

Staff Nurse

Department: In-Patient Unit

Location: Peace Hospice, Watford, WD17 3PH



Rennie Grove Peace

Reporting to: IPU Services Lead/Senior Staff Nurse

About us

Rennie Grove Peace Hospice Care started formally operating in July 2023, through the merger of two successful organisations, Rennie Grove Hospice Care and Peace Hospice Care. We offer exceptional, specialised and highly valued care, serving our local community of people affected by life-limiting illness or bereavement, across Herts and Bucks.

Our merger is bringing together the best of both organisations so that we can:

- **Serve** – our communities with a wider range of services
- **Reach** – more local people
- **Strengthen** – our ability to secure more resources

To enable every local person to receive the care they need, when they need it, wherever they need it.

About the role



Deliver high quality Specialist Palliative and End of Life nursing care as part of the In- Patient Unit multidisciplinary team.

Main duties and responsibilities



- Leading on and coordinating assessment, planning and evaluation of individualised patient centred care. Ensuring a holistic approach that is sensitive and responsive to the patients ever changing needs.
- Maintaining a respectful non-judgemental and caring attitude ensuring the Rennie Grove Peace Hospice vision and philosophy of care is integral to the care delivered and role undertaken.
- The coordination and smooth running of a shift ensuring it is well organised and staff and patients are safe.
- Acting as a Rennie Grove Peace ambassador within the community.

What you'll do in the role

Leadership

- Attend relevant meetings as appropriate.
- Managed through others: Responsible for all nursing staff and volunteers when nominated the nurse in charge of unit/shift. Supervision of Staff Nurses, Health Care Assistants and Volunteers on shift

Key tasks and duties

- Some tasks may be delegated but the post holder remains responsible for ensuring that they are carried out satisfactorily.

Operational

1. To undertake a holistic needs assessment that explores individual patients and their carers/families physical, emotional, spiritual, practical, welfare right and if appropriate the families pre and post bereavement needs, using a variety of tools to support the process.
2. To be able to develop, update and monitor the individualised care plans ensuring they are patient centred and support the identified patient needs.
3. To be able to deliver both generalist basic and complex specialist nursing care interventions that is responsive to the individual patients' requirements.
4. To be able to communicate highly sensitive and often contentious information, ensuring patients and their families/carers are adequately supported.
5. To be able to demonstrate through documentation, and verbal communication the care undertaken and patient outcomes.
6. To participate in keeping accurate and legible records in accordance with existing practice and procedure at the Peace Hospice. To be aware of the legal requirements associated with keeping such records.
7. To be an active member of the MDT contributing to the presentation, decision making of the patients care planning.
8. To be able to communicate effectively to own team, extended team and outside agencies, ensuring continuity of care is maintained across the different care settings/ home.
9. To participate in the development of standards of care and contribute to the wider clinical governance and audit programme.
10. To follow all agreed clinical procedures and statutory regulations related to Medicine management.
11. To follow all agreed policies for manual handling, infection control, health and safety, ensuring a safe environment for patients, visitors and staff visiting and within the service
12. As nurse in charge be responsible for dealing with any service enquires, triaging out of hours phone calls and referrals.
13. To have the highest regard for the principles of confidentiality and the importance of patient consent, ensuring adherence to the hospice data collection and patient consent policy.
14. In accordance to all hospice policies, best practice guidelines and clinical protocols ensure own and others practice is safe and effective.
15. To be accountable for reporting any risk, hazards or accidents that may occur in the service area and ensure compliance with the terms of the Health and Safety at Work Act.
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Managerial

- To take charge of the Inpatient Unit shift in the absence of the IPU Team Lead.

- To regularly attend service meetings, team meetings and other intra hospice meetings, ensuring information is cascaded to colleagues accordingly.
- To deal with any initial complaints and conflict as required, in a polite, calm manner and report to line manager.
- To contribute to the off duty and annual leave management of the service ensuring that staffing levels are safe and able to meet the varying dependency levels of the patients in the unit.
- To actively participate in the on-going system of Appraisal.
- To actively participate in the development, implementation and evaluation of Rennie Grove Peace Hospice clinical policies as required.
- Where required and if appropriate, represent the hospice clinical services by working in partnership with the fundraising and communications department.
- To be delegated and take responsibility for specific project duties that contributes to the services development.

Education

1. To be an exemplary role model to all peer colleagues, new staff, volunteers and visitors to the service.
2. To provide a verbal or written report and disseminate to colleagues and other team members any learning, knowledge gained from attending study/ training days.
3. To attend and contribute to the regular clinical learning/education programme.
4. To proactively undertake demonstrate evidence-based approach to nursing practice and specialist palliative care. Participating in any on-going research and contributing to the clinical services journal club.
5. To be responsible in continuously develop knowledge and skills in symptom control extended nursing roles and disease management.
6. To participate in all mandatory and core clinical training sessions.
7. To attend and actively participate in the regular Clinical Supervision programme offered by the Rennie Grove Peace.
8. Under the guidance of the service manager or team leader, be responsible for the orientation/mentorship/supervision of new staff, volunteers and clinical student placements.

Professional/Personal

- Understand and comply with all Rennie Grove Peace policies and procedures.
- Maintain required organisational standards for all mandatory training.
- Keep up to date with current legislation and any further professional training, relevant to role.
- Demonstrate ongoing personal and professional development in accordance with annual Individual Progress Review (IPR) system.
- Ensure that information (in any form) relating to patients, staff, volunteers, customers and supporters is protected and treated confidentially at all times and complies with current data protection laws.
- If handling patient data you should be aware of the Caldicott principles: You should be able to justify the purpose(s) of every proposed use or transfer. Don't use it unless it is absolutely necessary and use the minimum necessary.
- Attend relevant meetings as appropriate.

Health and safety

- Understand fire regulations and the action to be taken in the event of a fire.
- Report any accidents/incidents at work and record adverse incidents as appropriate.
- Follow all infection control policies and guidelines, ensuring staff appreciate preventing healthcare acquired infections and infection control is the responsibility of all.
- Adhere to the safeguarding of vulnerable adults and children's policies and procedures.

What you'll bring



Essential

- Registered General Nurse
- Willingness to complete Rennie Grove Hospice Care educational programme.
- Experience of being part of a multi professional team.
- Experience of shift /caseload management.
- A good understanding of technology with a working knowledge of Microsoft office packages ie Word, Excel and Outlook.
- Able to build good working relationships.
- Able to communicate effectively both verbally and in writing.
- Good administrative and record keeping skills and able to work with good attention to detail
- Strong organisational skills..
- Flexible attitude to working
- Sensitivity and understanding to the needs of the volunteers and customers, many of whom may have experienced Rennie Grove Peace services or be bereaved themselves..
- Be a perfect match with our values.

Desirable

- Experience of working within palliative care/long term conditions or an oncology setting
- Experience of participating in a clinical development audit
- Ability to support change and influence.
- Experience of leading and motivating teams of volunteer.
- Strong problem-solving skills and able to implement new initiatives.

This role will suit someone who

- An experienced nurse who would like to be part of an IPU which aims to ensure equity of access to Rennie Grove and Peace services.
- Works under pressure with the ability to meet deadlines.
- Can quickly build trusting, empathetic and caring relationships with volunteers, customers, employees and head office teams, not forgetting local traders and the community.
- Is flexible and enjoys the variety of work in a fast-moving environment.
- Has good interpersonal skills.
- Has strong organisational skills



A bit more about the role

Hours and location

- Thirteen shifts of 11.5 hours across a four week rota – part time hours considered
- You'll be based in IPU, Peace Hospice, Watford

Reporting lines

- You'll report to Head of IPU and Coordination Centre/Senior Staff Nurse.
- Managed through others: Responsible for all nursing staff and volunteers when nominated the nurse in charge of unit/shift. Supervision of Staff Nurses, Health Care Assistants and Volunteers on shift

A few other important requirements of the role

- Manual handling and/or heavy lifting: Yes
- Full, current valid UK driving licence: No
- Access to a vehicle which can be used for work purposes: No
- Car insurance, including business cover: No
- Disclosure and Barring Services Check: Enhanced check
- Lone working may be required from time to time

Other information

- This job description will be reviewed as part of your annual appraisal (IPR) and is not intended to be a complete list of responsibilities. To meet the ever-changing needs of the service you may be required to perform other duties within your capacity, appropriate with your grade, competence, professional qualifications, and general level of responsibility within the organisation.
- Further information on employee benefits can be found [here](#).
- Rennie Grove Peace commits to:
Encouraging equality, diversity, and inclusion (EDI) in the workplace.
Creating an environment in which individual differences and the contributions of our staff, potential staff and volunteers are recognised and valued and people are treated with dignity and respect.
Applying the EDI Policy across all areas of recruitment, training, promotion, transfers, terms and conditions of employment, grievance and disciplinary procedures and decisions.
Employing the best qualified staff based on aptitude and ability regardless of their background, providing equal opportunity for the advancement of all, including promotion and training.
- Rennie Grove Peace believes in providing appropriate training and development for all employees and you're encouraged to attend appropriate courses (internal and external).
- Rennie Grove Peace provides a high-quality service thanks to the enthusiasm and commitment of both staff and volunteers. We expect all staff to work positively alongside our volunteers and demonstrate our values (currently in development.)
- You will carry out your duties according to our Rennie Grove Peace philosophy, always acting in such a manner to justify public trust and confidence and to safeguard the interests and confidentiality of individual patients and their families.
- You should be always aware of the confidential nature of our work of Rennie Grove Peace at all times.
- Rennie Grove Peace is a smoke-free organisation.