

Job Description

Job Title	Grade/Salary
Registered Nurse (Wellbeing)	£28,853-£35,354
Accountable to	Responsible for
Clinical Lead - Wellbeing	Volunteers

Job Purpose and Role

The Wellbeing Centre services is an integral part of the specialist palliative care team. Wellbeing Services provide individuals, their families and carers with holistic care and support for them to manage their life limiting illness.

The role of the bank Registered Nurse (Wellbeing) is to assess, plan, implement, and evaluate interventions undertaken as part of the patient's wellbeing programme. This includes measuring the outcomes set out for that individual at key points in their programme to ensure effectiveness and improvement.

The bank RN will work within the framework of the multidisciplinary team providing a high standard of care for the patients and support for their relatives and to assist in team development of Wellbeing Service by keeping abreast of change, involving evidence base and directives from government/organisational policies

Main Duties and key result areas

Clinical Responsibilities	<ul style="list-style-type: none"> To be a competent practitioner and work within the NMC code of professional conduct, also ensuring that all staff within the sphere of responsibilities follow the code. To maintain professional registration and ensure that you meet all the requirements for revalidation. To ensure the maintenance of confidentiality including accurate and timely records. To use evidence to underpin practice and the development of specialist palliative care. To assess, plan, implement and evaluate the patients individual Wellbeing Programme and document the agreed measured outcomes of the patients Wellbeing Programme at the agreed points, and ensure these are documented. To liaise with and provide relevant information to other members of the multidisciplinary team, both internally and externally.
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Better Health
at Work Award
Silver Award



	<ul style="list-style-type: none"> • To adhere to Teesside Hospice policies, procedures, guidelines, and standards at all times and to promote these to others. • 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 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. • To participate in mandatory Clinical supervision as directed by line manager and take responsibility for the supervision of the support workers within the team. • To undertake risk assessment and management to ensure that staff, families, and visitors are safe. • To be aware of the adult and children's safeguarding procedures and policy within Teesside Hospice, to attend all safeguarding training and to always adhere to the Local Safeguarding Procedures. • To be able to carry out effective complaint, accident, and incident reporting. • To play an active part in the clinical quality and improvement 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 their family in decision making about their future arrangements and advanced care planning, 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. • To participate in clinical audit and risk management to improve practice. • To demonstrate reflective thinking / action to develop your practice and standards on the unit.
Management Responsibilities	<ul style="list-style-type: none"> • To always adhere to all medication policy and standard operating procedures (if required) • To help maintain positive working relationships with each part of the integrated services within the hospice. • To liaise with inpatient unit to support safe hospice discharges and the continuing care of patients in their own home. • To ensure the promotion of safety, well-being and interests of patients, staff, and visitors. • To be familiar with hospice policies and procedures, and know where they are kept in order to allow access to self or other staff if the need arises •
Educational and Personal Responsibilities	<ul style="list-style-type: none"> • To be responsible for maintaining a personal awareness of professional developments in nursing and particularly in palliative care. • To undertake appropriate further education that will meet both own needs and the organisation needs. • To maintain professional practice in line with NMC Revalidation. • To attend and contribute to the group and/or individual clinical supervision.

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

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

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

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

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*

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.

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

Attribute	Detail	Essential or Desirable
Skills & Abilities	Excellent people skills and the ability to form and maintain professional relationships	E
	Excellent administration and organisational skills	E
	Ability to work to tight deadlines, under pressure and in a busy environment	E
	Act in a professional manner and able to deal with people at all levels within the organisation.	E
	Core essential clinical skills	E
	IT literate	E
Knowledge & Experience	Understanding of the principles of palliative care	D
	Basic counselling skills	D
	Experience of working with palliative care patients	D
	Experience of caring for patients with life limiting illness – cancer and non-cancer diagnosis	D
Education & Qualifications	RN (Adult) and registered on the NMC register	E
	6 months post experience	D
	Palliative care course	D
Personal Attributes/ Key skills	Ability to work in a multidisciplinary team	E
	Ability to remain calm and professional during difficult situations.	E
	The ability to multi-task and prioritise whilst working to tight deadlines	E
	Excellent communication skills both written and verbal	E
	Ability to work with minimal supervision, taking responsibility for your own work	E
Other	A commitment to patient focused holistic care and willingness to advance practice	E
	A commitment to developing personal professional development and lifelong learning	E
	To undertake a degree level module in cancer and palliative care	D
	An understanding of, and empathy for, the work of Teesside Hospice	D