

Job Description

1. JOB DETAILS

Job Title:	Registered Nurse Associate
Band:	4
Location:	Searle House, Exeter EX2 5JJ
Team/Directorate:	Crisis Assessment and Response (CARE) team
Responsible To:	Exeter Community Team Leader
Responsible For:	N/A
Accountable to:	Head of Community and Supportive Care Services

2. JOB PURPOSE

To work within the multi-disciplinary team and alongside experienced registered nursing staff to contribute to the ongoing assessment of patients, and to the provision and monitoring of care.

To provide holistic and person-centred care and support for patients, working independently across the full range of nursing activities under the leadership of senior nursing staff.

To promote dignity, encompassing a person centred approach, to positively enhance the lives of patients with complex life limiting illnesses.

3. KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES

3.1 Main Responsibilities

- Provide compassionate, safe and effective care and support to patients and those close to them, to ensure a seamless transition of care across all Hospiscare settings.

- Assist in monitoring patients' conditions on a continuous basis, in partnership with the patients and those close to them, to ensure appropriate escalation to a more senior nurse when required.
- Perform delegated activities in line with professional standards, under the direction of senior registered nurses, in order to provide effective evidence-based care for patients.
- Assist with the ongoing assessment of patients and work collaboratively with the multi-disciplinary team in order to ensure a high standard of nursing care at all times.
- Assist in supporting patients to improve and maintain their mental, physical and behavioural health and wellbeing, identifying and reporting changes in a patient's condition to a senior registered nurse, to ensure a holistic approach.
- Prioritise and manage own workload, recognising where elements of care can safely be delegated to other colleagues, carers and family members, to ensure effective care is delivered for all patients.
- Communicate effectively with all patients, relatives, colleagues and others, considering potential barriers to understanding, to ensure dignity and respect are observed.
- Adhere to Hospiscare's clinical recordkeeping policy when providing and sharing verbal, digital or written information and instructions, to ensure patient confidentiality is observed at all times.
- Undertake safe and effective administration and optimisation of medicines, monitoring the condition and health of patients following administration of medication, in order to comply with Hospiscare policy and the Nursing and Midwifery Council (NMC) standards of proficiency for Nursing Associates.

Infection Prevention and Control

Maintaining a safe environment for patients, visitors and employees is everyone's responsibility. All staff are required to adhere to Hospiscare's Infection Prevention and Control Policy and make every effort to maintain high standards of infection prevention and control at all times. This includes ensuring personal and team compliance with all relevant policies and procedures, and acting upon or reporting any identified risks.

Disclosure and Barring Service

This role requires a Disclosure and Barring Service (DBS) Enhanced level check with Adults and Children Barred Lists.

3.2 Key Contacts

Internal:

- Exeter Community Team Leader
- Community teams
- Clinical Co-ordination Centre (CCC)
- Head of Community and Supportive Care Services
- Inpatient Unit team
- Medical team
- Reception and Front of House team
- Supportive Care team
- Clinical Administration
- Volunteers
- Student Nurses and trainees

External:

- Patients and those close to them
- NHS Community Services
- General Practitioners
- Residential and Nursing Homes
- Social and Domiciliary Care Workers
- Providers of out-of-hours services

3.3 Health & Safety

- Ensure that Health and Safety guidelines and fire regulations are strictly adhered to
- Comply with safe working practices as defined by Hospiscare
- Complete online training as and when required
- Take reasonable care for your own health and safety and that of others who may be affected by acts or omissions at work
- Report any accidents, incidents or near misses as soon as reasonably practicable
- Manage own work life balance and general wellbeing, including any relevant pressures in respect of lone working, travel, difficult environments and challenging situations

3.4 General

- Be aware of and adhere to Hospiscare policies and procedures at all times
- Take part in progress/performance reviews throughout the year
- Cooperate with other Hospiscare departments
- Attend training courses and complete online training modules as required to meet the requirements of the post
- Take responsibility for own personal development, seeking out opportunities to learn new skills
- Undertake any other duties as requested by management which are reasonably deemed to be within the scope of the role

3.5 Other

- Apply the Hospiscare values and behaviours to every aspect of the role at all times
- Promote and maintain the brand standards of Hospiscare

NURSING ASSOCIATE (CARE team)

Person Specification

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications and specific training	<p>Foundation degree</p> <p>Registered with the Nursing and Midwifery Council</p>	<p>Palliative care course/qualification</p> <p>Qualified equipment prescriber</p> <p>Willing to work towards Diploma/higher degree level qualification</p> <p>Verification of Death</p>
Experience	<p>Demonstrable experience of working under appropriate supervision as part of a multi-disciplinary team</p> <p>Demonstrable experience of assessing, planning and evaluating treatment and nursing care plans</p> <p>Demonstrable experience of management of syringe drivers</p>	<p>Experience of working within specialist palliative care</p> <p>Experience of working with volunteers</p> <p>Experience of providing and receiving complex sensitive information</p>
Knowledge	<p>Understanding of the scope of the Nursing Associate role within the multi-disciplinary team and of how the role may contribute to service development</p> <p>Understanding and evidence of application of the NMC and other professional codes of conduct, including revalidation requirements</p> <p>Understanding of the complexities of working with individuals at times of distress and conflict</p>	<p>Awareness of theoretical nursing models and understanding of their impact on delivery of care</p> <p>Awareness of key issues relating to End of Life care including policy developments</p>
Skills	<p>Developed time management skills, including the ability to prioritise own delegated workload, and to work as part of a team</p> <p>Developed communication and interpersonal skills</p> <p>Developed IT skills</p>	

<p>Personal attributes</p>	<p>Ability to work autonomously and act on own initiative, seeking advice/escalating issues when appropriate</p> <p>Flexible and adaptable with the ability to respond positively in a rapidly changing environment.</p> <p>Commitment to continuous professional development.</p> <p>Ability to evaluate own strengths and development needs</p> <p>Ability and willingness to take part in reflective practice and clinical supervision activities, supporting and acting as a role model to students and more junior team members</p> <p>Awareness of Equality, Diversity and Inclusion in all areas of work</p>	
<p>Additional requirements</p>	<p>Able to participate in the 7 day/week rota</p> <p>Able to travel throughout the area covered by Hospiscare</p> <p>Capable of fulfilling the physical and manual handling demands of the role, including administering of basic life support</p>	<p>Able and willing to work at different Hospiscare locations on occasion</p> <p>Car owner and driver</p>

Job Description and Person Specification Agreement:

The above job description is not exhaustive but an indication of the duties and responsibilities the post holder may undertake and will be subject to review.

Post Holders Signature:

Date: