

## PHYLLIS TUCKWELL JOB DESCRIPTION

**POST: Senior Registered Nurse Development Role – Community and In-Patient Unit Rotation**

**ACCOUNTABLE TO: Community and Inpatient Services Managers**

**Fixed term post for 20 months**

### **Job Purpose:**

At Phyllis Tuckwell, our vision is that every adult with a life limiting condition in our local communities should have access to palliative care services wherever and whenever they need them, so that they can make the most of every moment. Our many different services provide patients along with their families and carers, with holistic support at home or on the In-Patient Unit.

The role of the Senior RN Development role is an excellent opportunity for a successful candidate to be supported by the skilled and expert nursing teams and clinicians within Phyllis Tuckwell to develop their skills and knowledge in palliative and end of life care and in leadership. This fixed term post will consist of an initial 1-month induction on the IPU, which will include clinical competencies, followed by a further 2 placements of 9 months each on our In-Patient Unit and with our Hospice Care at Home team. The final month will be an opportunity to consolidate your learning.

A preceptorship programme for newly registered nurses or registered nurses transitioning into palliative care is available.

### **Summary**

- This post will be a developmental role
- The successful candidate will spend 1 month in IPU, followed by a 9 month placement on IPU and 9 month placement in HCAH (in any order)
- The role will be supported with a clear competency framework
- To work as part of the multi-professional team
- To take charge of a shift and prioritise tasks

The role involves holistic assessment and identification of patient needs, decision making and care planning alongside other MDT colleagues and community partners. It involves strong assessment skills, implementation of a management plan and evaluation to ensure that responsive high-quality, nursing care and support is available for patients, their families, and carers.

The role requires a range of skills and knowledge in palliative care nursing including symptom management, psychological skills, medication administration and management, organisational, leadership and people management skills. Patient, family and carer education, including for patients and professionals within care homes, is also an element of the role.

## **Responsibilities:**

### **1.0 Clinical**

- a. To assess, plan, co-ordinate, implement and evaluate palliative care interventions based on an agreed plan of care that supports quality and timely care delivered to the patient and family or carer.
- b. To be proactive in response to referrals and patients' holistic needs ensuring the highest standards of nursing care.
- c. To ensure that care is centred around the person, family and their carer and that effectiveness, clinical safety and a joint approach with colleagues underpins PT practice.
- d. To work with the Team Leads and Sisters to co-ordinate an effective nursing service ensuring the highest standards of nursing care are provided to patients, families, and carers.
- e. To undertake face to face and telephone holistic assessments to assess patient need and arrange appropriate follow up and interventions, in accordance with identified needs and the role of other health care professionals.
- f. To act as a resource and support to palliative care colleagues through giving advice, information, support, and education.
- g. To work alongside PT multi-professional team to ensure high standards are maintained and constantly re-evaluated to provide high quality individualised care.
- h. To liaise with other healthcare professionals to ensure effective continuity of care, irrespective of the care setting.
- i. To manage workload of patients under the supervision and direction of the Practice Supervisor, ensuring patient safety and the principles of clinical governance are at the centre of all care.
- j. To provide optimal symptom management, psychological and emotional support to patients, their families, and carers.
- k. To assess the patient's changing needs, liaising with other PT specialists or external partners to support patient or family needs as appropriate, for end-of-life care at home, or in the In-Patient Unit.
- l. To take on, where appropriate, responsibilities for a specific clinical area, proactively seeking to improve knowledge and practice in the specified area and disseminating best practice.
- m. To work with colleagues to assess their clinical competencies as appropriate, providing training and support.
- n. To attend and contribute to clinical multidisciplinary meetings.

### **2.0 Professional**

- a. To contribute to team cohesion, through ongoing supportive relationships and consideration of colleagues.
- b. To make autonomous decisions whilst acting in the patient's best interests and recognise own limitations.
- c. To work in accordance with The Code (NMC).

- d. To represent Phyllis Tuckwell in the public arena, and occasionally give educational talks ensuring that the reputation of PT is maintained and enhanced.
- e. To ensure patient records are properly maintained in accordance with NMC guidelines and PT policies.
- f. To develop an area of expertise and act as a resource for the multi-professional PT team.
- g. To participate in, and contribute to, inter-hospice meetings.
- h. To maintain professional links with other health and social care agencies.
- i. To identify and work to mitigate risks, and report accidents or incidents in a timely way, ensuring appropriate action and the optimum safety and wellbeing of patients, their families, and colleagues.
- j. To understand and adhere to the PT Medicine Management Policy and Procedures in relation to the correct handling, usage, and administration of all medicines.
- k. To provide integrated clinical support to the relevant clinical teams within PT and to external health care colleagues.

### **3.0 Managerial**

- a. To be familiar with guidelines and regulations relevant to the role and care setting, particularly those relating to clinical and information governance, health, and safety at work, and ensure they are met.
- b. To take responsibility for ensuring that individual clinical supervision is accessed.
- c. To ensure a safe working environment is maintained, in accordance with the PT Fire, and Health and Safety Policies.
- d. To report any feedback, concerns and complaints from patients, their relatives, or other advocates to the service lead/manager.
- e. To adhere to the PT Lone Working Policy and Procedure when working in the community.
- f. To proactively develop leadership skills and to support a team of staff via 1:1 meetings as delegated by the service manager and or annual appraisals, support, and 'buddy' new staff during their induction, and report any concerns as appropriate.

### **4.0 Training and Development**

#### **a) Team**

- a. To provide clinical and personal support to the other members of the team, thereby promoting and maintaining effective relationships and team working.
- b. To support a team approach through being proactive and positive.

#### **b) Personal**

- a. To identify, develop and maintain own knowledge and skills through continual professional development, discussion with an assessor, and through PT Annual Appraisal process.

- b. To maintain a dynamic interest in all professional matters associated with palliative care and management, with a particular interest in current research and development if they relate to nursing practices.

## **5.0 Research**

- a. To participate in research and audit within PT participating where appropriate.
- b. To take responsibility for specific audits ensuring audits are completed in a timely manner, results communicated to the team, and actions put in place for ongoing improvements in practice.
- c. To ensure evidence-based practice.

## **6.0 Safeguarding, Equality, Diversity, and Inclusion**

Role holders are required to understand their responsibilities in the safeguarding context, ensuring that Phyllis Tuckwell reduces the risk of harm or abuse of adults and children at risk.

You are required to:

- adhere to Phyllis Tuckwell's Safeguarding Policy (held on the NEST), which supports the local authority's multi agency safeguarding policy, the law (Care Act 2014) and Mental Capacity Act 2005 (including Deprivation of Liberty Safeguards).
- inform the appropriate PT professional where there is concern that an adult or child may be at risk of harm, abuse, or neglect.

Phyllis Tuckwell is committed to an Equal Opportunities approach, valuing, and respecting everyone as individuals, with diverse opinions, cultures, lifestyles, and circumstances.

This job description is underpinned by Phyllis Tuckwell's philosophy, culture, and core values, which actively embrace diversity and inclusion and promotes total team spirit.

This job description is current and subject to yearly review in consultation with the jobholder. It is liable to reflect and anticipate necessary changes to support the PT strategy.

## PERSON SPECIFICATION

### Post Title: Senior Registered Nurse Development Role – Community/IPU Rotation

Criteria		Essential	Assessment
<b>Qualifications</b>	Registered Nurse Current NMC registration in adult nursing Educated to diploma/degree level or equivalent. Has Essentials in Palliative Care Course and or palliative care module at degree level, / or is willing to undertake. Evidence of relevant continuous professional development Mentorship/Practice Supervisor /Assessor Qualification	✓ ✓ ✓ ✓ ✓ ✓	Application form and interview PIN number and revalidation date Certificates of achievement Professional portfolio Application form Application form
<b>Experience</b>	Has a range of relevant post registration nursing experience (transferable skills) Post registration experience in relevant areas sufficient to have consolidated nursing skills Palliative Care / Oncology / Chronic disease experience / Community desirable Insight and experience into the complexities of care in the community or inpatient care Can demonstrate relevant competencies and an ability to make autonomous decisions and evidence of leading on specific areas of practice.	✓ ✓ ✓ ✓ ✓	Application form and interview Professional portfolio/interview Application Form/Interview Application form/ Interview

<b>Skills &amp; Knowledge</b>	Strong nursing clinical and assessment skills	✓	Application form and interview
	Excellent communication and interpersonal skills	✓	
	High self-awareness and coping strategies	✓	
	Ability to work under pressure	✓	
	Ability to work on own/under the guidance of colleague.	✓	
	Sound knowledge of current nursing practice	✓	
	Ability to work within a multidisciplinary team	✓	
	Good prioritisation, organisational and time management skills	✓	
	Ability to oversee and manage a clinical caseload.	✓	
	Good understanding of palliative care and symptom management	✓	
	Willingness to learn and ability to teach / assist the learning of others	✓	
	Knowledge of clinical governance	✓	
<b>Other</b>	Motivated and Enthusiastic	✓	Application form and interview
	Flexible	✓	
	Ability to work a shift patterns including night shifts (IPU) and weekend as internal rotation	✓	Interview
	Confident decision maker	✓	Application form/interview
	Computer literate - Microsoft office and other applications	✓	Interview
	Awareness of resources and ability to operate within these / parameters	✓	
	Hold a full drivers licence	✓	