



Marie Curie Job Description

Job Title: Registered Nurse

Department: Marie Curie REACT

Location: Bradford Hospice/Bradford Community

Reports to: Clinical Nurse Specialist

Accountable to: Nurse Manager - REACT

Grade: Marie Curie Clinical Pay Scale Band 5

Job Purpose/Summary:

- Participate in the delivery of a specialist palliative care service specific to the needs of the individual patient and their families in the community in conjunction with the Primary Health Care Teams and under the supervision and support of a specialist CNS.
- Provide a specialised assessment, support, information and advice service to patients requiring palliative care in the area / locality to support them in their preferred place of care.
- Provide specialist information and support service to the GPs, District Nurses and Nursing Homes, Carers and Care Providers.
- Contribute to Audit and Research with supervision from the team.
- To act in accordance with the Nursing Midwifery Council (NMC) code of professional conduct and Marie Curie policies and procedures.
- The post holder will work collaboratively with other care agencies including Marie Curie Nursing Service (MCNS).

Key Relationships:

- Nominated mentor within the team.
- Members of the community specialist palliative care team, including Day Therapies
- Line Manager
- Hospice multi-disciplinary team
- Health and Social Care Colleagues

Accountabilities (Duties & Responsibilities)

Clinical

- To work closely with the Health and Social Care Teams providing a specialist palliative nursing resource in the community.

- Using a person-centred approach, undertake skilled specialist holistic assessment of the palliative care needs of patients and their families referred to community services.
- Under supervision and in conjunction with the CNS, participate/lead in the initial assessment of patients and families.
- Manage a group of delegated patients by:
 1. Undertaking regular and timely telephone and face to face reviews and documenting these assessments
 2. Identify changes in patient's status.
 3. Diagnose reversible and non-reversible deterioration and dying.
 4. Seek support from CNS caseload holder when patient needs become more unpredictable or more complex.
- Present delegated patients at MDT with support from CNS caseload holder
- Demonstrate knowledge and understanding of common conditions, and management of common symptoms experienced by patients in our care.
- Work with patient and carers to agree Anticipatory Care Plans
- Liaise with external services eg. DN, GP, other statutory agencies regularly to ensure advice is timely, and foster good working relationships.
- Demonstrate competencies in knowledge and clinical skills through regular case reviews with mentor.
- Administer medication and treatment as prescribed in accordance with the NMC's and the Charity's policies and guidelines.

Communication

- Always practice appropriate and timely communication in the delivery of written, verbal, and non-verbal communication when communicating with patients, visitors, and the multidisciplinary team. Be aware of the nature of the palliative care environment, recognising the needs of palliative care patients with particular emphasis on death and dying.
 - Demonstrate verbal and non-verbal communication skills with patients and families when strong emotions are expressed and explored, and responding in a sensitive, empathic, and appropriate way. Difficult conversations may include breaking bad news, managing anger and conflict and exploring issues around death and dying.
 - Demonstrate an awareness of personal abilities and limitations, escalating to caseload holder for support and guidance.
 - Communicate effectively in writing for example clinical letters and reports
- Maintain accurate and timely formal documentation including patient records, assessments, incident and monitoring forms.
- Maintain confidential and personal information relating to staff, patients, and the Charity. This must not be disclosed within or outside the place of work, except in the proper discharge of duties.

Management and Leadership

- Contribute to the development and promotion of the service.
- Support the REACT service to manage and maintain a flexible caseload through managing a group of delegated patients, under the supervision of CNS Case Holders.
- Contribute to the development of the community services by effectively participating in meetings and supporting the implementation of change.
- Develop an effective approach to maintain resilience in the face of a challenging work environment.
- Positive influence on colleagues within own team and with external partners

Education and Training (Facilitation of Learning)

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- Participate in, and deliver, education and training programmes.
- Utilising a practice development approach, enable others to develop palliative care knowledge and skills.
- Ensure practice is updated in line with NMC requirements.
- Participate in your own clinical supervision and, if appropriate, assist in the clinical supervision of other staff.
- Attend all mandatory courses and training.
- Act as an information resource to patients and the primary and secondary care teams.
- Participate in reflective practice and significant case reviews.

Evidence Based Practice, Research and Service Development

- Identify opportunities and participate in quality improvement and service development.
- Assist in the collection of statistical data relating to caseload activity.
- Critically evaluate current research and assist in implementation of evidence-based practice in all aspects of patient care.
- Participate in research and audit within the team.
- Ensure own professional development and clinical supervision needs are identified and negotiated with manager.

Other

- Undertake training to develop additional skills as necessary within a competency framework, in relation to specific hospice and / or practice development projects.

General

In addition to the specific duties and responsibilities outlined in this job description, all Marie Curie employees should be aware of their specific responsibilities towards the following:

- Marie Curie is committed to encouraging volunteering throughout the organisation and as such the post holder will be expected to support and respect volunteers and may be asked to work alongside or supervise a volunteer as part of their role whilst working at Marie Curie.
- Marie Curie operates a no-smoking policy. The post holder should either be a nonsmoker or be prepared not to smoke in **any** Charity premises, grounds, or vehicles or when on Marie Curie business outside the office.
- Adhere to all health and safety and fire regulations and to co-operate with the Charity in maintaining good standards of health and safety.
- Adhere to all information governance, privacy and security policies, standards, guidelines and procedures; practise and promote secure behaviours.
- Adhere to all Marie Curie policies and procedures at all times.
- Actively promote and support the safeguarding of vulnerable adults, young people and children, observing and adhering to Marie Curie policies on safeguarding
- Uphold ethical and professional standards and not behave in a manner that is likely to bring the Charity into disrepute.
- Promote and sustain a responsible attitude towards equal opportunities and diversity within the Charity.
- Demonstrate a commitment to ongoing registration requirements or any national professional or occupational standards associated with the role.

- Demonstrate a commitment to ongoing learning and development and to participate in any training relevant to the role.
- For designated roles, the post holder will be responsible for health & safety, information governance, business continuity planning and/or risk management. (These responsibilities will be notified on appointment).
- Actively committed to Marie Curie's values, role models behaviours with authenticity and purpose

This job description is not exhaustive. It merely acts as a guide and may be amended to meet the changing requirements of the charity at any time after discussion with the post holder.



Marie Curie Person Specification

Job title: Registered Nurse

Criteria	Essential	Desirable	How assessed
Skills / Abilities	<ul style="list-style-type: none"> - Ability to practice as a safe competent practitioner, applying evidence-based practice. - Skills in pain and symptom management. - Time management skills. - Exercise professional boundaries. - Excellent communication skills both written and verbal - Good knowledge of professional accountability and responsibility and the limitations of the role. - Ability to identify problems and act appropriately. - Ability to deal with difficult/sensitive situations - Ability to manually handle patients 	<ul style="list-style-type: none"> - Understanding of clinical governance and its requirements - Able to use information technology to include ability to refer to and input into electronic patient records and/or skills to participate in on-line learning programmes - Previous experience of working within a specialist palliative care setting 	Application Form/Interview
Knowledge	<ul style="list-style-type: none"> - Basic IT literacy - Understanding of the role - Knowledge of current local and national priorities in palliative care. 		Interview
Qualifications, training and education	<ul style="list-style-type: none"> - Registered Nurse with post registration experience - Evidence of Continuous Professional Development (CPD) 	<ul style="list-style-type: none"> - Relevant qualification in speciality - Teaching and assessing qualification 	Application/ CV / Interview

Experience	<ul style="list-style-type: none"> - Experience of working with minimal/without supervision Significant post registration experience 	<ul style="list-style-type: none"> - Recent experience of nursing patients with palliative care needs and/or oncology needs 	Application Form/CV/Interview
	<ul style="list-style-type: none"> - Experience of collaborating with other agencies within the health and social care settings 	<ul style="list-style-type: none"> - Experience of supervising people and managing resources 	
Other requirements	<ul style="list-style-type: none"> -Professional development - Self awareness - Passion for person centred care - Flexible and adaptable to change 		Application/Interview

Marie Curie recognises the provisions within the Equality Act 2010, reasonable adjustments to these criteria will be considered where appropriate.