

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

Hospice @ Home Staff Nurse

Salary

Hospice Band 5
Competency Based Framework
£30,869 to 37,577 (pro rata)

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

Location

Based at Little Hulton, working across Trafford

Responsible to

Hospice @ Home Team Leader.

Core Purpose

To play a key role in the provision of specialist palliative nursing care and support to patients, family/carers with life limiting illness within their own living environment.

Job summary

Provide specialist palliative care to patients, families and their carers in their own living environment.

In collaboration with internal colleagues, external referrers and stakeholders, provide Specialist Palliative and End of Life Care for patients within Trafford.

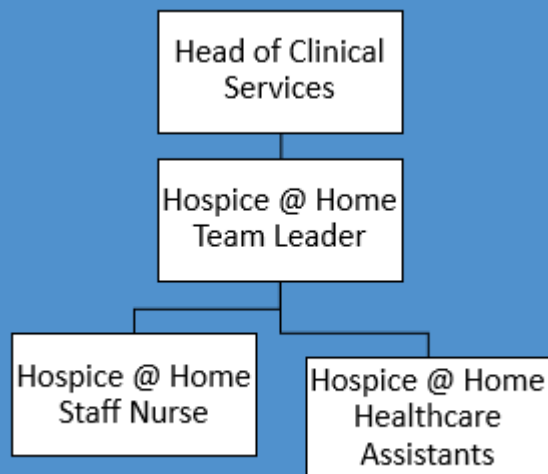
Work as an effective team member, organising, managing and prioritising own workload.

Be involved in service development, providing expert advice and ensuring quality of care.

Maintain confidentiality and data protection regarding all personal information and hospice activity, operating within current legislation.

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

Deputising for Hospice@Home team leader as required.



Responsibilities

The H@H Staff Nurse will:

- ✓ Conduct initial assessments to patients and carers in their own living environments to plan, deliver and evaluate specialist palliative care.
- ✓ Contribute to the holistic assessment and support of the specialist needs of patients, families and carers accessing the specialist palliative care service.
- ✓ Provide specialist palliative care and support to patients and carers in their own living environment, identifying their specific goals, promoting and maintaining independence.
- ✓ Effectively manage your caseload, prioritising work appropriately in order to support the safe and effective delivery of care.
- ✓ Work collaboratively and liaise with healthcare professionals internally and externally. Attend relevant MDT meetings, huddles and GSF's.
- ✓ Support the team leader to ensure an effectively managed service.
- ✓ Refer to other internal or external services where appropriate.
- ✓ Provide bereavement support, signposting to other services as appropriate.
- ✓ Contribute to service development and improvements in line with the clinical strategy.
- ✓ Ensure accurate record keeping in accordance with organisational policy and professional requirements.
- ✓ Work in accordance with own professional conduct (NMC).
- ✓ Work independently and oversee members of the team.
- ✓ Actively participate in the hospice performance development review process to identify own learning needs taking necessary steps to reach personal/professional objectives.

Requirements

The H@H Staff Nurse have:

- ✓ 1st level Registration or Diploma level nursing qualification and current registration with NMC.
- ✓ Evidence of continuing professional development.
- ✓ Excellent written and verbal communication skills.
- ✓ Hold a full driving license and have access to a vehicle with car insured for business use.

Desirable

- ✓ Completion of communication skills training
- ✓ Relevant post registration palliative care experience.
- ✓ Experience working in the community as a registered nurse.

The H@H Staff Nurse will be able to:

- ✓ Use their initiative and effectively manage their time and workload.
- ✓ Demonstrate competence with basic IT skills and Microsoft packages.
- ✓ Demonstrate a working knowledge of electronic medical records (e.g. EMIS) and be able to update records in line with organisational policy.
- ✓ Awareness of the organisational strategic direction of the hospice in regard to the provision of specialist palliative care services.
- ✓ Organise workload and delegate tasks as appropriate.
- ✓ Demonstrate an understanding of frequently used medications and apply knowledge to ensure safe and effective practice.
- ✓ Demonstrate an awareness of palliative care emergencies.
- ✓ Demonstrate involvement in service development.
- ✓ Foster good working relationships, communicating effectively with the MDT and service users internally and externally.
- ✓ Maintain strict confidentiality.
- ✓ Work with patients and those close to them with a kind, empathetic and person centered approach.
- ✓ Demonstrate the ability to communicate sensitively and effectively with patients and their families about a range of complex issues including Advanced care planning.
- ✓ Demonstrate the ability to collaborate with patients to establish patient centred goals and develop a plan to achieve them.
- ✓ Support the delivery of hands on nursing care in conjunction with community colleagues.
- ✓ Deliver emotional and psychological support equivalent to level

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 H@H Staff Nurse

Contract

Permanent

Work Pattern

22.5 hours per week (Monday to Sunday) 7.5hr shifts between 09.00hrs and 20.00hrs

Enhancements of between 30% and 60% for weekend. bank holidays.

Location

Based at Little Hulton predominantly working in Trafford.

Free Parking

Free parking at our Heald Green and Little Hulton 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 contributions 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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