

Thames hospice

Job Title: Senior Staff Nurse (SSN)

Salary: £40,000 per year

Location: Based in Bray, Maidenhead

Hours: 37.5 hours per week, to include shifts, weekends and nights –
07.15 to 19.45 or 19.15 to 07.45 with 1-hour break

Reports to: CNS Line Manager

Purpose of job:

To support patients with a palliative or end of life prognosis and their families/carers towards achieving their preferred place of care in their own home

To work under the supervision of the CNS' to develop knowledge and expertise in Palliative Care whilst providing a timely and seamless service.

Managing corporate caseload of patients with other SSN's, telephoning to support and visiting as needed, supporting Duty Clinical Nurse Specialist (CNS) with incoming calls on a rotational basis

Main tasks:

1. To ensure that the PCRT delivers an excellent standard of care to patients and their families
2. To be aware of own accountability and limitations and take responsibility for caseload/time management with the support of the CNS's
3. To work autonomously to deliver individualised care based on need, using assessment and reassessment of nursing and symptom control needs as appropriate
4. To provide psychological support to patients and their families / carers
5. To communicate fully and effectively with patients, families and professional colleagues
6. To identify and appropriately manage barriers to effective communication, acting as patient's advocate if needed
7. To work collaboratively with the wider Multidisciplinary Team (MDT), GP's, District Nurses and clinical staff within the Acute Trusts, to ensure a co-ordinated and defined management plan for each patient; to include review and discharge as appropriate
8. To perform VOED (training will be provided) and last offices if required
9. To participate in training of Student Nurses, Health Care Assistants and Paramedic students
10. To maintain accurate healthcare records in line with Thames Hospice organisational policy and own professional accountability
11. To develop and maintain effective partnership working with the IPU Medical and Nursing Teams
12. To achieve service specific targets
13. To participate in audits of the service to identify if working practices and changes have enabled an improved patient/carer experience
14. To report accidents, incidents and complaints as per procedure and Policy, participating in investigations if required

15. To understand and comply with processes for lone working, role boundaries and patient confidentiality
16. To maintain personal and professional development including attendance at Thames Hospice mandatory training
17. To assume responsibility for own revalidation requirements

Thames Hospice is committed to being an equal opportunities organisation. It is committed to promoting equal opportunities and preventing discrimination. This policy applies to both its service and delivery and to its own employment practices. You will be willing and able to demonstrate commitment to Thames Hospice Equal Opportunities Policy.

Our Values

Our Values are the essence of our culture and inspire our behaviour. They are:



Person Specification

Please note that all criteria are essential unless otherwise stated

1. Specialist Knowledge and Experience

- 1.1 Registered Nurse.
- 1.2 Evidence of broad nursing experience; Community services (Desirable)
- 1.3 Knowledge and understanding of current developments in palliative care
- 1.4 Hold a credit bearing award in End of Life Care (Desirable) and Mentorship
- 1.5 Knowledge of national CQC monitoring requirements
- 1.6 Experience of undertaking nursing assessments and care planning for patients, including those with complex needs
- 1.7 Evidence of sound clinical decision making, independently, and as part of the multidisciplinary team
- 1.8 Demonstrable skills in written and spoken English to enable effective communication about nursing topics with patients and colleagues
- 1.9 Ability to put the needs of patients first and look after their interests
- 1.9 Willingness and ability to demonstrate commitment to Thames Hospice values

2. Team working

- 2.1 Experienced in maintaining effective relationships with colleagues
- 2.2 Ability to quickly build a rapport and establish professional relationships with others, based on trust and understanding
- 2.3 Experience in identifying and managing conflict

3. Organisation

- 3.1 Ability to work logically and accurately with attention to detail
- 3.2 Able to plan and prioritise a varied workload

4. Communication

- 4.1 Experience of communicating effectively with all members of the multidisciplinary team, both verbally and in writing
- 4.2 Experience of communicating effectively with patients, carers and families, both face to face and on the telephone

5. Analytical

- 5.1 Experience of using multiprofessional records to fully and accurately document patient care and interactions

6. Personal drive, commitment and resilience

- 6.1 Enthusiastic, committed and able to use initiative, ensuring delivery of objectives
- 6.2 Commitment to ensuring the patient is central to all decisions about, and the provision of care
- 6.3 Able to remain calm and in control when under pressure

7. IT skills

- 7.1 Ability to use Microsoft Office including Word, Excel and Outlook. Knowledge of the workings of databases

8. Special conditions

- 8.1 Appointment is subject to an Enhanced Disclosure and Barring Service check
- 8.2 Must be able to drive and have access to own car and be covered for business use
- 8.3 The post holder must maintain their professional registration.
- 8.4 Post holder immunised for Covid-19, Hepatitis B, MMR, Tuberculosis and Chickenpox