

Job Description

Job Details:	
Job Title:	Community Staff Nurse
Grade:	Band 5
Department:	Community
Directorate:	Care Services
Reporting to:	Clinical Lead – Community
Role Purpose	
To work flexibly within the Dorothy House Community Team, undertaking assessments of appropriate new referrals both in their home environment and assessment clinics. This will include follow-up assessment of patients both in their care, and under the care of the Dorothy House Nurse Specialists (DHNS). (Both physical and virtual) Using your experience as a nurse, you will work as part of our community team to contribute the provision of complex symptom control and support to palliative care patients. To work flexibly across the organisation which may include working on the Inpatient Unit if required. Participating in delivering education to groups (professional and service users) To provide nursing care that is patient and family centred, acknowledging the needs of individuals and ensuring high standards of care are provided.	
Principal Duties and Responsibilities	
Job Summary • To work as part of the Dorothy House Nursing Team, providing specialist palliative care to those with a life limiting illness and their families in partnership with health and social care colleagues, both in the community and within the main hospice site at Winsley. • To support and participate in educating students, apprentices, MDT team members, administrative staff and volunteers as necessary. • To develop skills in other community related departments within Dorothy House Hospice Care which are relevant to community services which improve the patient and family experience of DH. • To work closely with other members of the Multi-Professional Team, both at DH, and in the community setting. • This role incorporates 7 day working, and may include some shift working.	

Clinical

- To demonstrate clinical practice which is patient focused and has a high commitment to professional caring and partnership in care
- To visit patients and families and assess their palliative care needs (psychological, physical, social and spiritual) respecting the rights and dignity of the individual at all times.
- In consultation with patients, family and professional carers and using knowledge of the impact of the disease and its treatment, formulate a care plan that seeks to address these needs.
- To support patient care needs by participating in appropriate direct care.
- To regularly communicate with Nurse Specialists and the wider DH Multi-Disciplinary team to ensure optimum and timely care is achieved for patients and families.
- To assess the bereavement needs of the family and refer for follow-up work with the Bereavement Service.
- To refer to other services at DH as appropriate.
- To work closely with external health and social care colleagues, and refer outwards to appropriate services.
- Work as a member of the Multi-Professional team and take active role in clinical meetings to ensure maximum quality of care.
- To keep accurate records and input information into the patient database.
- To develop skills in clinic assessments held within any clinic setting.
- To develop and use clinical abilities in practical skills for clinical procedures.
- To represent Dorothy House at organisational meetings.
- To participate in wider Dorothy House Hospice Care activities as appropriate.
- To have a clear understanding of Safeguarding and Clinical Governance issues and procedure that need to be adhered to.
- To undertake staffing of the DH advice line as part of a rota. (this is an expectation after completion of probation period, and competencies for this part of the role)

Managerial

- To prioritise own workload and organise and carry out work effectively.
- To work as a member of the Community Team
- To work with other nursing areas of DH as required.
- To attend meetings as appropriate both internal and external
- Participate in the development, revision and monitoring of clinical practice.
- Be aware of occupational hazards and take all appropriate steps to safeguard the health and safety of those involved in patient care.
- To recognise own support needs and those of colleagues and how they can be met.

Education

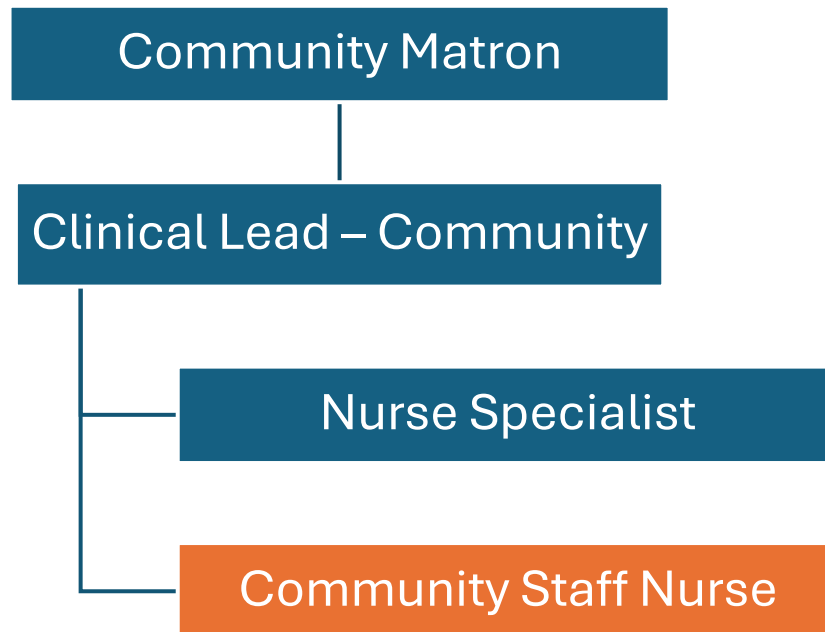
- To develop clinical skills relevant to the needs of DH
- To utilise learning opportunities to enhance the knowledge and skills of health and social care colleagues.
- To support learners undertaking appropriate health and social care courses, offering mentorship as appropriate.
- To participate in patient and carer centred education programmes.
- To attend clinical supervision

Research

- To use reflective skills to evaluate current practice.
- To participate in clinical audit.
- To identify areas for research and inform and discuss with appropriate colleagues.
- To participate in research, as appropriate, and apply relevant findings to practice and teaching.

Professional

- To work within the Nursing and Midwifery Council Professional Code of Conduct. Including preparation and participation in the revalidation process.
- To abide by legal rules and statutory regulations relating to practice.
- To work within the policies and procedures of Dorothy House Hospice Care.
- To participate in clinical supervision and other formal structures for professional support.
- To identify own professional development and support needs with LineManager.
- To participate in the Personal Development Review system

Structure Chart**Special Note**

This job description does not form a part of the contract of employment but indicates how that contract should be performed. The job description will be subject to amendment in the light of experience and in consultation with the post holder.

No Smoking Policy

Dorothy House operates a No Smoking Policy for all staff, volunteers and visitors in relation to promoting health. It applies to the Hospice premises and grounds at Winsley, all Dorothy House shops and when staff are on duty in patients homes.

Confidentiality

All of the work relating to patients, carers, donors, staff and volunteers and any other information gained are of a confidential nature and must not be communicated to other persons except in the course of duty.

Health and Safety at Work Act

It is the responsibility of all employees to ensure that the requirements of the Health and Safety at Work Act are complied with safe working practices are adhered to and that hazards are observed and reported to the appropriate office.

Safeguarding

Dorothy House is committed to promoting the wellbeing of all adults and children who use our services, ensuring that they live a life that is free from harm, abuse and neglect. We work in an open and transparent way and encourage staff, volunteers, patients and families to raise any safeguarding concerns. All staff should ensure that they are aware of their responsibilities and attend the mandatory training as required.

Person Specification		
Criteria	Essential	Desirable
First Level Nurse with relevant post basic qualification	X	
Clinical experience at Band 5 level or equivalent	X	
Excellent communication/interpersonal skills related to complex patient care	X	
Can demonstrate experience working alongside a multi-disciplinary team	X	
Ongoing evidence of professional development	X	
*UK driving licence with access to a vehicle	X	
Personal attributes that reflect care, compassion and willingness to support patients and their families through their end-of-life journey	X	
Clinical experience working independently and managing own caseload within a relevant specialty, demonstrating clinical assessment and analytical skills		X
Demonstrates evidence of palliative care knowledge		X
ENB 998 or equivalent experience in teaching		X
Demonstrates research skills or experience		X
Experience of working within the community/relevant qualification		X

*Due to the community-based nature of the role, the post holder will be required to travel and work outside of public transport hours / routes and will need to hold a full UK driving licence with access to a vehicle.