

JOB DESCRIPTION: IPU REGISTERED NURSE (B5)
REPORTS TO: IPU TEAM LEADER
ACCOUNTABLE TO: DIRECTOR OF PATIENT SERVICES
BASED AT: ST ELIZABETH HOSPICE



JOB SUMMARY

To work within the multi-disciplinary team (MDT), providing physical, psycho-social and spiritual care to patients and their families admitted to the IPU, with rotation to the Community Team and occasional CCU cover. To participate as a member of the nursing team, carrying out all relevant forms of care in conjunction with other team members. Regularly to have responsibility for managing the nursing care delivery on specified shifts, and to participate actively at MDT meetings and decision making.

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.
- To have an understanding of safeguarding principles and to be able to apply these within everyday practice and intervention/within your role.

Planning

- To identify realistic goals of care with patients and their families.
- To develop 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-professional 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-professional and community teams.
- To assist in the management of the CCU clinics as required.

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-professional and community teams.

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 role and responsibilities of the IPU Team Leader and to deputise in their absence, as necessary.
- To take on the shift coordinator role when required, within IPU and CCU and to be part of the RN rotation programme to the Hospice Community Team.
- To participate in the development of clinical standards and clinical audit, working within the clinical governance framework of the Hospice.
- To attend relevant meetings, providing effective communication to ensure continuity of patient care.

PERSONNEL RESPONSIBILITIES

- To recognise indications of staff stress and to facilitate staff support.
- To participate in the recruitment of staff as requested.
- To supervise and participate in the induction of all new staff.
- To take on a mentor role to new staff, as requested.
- As requested, to participate in professional placements and lay person visits to the IPU.
- To recognise the value of volunteer contribution and play an active part in their support & development where appropriate

EDUCATIONAL RESPONSIBILITIES

- To maintain an awareness of research and relevant findings and in conjunction with the multi-professional team, work towards this being applied to practice.
- To participate in education programmes as required.
- To give feedback from attended education programmes/study days to the multi-professional team.

PERSONAL DEVELOPMENT

- To devise with the IPU Team Leader a personal development plan in line with the Hospice objectives and personal needs.
- To maintain and increase personal clinical skills.

ORGANISATIONAL RESPONSIBILITIES

- 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 play an active part in the development and maintenance of good relationships with all who have business with the Hospice.
- To respect at all times the confidentiality of information covering patients, staff and volunteers.
- To promote the Hospice philosophy of care towards patients, relatives and visitors.

Because of the special nature of the Hospice and its work, the post holder 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 LINE MANAGER IN CONJUNCTION WITH THE POST HOLDER.



**PERSON SPECIFICATION
REGISTERED NURSE**

Requirement	Essential/Desirable
<p>Qualifications & Training State Registered Nurse with current NMC registration and:-</p> <p><i>For Point 19 - 23</i> 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, willing to undertake rotation to Hospice Community Team as part of IPU post.</p> <p><i>For Point 17 – 18</i> Developmental Post No palliative care qualification but prepared to gain, newly qualified, limited ward management experience</p>	Essential
<p>Knowledge & Experience Ideally two years' post-qualification experience but newly-qualified practitioners would be considered</p> <p>Experience of working within a multi-disciplinary team</p> <p>Ability to plan, deliver and evaluate appropriate care package</p> <p>Ability to assess patient needs that may be complex and subject to change</p> <p>Able to contribute to service development</p> <p>Have an understanding of safeguarding principles and be able to apply these within everyday practice and intervention/within your role.</p>	Desirable Essential Essential Essential Desirable Essential
<p>Specific Skills Communication – ability to deal with complex matters requiring advanced communication skills</p> <p>Supervisory – ability to supervise the work of others e.g. HCA, as relevant</p> <p>IT literate – ability to use Microsoft packages and Outlook or willingness to undertake training</p>	Essential Essential Essential
<p>Personal Qualities Demonstrable experience of team working and leadership</p> <p>Be willing and able to develop own knowledge and skills and to contribute to the development of others</p> <p>Ability to withstand sensitive and potentially stressful situations</p>	Essential Essential Essential