



*Being there for you
and your family*

JOB DESCRIPTION

JOB TITLE: Registered Nurse

RESPONSIBLE TO: Ward Manager

LOCATION: LOROS Hospice

JOB PURPOSE:

- Responsible for assessing, planning, implementing high quality, evidence based nursing care to patients with palliative care needs
- Supporting the family of patients prior to and immediately after death
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- To work actively towards achieving the skills to manage a shift providing leadership to the team
- Act as a clinical and professional role model, actively participating in the education, development and supervision of other staff members.
- The post will also include day, night and weekend shifts

DUTIES AND RESPONSIBILITIES:

CLINICAL

- Perform comprehensive assessments of patient nursing needs, plan, implement and evaluate care delivery according to changing health care needs.
- Collect, collate and fully accurately report patient information, maintaining accurate complete and contemporaneous nursing records.
- Involve patients and carers / relatives in the planning and delivery of care.
- Work collaboratively with other professionals and agencies to ensure needs are met in relation to care input, support for ongoing care needs and safe discharge.
- Offering psycho-social and spiritual support to the dying patient and their family.
- Support of the relatives and friends during the patient's illness and after death.
- Recognise, prioritise and respond appropriately to urgent and emergency situations.
- Supervising and participating in the custody, recording, maintenance and administration of controlled and other drug stocks in accordance with policy
- Ensure confidentiality is maintained at all times and information is only used in connection with authorised duties

- Promoting a relaxed and informal atmosphere in the ward area whilst maintaining a safe environment for patients, visitors and staff.

LEADERSHIP AND COMMUNICATION

- Establish and maintain effective communication with patients and carers / relatives to ensure their involvement in the plan of care.
- Maintain effective and efficient communication with members of the multi-disciplinary team on issues related to patient care and organisation of nursing teams.
- Co-ordinate, organise and prioritise the work of the nursing team on a day to day basis in conjunction with the ward management team.
- Participating in audit and contribute to the development of services, new ways of working and the implementation of change.
- Acts as a professional and clinical role model to all staff, patients, carers and the public at all times.
- Ensure that any incidents, near misses and concerns or complaints, are reported appropriately taking immediate action as necessary
- Be flexible and adaptable to clinical and operational changes

PROFESSIONAL AND PERSONAL DEVELOPMENT

- Assisting senior staff with the induction and support of newly appointed staff and volunteers.
- Ensure own compliance and compliance of others with regard to mandatory training and NMC Professional re-registration requirements.
- Actively promote and participate in Clinical Supervision / Mentorship or equivalent support mechanisms.
- Commit to personal and professional development and participate in an annual appraisal and take actions to achieve objectives including the fulfilment of mandatory and job specific training.
- Continue to advance knowledge, understanding and skills and acquire new knowledge and skills relevant to the service demands
- Actively work on your own resilience in relation to working within palliative care and the positive and challenges that may bring to you
- Work within the limits of your own competency and responsibility, and refer areas that are outside of your competency to the nurse in charge.

GENERAL:

All staff are subject to Equal Opportunities Legislation, the Data Protection Act and LOROS Confidentiality Policy.

To carry out and comply with the prevention and control of infection as per LOROS policies and procedures.

All staff are subject to LOROS policies, procedures and conditions of service, with reference to the Health and Safety at Work Act 1974.

The post holder is responsible for safeguarding the interests of children and adults who they come into contact with during their work. To fulfil these duties post holders are required to undertake mandatory training to recognise the signs and symptoms of abuse, or neglect, or individuals at risk and to follow LOROS policies relating to safeguarding practice including reporting any concerns that they may have.

Take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions at work.

Co-operate with their employer as far as is necessary to meet the requirements of the legislation.

All staff should be aware of and aim to contribute to LOROS' Vision and Mission and also strive to exhibit the Values & Behaviours at all times (see attached document).

The contents of this job description are not exhaustive and may be amended in accordance with the needs of the service after discussion with the post holder whose agreement will not be unreasonably withheld.

Signed..... Date.....
Postholder

Signed..... Date

Line Manager