

JOB DESCRIPTION: REGISTERED NURSE – YOUNG ADULT CARE
- SHORT BREAKS
REPORTS TO: ZEST NURSE LEAD/TEAM LEADER
ACCOUNTABLE TO: HEAD OF INCLUSION AND DEVELOPMENT
BASED AT: ST ELIZABETH HOSPICE



JOB SUMMARY

To provide holistic, person-centred care and support to young adults living with progressive illness and complex health care needs and their families accessing short breaks. To assume the role of shift coordinator, leading the short break care of two young adults staying for the weekend at the hospice.

To support young adults during their short break stay to achieve their goals and plan weekend activities. This may include planning and enabling outings into the community. To be able to understand and recognise individual developmental needs, where appropriate encouraging and enabling independence and self-management skills.

To work within the St Elizabeth Hospice 'One Team' nursing care model, with the flexibility to be allocated to work in other clinical areas in response to needs of the service.

CLINICAL RESPONSIBILITIES

Assessment

- To accurately assess the needs of patients and their families.
- To identify priorities of care.
- To refer on to the appropriate professionals, as necessary.

Planning

- To identify realistic goals of care with patients and their families.
- To deliver a plan of care with patients and their families.
- To record explicit care plans which act as effective tools for other members of the multi-disciplinary team.
- To organise own time and equipment to deliver a high standard of nursing care.
- To liaise effectively with all members of the Hospice multi-disciplinary and community teams.

Implementation

- To give skilled/specialist care to patients and their families.
- To administer all drugs and treatments within Hospice and NMC guidelines.
- To communicate effectively with patients, families and other members of the Hospice multi-disciplinary and community teams.
- To follow community emergency care plans in the event of a sudden change or sudden deterioration.

Evaluation

- To ensure the care given is to the agreed standard.
- To measure the effectiveness of the plan of care in achieving identified goals.
- To revise and update care plans in the light of the evaluation.

MANAGEMENT RESPONSIBILITIES

- To be familiar with the philosophy and roles of the multi-disciplinary team.
- To provide effective communication to ensure continuity of patient care.
- To supervise and delegate appropriately to the Zest Care Assistants
- To ensure that all risks associated with care delivery relevant to the care setting are managed effectively and that all incidents are reported promptly following the policy and procedure.
- To coordinate cover for shifts in the event of staff sickness or absence, following the procedure of short break cancellation the event of being unable to ensure safe staffing levels.

- To support young adults completing one page profiles and other person-centred care tools
- To actively engage in the co-production of Zest services.

PERSONNEL RESPONSIBILITIES

- To recognise indications of staff stress and to facilitate staff support.
- To recognise the value of volunteer contribution and play an active part in their support & development where appropriate.
- To support new members of staff during the induction process.

EDUCATIONAL RESPONSIBILITIES

- To maintain an awareness of research and relevant findings and in conjunction with the multi-disciplinary team, work towards this being applied to practice.
- To share professional expertise with short break care team colleagues, providing support and training where appropriate.
- To undertake training as required.
- To participate in the Hospice education programme.

PERSONAL DEVELOPMENT

- To maintain and increase personal professional skills.
- To undertake practice supervision and engage in 1:1 meetings as appropriate
- To demonstrate reflective practice

ORGANISATIONAL

- To attend team meetings bi-monthly
- To keep up to date with hospice communications via email and podcasts
- To work at all times within the policies and guidelines of the Hospice and act within NMC guidelines at all times.
- To uphold the Hospice and individual team values at all times.
- To ensure effective use of resources.
- To respect at all times the confidentiality of information covering patients, staff and volunteers.
- To play an active part in the development and maintenance of good relationships with all who have business with the Hospice.
- To promote the Hospice philosophy of care towards patients, relatives and visitors.
- To be willing to support other clinical areas as needed as part of the 'one team' model of nursing care, including the In-patient Unit and Community.

Because of the special nature of the Hospice and its work the postholder may on occasion be asked to undertake other duties to help maintain our high standard of care.

THIS JOB DESCRIPTION IS NOT NECESSARILY EXHAUSTIVE AND MAY BE SUBJECT TO REVIEW BY THE HEAD OF INCLUSION AND DEVELOPMENT IN CONJUNCTION WITH THE POSTHOLDER.

PERSON SPECIFICATION

Registered Nurse – Young Adult Care – Short Breaks

Requirement	Essential/Desirable	Measurements
<u>Qualifications & Training</u> <ul style="list-style-type: none"> • First Level Registered Nurse with current NMC registration. • Palliative care qualification at diploma level or above or equivalent or experience with palliative care patients e.g. District Nurse, Hospice experience, and proven ward management skills. 	<p>Essential</p> <p>Desirable</p>	<p>Application</p> <p>Application</p>
<u>Knowledge & Experience</u> <ul style="list-style-type: none"> • Minimum of 2 years post qualification proven experience • Experience in Palliative care / learning disabilities / Community/inpatient setting • Experience of working with young adults • Ability to assess patient needs that may be complex and subject to change • Experience of working within a multi-disciplinary team • Ability to plan, deliver and evaluate care • Experience of working using a person-centred care approach • Experience of using a co-production approach 	<p>Desirable</p> <p>Desirable</p> <p>Desirable</p> <p>Essential</p> <p>Desirable</p> <p>Essential</p> <p>Desirable</p> <p>Desirable</p>	<p>Application</p> <p>Application</p> <p>Application</p> <p>Application</p> <p>Application</p> <p>Application/interview</p> <p>Application/interview</p> <p>Application/interview</p>
<u>Specific Skills</u> <ul style="list-style-type: none"> • Excellent communication and organisational skills, with the ability to deal with complex matters. • IT literate, ability to learn and become proficient in IT programmes e.g. Microsoft packages and Staff Care/I-Care databases. • Ability to supervise the work of others e.g. Health Care Assistants • Full driving license 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p>	<p>Application/ interview</p> <p>Application/ interview</p> <p>Application/ interview</p> <p>Application</p>
<u>Personal Qualities</u> <ul style="list-style-type: none"> • A motivated, flexible and adaptable working ethos 	<p>Essential</p>	<p>Application/ interview</p>

<ul style="list-style-type: none"> • Demonstrable experience of team working 	Essential	Application/ interview
<ul style="list-style-type: none"> • Be willing and able to develop own knowledge and skills and to contribute to the development of others. 	Essential	Application/ interview
<ul style="list-style-type: none"> • Flexible 	Essential	Application/ interview
<ul style="list-style-type: none"> • Ability to withstand sensitive and potentially stressful situations 	Essential	



St Elizabeth Hospice Values

Be a team

Work together and listen to each other's opinions, experiences and knowledge
Be a good communicator
Be successful - achieve results
Be supportive
Be approachable
Be fun
Be safe

Be an ambassador

Be a proud ambassador for everything we stand for
Be proud to work for the hospice and for making a difference
Be an educator
Be passionate
Be professional
Be positive

Be part of the future

Positively engage with change
Be reflective and open to learn from experiences
Show excellence in your work
Be innovative
Be creative
Be bold

Be caring

Be committed to providing the best possible care for our patients and their families
Appreciate and value our supporters
Be polite and helpful
Be happy and smile
Be considerate
Be respectful
Be sensitive

Be a good communicator

Be thoughtful in your communication
Take responsibility for accessing the information available to you
Be open, honest and forthcoming
Be approachable and responsive
Be transparent
Be consistent