

JOB DESCRIPTION



Job title:	Palliative Care RGN
Department:	Hospice at Home
Responsible to:	Hospice at Home Lead
Grade:	SMH Band 6

Job Purpose

The Hospice at Home Team provide both a planned and reactive service to those deemed to be in their final weeks of life requiring specialist palliative care advice and support.

The Hospice at Home Nursing team specialise in providing palliative care and support to patients at the End of Life. The H@H specialists nurses provide clinical assessments, advice on symptom management at end of life and provide clinical interventions to enable the patient to remain at home.

The team are supported by the wider multi-professional team within St. Michaels Hospice.

The service is supplementary to, and works alongside, other health care services within North Hampshire.

You will be responsible for the assessment of the person's care needs. You will develop, implement and evaluate care plans in conjunction with patients, relatives and other professionals ensuring individual physical and psychological needs are met.

Main Duties and Responsibilities

Responsibilities

- Proactively assess, plan, implement and evaluate patients based on an agreed plan of care, that supports quality and timely care, in line with their needs
- Create and maintain good relationships internally with the wider community palliative care team as well as other community health and social care providers.
- Provide reactive work to the need of the workload coming in per day, and prioritise appropriately
- Mentor, support and supervise the work of junior colleagues, unqualified staff, students, and volunteers
- Actively enable the education and development of professionals involved in the care of palliative service users.

Clinical

- To develop a high level of clinical expertise in the field of palliative and end of life care
- Develop the knowledge of initial assessment, history taking, physical examination and psychosocial functioning of patients in a holistic manner.
- Develop skills to review and interpret all information available utilising a systematic process of complex diagnostic reasoning to make a working and differential diagnosis while under direct supervision.
- Develop and record a treatment plan consistent with the outcome of assessment and most probable diagnosis and taking into account patient wishes and preferences.
- Assess patients and advise colleagues regarding the treatment of appropriate reversible causes.

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- Recognise when patients are approaching the last weeks / days of life and adjust care accordingly to meet their needs and priorities.
- Provide nursing skilled clinical interventions within the home/community setting
- Proficient in verification of death process
- To be able to support and provide care for patients and their families at the time of death taking into account any spiritual or cultural needs.
- Support of clinical colleagues and team members following a patient's death or distressing situation.
- Support equality and diversity.
- Be able to plan and manage own workload / caseload in a flexible manner ensuring that service provision meets the needs of patients.
- To be willing to undertake advanced practice accredited courses at master's level.

Communication

- Participate in discussion during multi-professional meetings.
- Provide clear and concise handovers to colleagues to improve coherent care across the service
- Review, evaluate and update nursing care, ensuring accurate documentation and reporting in accordance with NMC guidelines and SMH policy
- Apply empathetic communication and approach discussions in a sensitive and dignified manner.
- To liaise and develop effective relationships with external health care professionals and other agencies ensuring patient continuity across all care settings.
- Attend and participate in team meetings and clinical supervision.

Management

- Manage allocated resources effectively. Ensure competency in the use and function of equipment – report malfunctions.
- Manage time in an efficient and appropriate manner, showing the ability to triage, delegate and plan work accordingly.
- To report any feedback, concerns or complaints from patients, their relatives, or other advocate, to the Team Lead as appropriate.
- To ensure team cohesion and spirit is maintained, through ongoing supportive relationships and consideration of colleagues at all times.
- Take opportunity to empower and lead junior colleagues to enhance their knowledge and build confidence.
- To adhere to the lone working policy in the community.
- Management of student

Education

- Show competence in supporting student nurses in Practice Assessor roles.
- Contribute and participate in professional teaching sessions both internally and externally.
- Maintain own clinical ability by ensuring level of knowledge is based on current evidence-based research.
- To maintain up-to-date clinical experience and knowledge and be able to provide evidence of this for nursing revalidation.
- Through SMH annual appraisal, encourage professional growth and identify areas for personal and professional development
- To strengthen and develop clinical skills across all care settings in conjunction with line manager.
- Take keen interest in service enhancement and improvement, taking ownership for improving the services.

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Research and Audit

- To implement findings of evidence-based practice
- Participate in research and audit within the SMH environment as appropriate to the service area.
- To have a basic awareness of current research and developments within palliative care settings.

Professional

- To understand and work within relevant legislation and SMH philosophy, mission and values.
- To be mindful of own professional behaviours, conduct and practice, when working as part of a multi-disciplinary team.
- To be accountable for own professional practice within the NMC Code of Conduct
- To ensure knowledge about patients is maintained in the strictest confidence, and is not divulged, except to professionals where it would materially exist with the programme of care or protection of the individual.

General Responsibilities

- Work to maintain the values, vision and aims of St. Michael's Hospice.
- Additional Duties – In discussion with the line manager to undertake work, as and when required, in support of St. Michael's Hospice as an organisation.
- Public Relations – To represent St. Michael's Hospice in the community and public domain, including social media, appropriately.
- Undertake all statutory and mandatory training, as required.
- To be conversant with and adhere to all St. Michael's Hospice Policies and Procedures.
- Be responsible for upholding and promoting St. Michael's Hospice safeguarding policies, ensuring the safety and well-being of all individuals, and promptly reporting any concerns or incidents in accordance with established procedures.
- This is an outline job description and may be subject to change, according to the needs of the service, in consultation with the post holder.
- Take responsibility for own personal safety and of others whilst at work. You will take appropriate action or report any concerns to address any health and safety issues that you or members of your team may be aware of.
- This job description is an outline of the role and responsibilities. From time to time, due to the needs of the service, we may ask you to flexibly undertake other duties that are consistent with your role and banding, including project work, internal job rotation and absence cover.

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Reviewed by:	Ann Bradshaw Hospice at Home Lead	Date:	01-2025
Signed by employee:		Date:	