

Job Description

Job Title	Grade/Salary
Health Care Assistant (IPU)	National Minimum Wage
Accountable to	Responsible for
Director of Nursing & Quality	N/A

Job Purpose and Role

To work as an effective part of the multidisciplinary team assisting in the provision of a high level of specialist palliative care under the direction of a registered nurse. The care provided will be in accordance with the values set out by the hospice thus ensuring that we can achieve the vision and mission of Teesside Hospice.

Main Duties and key result areas

General duties	<p>To maintain patient confidentiality and abide by Information governance standards at all times.</p> <ul style="list-style-type: none"> • To maintain a healthy and safe environment for all patients, staff and visitors and demonstrate awareness of risk management and infection prevention and control. • To participate in agreed programmes of care ensuring that all care given is clearly and accurately documented in line within standards and seeking support from senior staff as necessary. • To assist patients with their activities of daily living with dignity and privacy, in accordance with the person centred care plan, allowing them to maintain independence as appropriate. • Following training and assessment of competence to undertake the recording of patient's temperature, pulse, blood pressure respirations and blood monitoring, and report to the registered nurse. • To assist in providing a relaxed informal space for patients and families to discuss their problems. • To undertake appropriate actions to meet the spiritual, psychological and emotional needs of the patient. • To provide appropriate emotional support for families. • To manage your workload/tasks as designated by the registered nurse leading the team. • Escort patients to outpatient appointments as required. • To actively participate in clinical audit.
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	<ul style="list-style-type: none"> • To ensure the maintenance of confidentiality including accurate and timely records. To liaise with and provide relevant information to other members of the multidisciplinary team, both internally and externally. • To adhere to Teesside Hospice policies, procedures, guidelines and standards at all times and to promote these to others. • Adopt the role of link worker/ link practitioner as required by the hospice management team. • Attend and participate in an annual appraisal and regular reviews of performance and objectives, identifying gaps in knowledge/skills and developing a plan to enhance service and self-development. • To encourage and promote the philosophy of Teesside Hospice and present a good public image, to co-operate with all staff in maintaining good relationships with outside agencies in order to uphold the charity's image and to win increased support for its work. • To be able to communicate effectively with all members of the team and to develop excellent relationships with community teams as appropriate to the role. • To participate in mandatory Clinical supervision or reflective practice as necessary as directed by the clinical leader. • To undertake risk assessment and management to ensure that staff, families and visitors are safe. • To be aware of the adult and child protection procedures and policy within Teesside Hospice, to attend all safeguarding training and to adhere to the Local Safeguarding Procedures at all times. • To participate in the induction of new staff to the department and wider hospice as necessary. • To support student nurses during their placement at Teesside Hospice and work alongside them as directed by the registered nurse. • To be able to carry out effective complaint, accident and incident reporting. • To play an active part in the Clinical Governance framework within the hospice. • To be aware of the Infection Prevention and Control policies and work in accordance with IPC procedures at all times. • To be able to support the patient and the family at the time of death, respecting an individual's beliefs, community, culture and religion. • To be aware of, and responsive to, the changing nature of the Hospice and adopt a flexible and pro-active approach to work. • To undertake administration changes in accordance with hospice policy
Education & Training	<ul style="list-style-type: none"> • Attend all mandatory training courses i.e. Resuscitation, Moving and Handling, and Health and Safety training. • Access in-house training programme to further develop your palliative care knowledge. • Attend and complete relevant Palliative and End of Life Training. • Attend and complete clinical skills training including medicines management • Maintain own Portfolio, and complete core competencies.

Delivering to our Values

Accountable

- Able to justify actions or decisions
- Takes personal responsibility for their actions
- Able to describe the impact of their work in a way others understand
- Welcomes feedback as an opportunity to grow and develop

Principled

- To adhere to professional and clinical standards
- Maintain appropriate boundaries and relationships which are built on trust and honesty
- Avoid and speak out against any actions, or behaviours, that conflict with our values or could cause harm to any stakeholders
- Demonstrate strong moral principles which embody Teesside Hospice's vision and bring our values to life
- Do the right thing even in difficult situations, and always endeavour to work effectively and efficiently to maximise results and service.

Compassionate

- Feeling or showing kindness and concern for others
- Able to empathise with people who dealing with a terminal illness
- Being kind in use of language and behaviour.
- Caring for others who need our support and help

Trustworthy

- Working collaboratively with beneficiaries, colleagues, partners and supporters
- Being authentic and transparent
- Trusted to respond to needs and deliver what is expected of us
- Projecting a professional image that engenders trust

Skilled

- Having and showing the knowledge, ability or training to work well
- Seeking opportunities to learn from a wide range of sources
- Contributing to the provision of excellent, safe and effective care no matter what your role is in the organisation
- Ensuring that the treatment, support and services we offer are effective

All employees are expected to:

- Live the Hospice's values so that the highest standards of patient and customer care can be achieved.
- Be committed to diversity and inclusion of all, promote and improve service standards, so that excellence in all that we do is perused through continuous improvement.
- Contribute to development of and strive to meet departmental, team and individual targets
- Participate in the staff appraisal and development scheme, one to one performance discussions and attend identified training to ensure continuous learning and improvement
- Comply fully with the Code of Conduct, health and safety requirements, legislation, regulations, policies and procedures
- Attend meetings or provide services outside of the usual working hours where reasonably requested to do so
- Have an overall understanding of the risks and implications associated with the requirements of the role and takes appropriate action to mitigate any potential consequences.
- Embrace digital ways of working to help improve efficiency and save costs to the Charity.
- Respect privacy and dignity at all times.



Better Health
at Work Award
Silver Award



The duties outlined in within this document are not exhaustive and other duties may be expected in line with the level of the role at the discretion of the Head of Service. Teesside Hospice reserves the right to amend the job description at any time.

I have read and understand the duties required for the role.

Signed **Date**

Print name



Person Specification –Health Care Assistant (IPU)



Attribute	Detail	Essential or Desirable
Skills & Abilities	Team working skills.	E
	Good listening and excellent interpersonal skills/communication skills.	E
	An ability to manage challenging situations.	E
	Ability to work on own initiative.	E
Knowledge & Experience	An understanding of what a person-centred approach.	E
	Understanding of safeguarding and preventing patients from abuse.	D
	Understanding of infection prevention and control.	D
	Some experience of working with patients with life limiting illness or end of life care.	E
	Understanding of and adherence to patient confidentiality	E
Education & Qualifications	Minimum level NVQ level 2 or 3 in Health & Social Care.	E
	A good standard of general education.	E
Personal Attributes/ Key skills	Self-awareness and an ability to recognize stress and use coping mechanisms.	E
	Flexible, approachable and trustworthy.	E
	Commitment and interest in learning and personal development	E
		E
Other	The ability to work a mixture of shifts, including nights to cover a 24 hour 7 day week service.	E