on own, initiate and deliver and in collaborative teams • Complete all mandatory training for Health and Safety, Fire and Infection Control. Ensure risk assessments are completed as necessary to maintain compliance with Hospice regulations • Report any accidents or incidents in the department, record the incident in the relevant accident book
Safeguarding	• Act in a manner at all times to safeguard the interests of students, delegates, individual patients/clients and their families and justify public trust and confidence in the Hospice of St Francis

This list of tasks and responsibilities is not exhaustive. The job holder may be required to undertake other relevant and appropriate duties as required by the Manager. This Job Description will be reviewed and can be amended by agreement with the Post Holder and Manager.