



ST DAVID'S HOSPICE JOB DESCRIPTION

Job Title: Staff Nurse
Responsible to: Senior Sister, Sisters, and Nurse in Charge on shift
Accountable to: Director of Care/Medical Director
Responsible for: Supervision of junior staff and HCAs, and supporting the education of students, volunteers

PURPOSE OF THE ROLE:

As a Staff Nurse at St David's Hospice, you will play a vital role in providing compassionate, specialist palliative care to patients with life-limiting conditions.

Working within a multidisciplinary team, you will assess patient needs, plan and deliver high-quality care, and support both patients and their families during difficult times.

With a passion for palliative care, your contributions will uphold the Hospice's values, ensuring dignity, comfort, and emotional well-being for all those in your care.

DIMENSIONS & LIMITS OF AUTHORITY:

Provide specialist palliative care expertise and act as a professional role model.

Supervise junior staff and students, ensuring quality care.

In the absence of the Inpatient Unit Sister, you will provide leadership and coordination of the ward.

Responsible for ensuring compliance with Hospice policies and procedures, safe custody of medications, and adherence to clinical governance standards.

MAIN DUTIES AND RESPONSIBILITIES:

Clinical Responsibilities:

- Assess and plan individualised care for palliative patients, managing complex symptoms and advanced pain control.
- Coordinate patient admissions and discharges, working closely with the multidisciplinary team and external agencies.
- Delegate tasks to ensure the effective and safe provision of care.
- Maintain accurate patient records in accordance with professional standards.
- Provide culturally sensitive care, respecting the diverse needs and beliefs of patients and families.
- Ensure respectful and dignified post-death care for the patient and family, offering practical and emotional support.
- Adhere to all Hospice policies with reference to confidentiality, Data Protection and Health and Safety, manual handling and Infection control.
- Adhere to the Hospice Uniform and appearance policy.

Managerial Responsibilities:

- Lead by example to encourage teamwork and maintain high standards of care.
- Oversee skill mix and ensure appropriate staff allocation during shifts.
- Act as the designated lead in the absence of the Team Leader, ensuring the smooth operation of the unit.

Educational Responsibilities:

- Support the orientation and training of new staff members.
- Mentor and provide supervision to junior staff, students, and volunteers, fostering their development.
- Act as a link nurse, ensuring the integration of evidence-based practices within the team.
- Engage in reflective practice and continuous professional development, identifying opportunities for learning and improvement.

Professional Responsibilities:

- Adhere to the NMC Code of Professional Practice, maintaining active registration and fulfilling CPD requirements.

- Participate in clinical supervision and ensure that mandatory training is completed and up to date.
- Attend training and study days to stay informed about developments in palliative care and nursing.
- Demonstrate respect and dignity towards all patients, customers, and colleagues, regardless of their background, as part of St David's commitment to providing a range of services and employment opportunities for a diverse population.

This job description is not exhaustive and may be subject to amendments in response to the evolving needs of the organisation, following appropriate consultation. The postholder will also be expected to perform other duties, within reason, as required to support the achievement of organisational goals.

PERSON SPECIFICATION:

	Essential	Desirable
<u>Education, Training & Qualifications:</u>	<p>First level Registered Nurse (RGN)</p> <p>Evidence of continued professional development.</p>	<p>Palliative care qualification.</p> <p>Diploma/Degree qualification.</p>
<u>Knowledge & Experience:</u>	<p>Experience in palliative care and related clinical areas.</p> <p>IT literate</p> <p>Ability to manage workload timely which responds to changes in patient condition.</p>	<p>Additional skills and courses to enhance patient care.</p> <p>Awareness of Clinical Governance and regularity body.</p>
<u>Skills & Attributes:</u>	<p>Proven ability to work effectively in a team environment.</p> <p>Strong communication and interpersonal skills.</p> <p>Competency in managing complex patient care.</p> <p>Ability to work autonomously and use initiative.</p> <p>Passion to work within a palliative care setting.</p> <p>Time management and organisational skills.</p> <p>Ability to work days and night shifts and be flexible to support the service needs.</p>	<p>Clean driving licence.</p> <p>Welsh Speaker.</p> <p>Experience of promoting change through development of learning initiatives.</p>