

# Working for St Ann's

**We're proud to care**  
**We're proud to work together**  
**We're proud to make a difference**



At St Ann's, there's one thing that motivates us, and that's providing excellent care and support to those living with or affected by life-limiting illnesses.

We're continuously developing our plans for delivering world-class, innovative care and to ensure St Ann's is in the best shape possible for future generations.

You'll be challenged, inspired and empowered to help us achieve our purpose and to play your part in making a difference.

**All of our team members will role model our core values...**

## *People matter*

People are at the centre of everything we do. We treat each other, and ourselves, with kindness and compassion. We value and celebrate diversity; recognising everyone as an individual.



## *Brave and bold*

We want to grow for the future, not settle. We're not afraid to do things differently, get creative, challenge ourselves and the status quo. We're ambitious in our aims, accountable for our actions and learn from our experiences and successes.



## *Lead and learn*

We're experts in what we do, and we don't stop there. We're always learning; informing and shaping the sectors we're in through education, training and research. We lead by example; sharing best practice, advancing in our fields and pioneering new approaches.



## *Together we are stronger*

Together, we're stronger and have a bigger impact than we could have alone. As a charity, we work in collaboration with supporters, partners and the communities around us. We think beyond traditional boundaries to make sure we're here for our communities for years to come.



# Job Role Profile

## Staff Nurse

### Salary

Hospice Band 5  
Competency Based Framework  
£28,776 to 34,987 (pro rata)

Enhancements of between 30% and 60% for weekend, bank holidays, unsocial hours

### Location

Heald Green or Little Hulton

### Responsible to

Ward Manager

### Core Purpose

To provide a high standard of nursing care working within best practice guidelines.

## Job summary

The Staff Nurse will assess, plan, evaluate and deliver all relevant aspects of specialist palliative and supportive patient care in a caring, compassionate and sensitive manner.

The Staff Nurse plays an integral part of the multi-disciplinary team and has strong working relationships with other healthcare providers.

The Staff Nurse assists in the management and organisation of work as required, ensuring effective communication and the maintenance of high standards of quality patient care on a shift basis.

The Staff Nurse plays a key role in the supervision and assessment of all learners and unregistered staff, providing a teaching role and acting as a named mentor.

As a Staff Nurse, we can offer career opportunities through our unique competency based framework.

St Ann's delivers a service across three sites. Whilst you will have a specific base, there may be occasions where you are required to provide cross-site / service cover.



# Responsibilities

## The Staff Nurse will:

- ✓ Take overall responsibility for the coordination and safe effective management of the Inpatient Unit (IPU) on a shift-by-shift basis as delegated by the IPU Manager / Sister / Charge Nurse.
- ✓ Undertake comprehensive health care needs assessment of patients, reassessing as appropriate.
- ✓ Collaborate with other health care professionals in the delivery of high standards of effective holistic care.
- ✓ Lead on the delivery of specialist palliative and supportive care, ensuring individual care needs are assessed, planned, implemented and evaluated.
- ✓ Use professional judgement when assessing patient needs / problems and investigations requiring analysis and intervention.
- ✓ Organise own time and that of junior learners.
- ✓ Promote the safeguarding of vulnerable patients in line with national and local policy.
- ✓ Ensure that patient information is communicated to the appropriate professional(s) of the multi-disciplinary team.
- ✓ Practice in accordance with the NMC Code of Conduct, the hospice values, policies and procedures and professional guidelines in order that a safe and quality service is provided.
- ✓ Communicate effectively with dignity and respect to all patients, relatives, staff and others giving consideration to potential barriers to understanding.
- ✓ Work towards the achievement of the shared goals of the patient and multidisciplinary team by collaboration to ensure that best practice is achieved utilising both clinical benchmarking and Evidence Based Practice to achieve this.
- ✓ Undertake practice sensitive to the individualised needs of all patients.
- ✓ Administration of medicines and treatments in line with NMC and hospice policy.
- ✓ Be actively involved with all aspects of admission and discharge, engaging with other agencies and community teams to ensure a safe, individualised approach based on the assessment of needs.
- ✓ Undertake clinical skills with dexterity and accuracy to improve the patient experience and journey (e.g. venipuncture, cannulation, etc.)
- ✓ Be competent in the correct use of all equipment used in the clinical setting in accordance with instruction and departmental procedures, reporting any faults as necessary.
- ✓ Maintain accurate, contemporaneous electronic patient records in line with hospice policy and NMC Code of Conduct.
- ✓ Maintain own CPD in accordance with requirements and contribute to formulation of own objectives and personal development plan.
- ✓ In conjunction with the IPU Manager / Sister / Charge Nurse, contribute to the delivery of orientation programmes and induction for new starters and learners.
- ✓ Actively contribute and participate in the hospice clinical governance agenda.
- ✓ Act as a link nurse and resource for other nursing staff for a specific area of patient care.

# Requirements

## The Staff Nurse have:

- ✓ Current 1<sup>st</sup> level Registration.
- ✓ Evidence of continuing professional development.
- ✓ Excellent written and verbal communication skills.
- ✓ Relevant post registration palliative care experience.

### Desirable

- ✓ Teaching and Assessing Certificate.

## The Staff Nurse will be able to:

- ✓ Work as part of a team.
- ✓ Problem solve.
- ✓ Demonstrate awareness of own limitations.
- ✓ Organise workload and delegate tasks as appropriate.
- ✓ Effectively organise.
- ✓ Have a positive approach to work.
- ✓ Willingness to be flexible and adaptable to the internal rotation to day and night duty and unsocial hours.
- ✓ Motivate personal and professional development of self and other junior colleagues.
- ✓ Compassionate and caring.
- ✓ Inspire others and be a positive role model.

# Terms and conditions for the Staff Nurse

## Contract

Permanent

## Work Pattern

23-37.5 hours per week (Monday to Sunday, including nights)  
Enhancements of between 30% and 60% for weekend, bank holidays, unsocial

## Location

Heald Green or Little Hulton

## Free Parking

Free parking at our Heald Green, Little Hulton and Neil Cliffe Centre hospice sites.

## Holiday

35 days, increasing to 37 days after 5 years' service and 41 days after 10 years' service (pro rata, inclusive of bank holidays). In addition staff are able to buy up to 1 weeks' holiday per year via salary sacrifice, pro rata.

## Pension

Contributory Stakeholder pension in which we match up to 7% of your gross salary. Or the ability to continue with a previously held NHS pension (subject to making contribution's into the scheme in the previous 12 months).

## Life Cover

All staff in the Scottish Widows Pension scheme (with the exception of bank staff) are provided with life cover of three times their basic salary in the event of their death whilst employed by St Ann's Hospice.

## Health Cash Plan

We offer access to an employee paid health cash plan. That allows employees to spread the cost of health expenses including dental, optical, physiotherapy and more.

## Employee Assistance Programme

Employees can access telephone and online counselling 24 hours a day. Face to face counselling is also available and support on issues including debt, employment law, benefits and housing.

## Probation

Six months.

## Notice

8 weeks.



St Ann's Hospice, St Ann's Road North, Heald Green, Cheadle, Cheshire SK8 3SZ

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