

# 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

**Title** Ward Sister / Charge Nurse

**Salary** £37,127-£42,618 Hospice Band 6  
Competency Based Framework  
Enhancements of between 30% and 60% for weekends, bank holidays and unsocial hours

## Location

Cross site working at Little Hulton and Heald Green

**Responsible to** Ward Manager

## Core Purpose

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

## Job summary

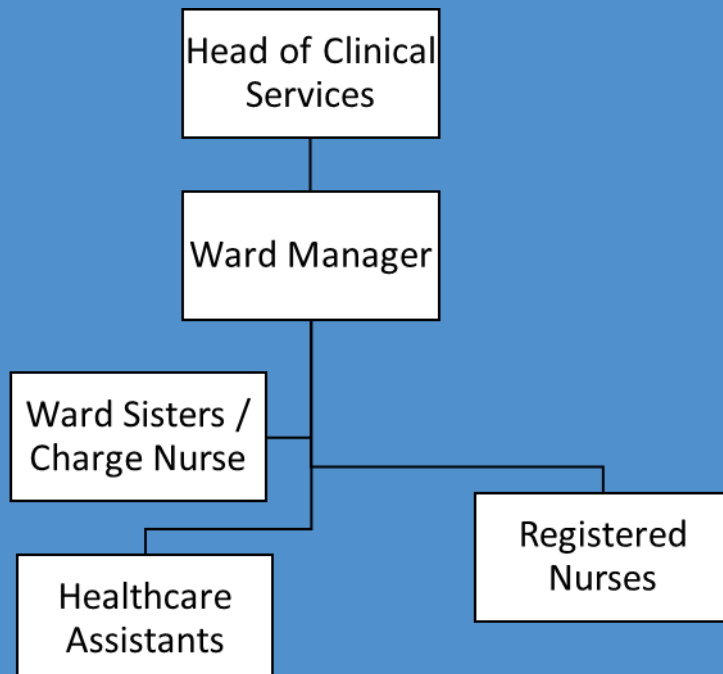
The Ward Sister/Charge Nurse plays a key role in its provision of specialist palliative and supportive care.

The role involves putting our patients and their families first and always going the extra mile to provide first class care.

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

To work within the policy framework of the hospice supporting the team in ensuring that the aims and objectives are met.

To carry out clinical, managerial and educational duties in accordance with the hospice policy procedures and standards and the NMC code.



## Responsibilities

### The Ward Sister / Charge Nurse will:

- ✓ Provide specialist palliative and supportive care.
- ✓ Act in accordance with the Nursing and Midwifery Code of Conduct.
- ✓ Be accountable for their actions and omissions in practice and be able to justify decisions made.
- ✓ Ensure care is consistent with the 5 principles of the Mental Capacity Act Code of Practice.
- ✓ Provide an environment that supports infection control.
- ✓ Provide clinical nurse leadership and act as a role model in the co-ordination and delivery of excellent nursing care.
- ✓ Be fully responsible for clinical issues whilst on duty within the Inpatient Unit and in the absence of the ward manager.
- ✓ Foster good working relationships and to effectively communicate with members of the multi-disciplinary team, users of the service and other health care professionals working externally.

## Requirements

### The Ward Sister / Charge Nurse will have:

- ✓ 1st level Registration or Diploma level.
- ✓ 1st Level Registration with NMC.
- ✓ Evidence of further accredited learning relevant to field of palliative care or long term conditions.
- ✓ Accredited assessor qualification.
- ✓ A 1st level degree or working towards this.
- ✓ Current registration with the Nursing and Midwifery Council.

### The Ward Sister / Charge Nurse will be able to:

- ✓ Demonstrate an interest in specialist Palliative care.
- ✓ Use their own initiative.
- ✓ Work well under pressure.
- ✓ Communicate effectively.
- ✓ Display a kind, emphatic and person centered approach.
- ✓ Work as a team player.
- ✓ Provide innovative solutions.
- ✓ Maintain strict confidentiality.

Any post holder within the organisation will be expected to undertake safeguarding training appropriate to their role and adhere to safeguarding policies and procedures. All staff must work in accordance with their statutory roles and responsibilities in relation to safeguarding in accordance with the Working Together to Safeguarding Children 2023, The Care Act 2014, and Prevent Duty 2015.

# Terms and conditions for the Ward Sister / Charge Nurse

## Contract

Secondment for 12 months from April 2024 **\*INTERNAL ONLY\***

## Work Pattern

23 - 37.5 hours per week  
Includes 11.5hr shift work, weekends and bank holidays

## Location

Cross site working will be required

## 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

N/A Internal development opportunity.

## Notice

8 weeks



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

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