



JOB DESCRIPTION	
Job Title:	Staff Nurse
Hours of Work:	37.5
Base:	Barnsley Hospice, Gawber
Department:	Inpatient Unit
Accountable To:	Inpatient Unit Sister
Responsible For:	To take responsibility for the assessment, planning, implementation and evaluation of high standards of personalised nursing care for an identified group of service users and to support the care team in providing best possible quality care to service users and their carers/family.
Job Purpose:	To work as part of a team planning and providing direct specialist nursing care and co-ordinated interdisciplinary care for allocated patients in the IPU, ensuring care is in keeping with the needs and wishes of patients and their families.
Organisational Summary	<p>Barnsley Hospice is a charity that provides specialist palliative and end of life care to hundreds of local people and those close to them each year. Our main priority is to achieve the best possible quality of life for people living with a life- limiting illness, whilst supporting those close to them during the period of illness and bereavement. As a specialist care provider, the range of skills we offer include, pain and symptom management, emotional support and end of life care. The hospice currently employs about 100 people and has a team of volunteers, based both at the hospice and within our Retail Hub.</p> <p>We are committed to Equality, Diversity &amp; Inclusion in all that we do and welcome applications from all sections of the community. We particularly welcome applications from Black, Asian and minority ethnic candidates, LGBTQIA+ candidates and candidates with disabilities because we are committed to increasing the representation of these groups at Barnsley Hospice.</p>
<b>Main Duties &amp; Responsibilities:</b>	
<b>Quality (includes safety/experience/effectiveness)</b>	
<ol style="list-style-type: none"> <li>1. Assess, plan, implement and evaluate individualised care using evidence based guidelines</li> <li>2. To work collaboratively with the multidisciplinary team to deliver high quality care</li> <li>3. Maintain all records in line with hospice policies and procedures and NMC guidelines</li> <li>4. Carry out all clinical care in line with Barnsley Hospice policies and procedures</li> <li>5. Assist in the organisation of admission and discharge of service users</li> <li>6. To be responsible for the management and delivery of high quality care to a designated group of patients and their families during the shift</li> </ol>	

7. To adhere and be professionally accountable to the NMC - The Code: Standards of conduct, performance and ethics for nurses and midwives and be conversant with the Scope of Professional Practice
8. To ensure continuity of patient care by communicating and liaising with medical, nursing and other colleagues, providing accurate and timely reports of any changes in the condition of the patient
9. Maintain accurate and up-to-date patient records.

#### **Governance & Leadership**

1. To act as role model, supporting students and volunteers as required.
2. Support education, training, demonstration and guidance to carers, colleagues and students as appropriate
3. Work as part of the multidisciplinary team
4. To report any staff related concerns to the senior nurse on shift in a timely manner.
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#### **Workforce Development & Professional Standards**

1. Contribute to the smooth running of the Service by supporting all members of the nursing team whilst on shift.
2. Maintain good communication and liaison with all other departments, internal and external
3. Ensure that any incidents, near misses and complaints are reported appropriately in accordance with hospice policy and procedures
4. Ensure that any compliments and examples of good practice are recognised and shared appropriately
5. Ensure work is to a high quality standard through the adoption of evidence based practices.
6. Be responsible for own CPD ensuring that clinical skills and relevant knowledge are kept up to date, and able to provide evidence.
7. To ensure you are competent in all clinical skills required for this role and that you provide evidence.
8. To maintain a level of knowledge, skill and competence related to medication management and to administer medication according to Hospice policies and procedure

#### **Other Responsibilities**

1. To undertake any other duties, commensurate with the role as required by the Hospice.
2. To act as an ambassador of the Hospice, maintaining honesty, integrity and trustworthiness at all times.
3. The post holder will be expected to maintain strict confidentiality at all times.
4. The post holder will ensure that they are aware of and apply health and safety and fire precautions.
5. The post holder will ensure that clinical risk management and safeguarding procedures and relevant good practice guidelines are followed at all times.
6. The post holder is to ensure data protection is maintained at all times.
7. The post holder will be flexible in terms of working hours in order to meet service needs.
8. The post holder will support the Hospice as required, across the range of his/her duties as appropriate within the grading of this post. In the context of rapid and ongoing change within the Hospice, the above responsibilities represent the current priorities and requirements for the post. These priorities will develop and evolve over time. Any significant changes will be the subject of full communication and consultation with the post holder.

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This job description is not an exhaustive list but it shows many of the aspects to this role.

**PERSON SPECIFICATION**

**Knowledge and educational achievements:**

**Essential**

- Registered Nurse with current registration on the NMC register
- Evidence of CPD in line with professional regulatory guidance
- Degree level study or portfolio of evidence at Level 6

**Desirable**

- Willingness to undertake academic study in specialist palliative care

Assessment method – application and interview

**Experience and work achievements:**

**Essential**

- Recent post-registration experience
- Experience of working in a multi-disciplinary team
- Experience of supervising the work of others, delegating workload, and monitoring progress

**Desirable**

- Experience within palliative care, hospice, or community healthcare setting

Assessment method – application and interview

**Skills and abilities:**

<ul style="list-style-type: none"> <li>• Good evidence-based clinical skills</li> <li>• Knowledge of current initiatives, policy and evidence-based practice in nursing and palliative care</li> <li>• Understanding of NMC standards and limitations to practice</li> <li>• Clinical decision-making skills</li> <li>• IT proficiency (Google, Excel, Word)</li> <li>• High level of organisational skills and ability to respond to complex situations.</li> <li>• Excellent interpersonal skills and the ability to establish good working relationships</li> <li>• Excellent verbal and written communication skills with the ability to articulate in a clear, tactful and sensitive manner</li> </ul>	<p>Assessment method – application and interview</p>
<p><b>Personal attributes:</b></p>	
<ul style="list-style-type: none"> <li>• Strong commitment to the ethos and values to Barnsley Hospice and to the delivery of excellence in all aspects of care provision</li> <li>• A strong commitment to equality in service provision recognising the diversity in Barnsley</li> <li>• Credible nurse with the ability to instil confidence.</li> <li>• Communication skills and interpersonal style that engage, motivate, inspire and enthuse staff and volunteers.</li> <li>• Demonstrates a strong commitment to the value of teamworking.</li> <li>• Ability to monitor high standard of nursing care</li> <li>• Flexible and adaptable in your work.</li> <li>• Value honesty and integrity.</li> </ul>	<p>Assessment method – application and interview</p>

<b>Our Values and Behaviours:</b>	
<p><b>Ambition:</b> <i>We aim high and look for ways to improve ourselves, our services, reach more people and play a leading role.</i></p> <ul style="list-style-type: none"> <li>• We set high standards for ourselves and the services we provide.</li> <li>• We seek every opportunity to learn: from our successes and our mistakes.</li> <li>• We take a flexible and creative approach when seeking opportunities and solutions.</li> </ul> <p><b>Collaboration:</b> <i>We are inclusive and work in partnership with others to achieve shared goals and get the best outcome possible.</i></p> <ul style="list-style-type: none"> <li>• We value diversity in its broadest sense and take meaningful action to create an inclusive environment.</li> <li>• We seek out and nurture partnerships so we can achieve more together.</li> <li>• We are welcoming and friendly.</li> </ul> <p><b>Compassion:</b> <i>We are caring and treat everyone with kindness and respect.</i></p> <ul style="list-style-type: none"> <li>• We show empathy and consideration towards others.</li> <li>• We are genuinely caring and respectful in our interactions with others.</li> <li>• We are generous with our time and attention, and value the people around us.</li> </ul> <p><b>Integrity:</b> <i>We are honest, communicate clearly and openly, and take responsibility.</i></p> <ul style="list-style-type: none"> <li>• We are open and honest with ourselves and others.</li> <li>• We are trustworthy and reliable and deliver on our promises.</li> <li>• We are professional and take our responsibilities seriously.</li> </ul>	<p>Assessment method – application form and interview</p>