



Job description

Registered Nurse (RN)

Job purpose

The RN is responsible for planning, co-ordinating, delivering and evaluating person-centred, evidence-based palliative care to patients and providing support to families and carers, working to a standard of excellence and within the philosophy and values of Beaumont House Community Hospice. The RN will ensure the smooth running of the patient service, work with the multi-disciplinary team and other professionals and agencies and contribute to the development of the staff and the service.

Key working relationships

Reports to the Heads of Care.

Responsible for and delegates to, Health Care Assistants and volunteers.

Liaises with Multi disciplinary Health Care team, other agencies,

Supports patients, carers, relatives

Accountable to CEO and Board of Directors

Complies with requirements and standards of NMC, CQC and the CCG.

Duties

1. To assess, plan, implement and evaluate patient care applying a holistic patient-centred approach and continually review and update nursing care plans and documentation.
2. To ensure that the dignity, safety and confidentiality of all patients are respected at all times and that all patients receive the highest possible standard of physical, psychological and spiritual care.
3. To ensure at all times documentation is accurate legible and appropriate and complies with NMC and CQC requirements and participate in audits to ensure standards of documentation are maintained. To comply with safe use, storage and destruction of documentation.
4. To personally develop, deliver and maintain competence in clinical nursing skills. To include symptom control and end of life care for patients with cancer or other life-limiting conditions.

5. To take responsibility for own personal development and maintain professional registration with the NMC. To demonstrate and record reflective practice, seek out clinical supervision, review learning needs with Head of Care at individual review/appraisal and attend training as arranged. To be self-aware of demands of role and seek out support if required.
6. To communicate effectively and sensitively with patients, carers, staff and wider health care team and other agencies, often about difficult and sensitive topics and ensure confidentiality is maintained in all channels of communication.
7. To contribute to current improvement initiatives in end of life care planning involving patients, relatives, carers, other health care team members.
8. To provide bereavement support to relatives and carers and identify and refer people who require higher level support.
9. To ensure appropriate and timely communication and referrals are made to other members of the multi-disciplinary team and other professionals and agencies.
10. To liaise and work with the wider multi-disciplinary team to ensure good working relationships are built and maintained, attending and feeding back from external meetings, e.g. GSF, MDT.
11. To lead a team of Health Care Assistants and Volunteers in providing patient-centred evidence-based palliative care to patients with life-limiting conditions who are receiving care and support from Beaumont House Community Hospice.
12. To delegate nursing duties appropriately to Health care staff and contribute to their training and supervision in line with the NMC requirements and Beaumont House policies and procedures.
13. To act as role model, supervisor/mentor to Health Care Assistants and other care staff members, participating in recruitment and selection, promoting an environment of continual learning, contributing to training programmes and assisting in induction and on-going development.
14. To monitor levels of staffing in relation to patient dependency and ensure staffing and skill mix enables safe delivery of the care service, liaising with Heads of Care when necessary.
15. To provide advice and support for patients and carers over the 24 hour period.
16. To help maintain the highest standards of health and safety and cleanliness , complying with Health and Safety and Infection control legislation, policies and procedures and reporting incidents, accidents, near misses or any concerns to the Heads of Care or Facilities and Catering Manager.

17. Be committed to safe guarding and promoting the welfare of children, young people and vulnerable adults. Complying with the safe guarding policy and procedure. To act as a referrer in response to concerns raised in the course of your duties.
18. To participate in activities to ensure quality practice, clinical audits, information capture, surveys, reviews of comments and complaints etc.
19. To actively participate in service development and improvement initiatives.
20. To keep abreast of current changes and developments in nursing practice, palliative care, care legislation and relevant research.
21. To contribute to maintaining a therapeutic environment of care within Beaumont House, comply with the NMC Code of Conduct and the Beaumont House Code of Conduct (Care)
22. To comply with all Beaumont House Policies and Procedures.
23. To undertake other duties as directed by Heads of Care.