

JOB DESCRIPTION: ZEST REGISTERED NURSE
REPORTS TO: ZEST LEAD NURSE/TEAM LEADER
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 Zest services including short break weekends, Zest days and groups. To supervise the care team delivering complex care, assuming the role of shift coordinator as required. 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, encouraging and enabling independence and self-management skills where appropriate. 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.

SAFEGUARDING RESPONSIBILITIES

- Demonstrate a commitment to keeping adults and young people safe.
- Report any disclosure made to you to the appropriate person.
- Report any safeguarding concerns in the workplace to the appropriate person.
- Maintain an awareness of the Hospice's policies in relation to safeguarding.

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

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 work closely with the Zest Lead Care Assistant delegating responsibilities accordingly.
- 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 support care assistants completing their care competencies.
- 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 RESPONSIBILITIES

- 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 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
ZEST REGISTERED NURSE**

Requirement	Essential/Desirable
Qualifications & Training	
First Level Registered Nurse with current NMC registration	Essential
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	Desirable
Knowledge & Experience	
Minimum of 1 years post qualification proven experience	Essential
Experience in Palliative care / learning disabilities / Community/inpatient setting	Desirable
Experience of working with young adults	Desirable
Ability to assess patient needs that may be complex and subject to change	Essential
Experience of working within a multi-disciplinary team	Desirable
Ability to plan, deliver and evaluate care	Essential
Experience of working using a person-centred care approach	Desirable
Experience of using a co-production approach	Desirable
Have an understanding of safeguarding principles and be able to apply these within everyday practice and intervention/within your role.	Essential
Specific Skills	
Excellent communication and organisational skills, with the ability to deal with complex matters	Essential
IT literate, ability to learn and become proficient in IT programmes e.g. Microsoft packages and Staff Care/SystemOne databases	Essential
Ability to supervise the work of others e.g. Healthcare Assistants	Essential
Full driving license	Desirable

Personal Qualities	
A motivated, flexible and adaptable working ethos	Essential
Demonstrable experience of team working	Essential
Be willing and able to develop own knowledge and skills and to contribute to the development of others	Essential
Flexible	Essential
Ability to withstand sensitive and potentially stressful situations	Essential

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