



Job Title: Staff Nurse

Salary: £39,500 per year (£31,600 pro rata), plus shift enhancements

- Work on a Saturday: Time and one third - 1.33
- Work on a Sunday or Bank Holiday: Time and two thirds - 1.66
- Work after 8pm-8am: Time and one third - 1.33

Location: Bray Lake

Hours: 30.5 hours per week (includes nights and weekends)

Reports to: Inpatient Services Manager, ward sisters and senior staff nurses

Responsible for: assisting in the development and delivery of the Inpatient service to enable provision of care for patients requiring palliative or end of life care

Overview:

We are always looking for excellent people to bring their skills, values driven behaviours and commitment to ambition to deliver “quality of life, to the end of life, for everyone” to join our charity.

As one team we raise money, support each other whether in clinical teams, or corporate services to ensure everything runs efficiently and smoothly and delivers the best outcome for our patients and their families. Being part of a great team in a complex organisation is demanding, but also really rewarding. If you want to be part of our Inpatient Services team then we’d love to work with you.

Culture:

We look for people who really care about their work and have huge amounts of compassion to give. If you want to work as part of a culture which develops your skills and values, and builds your confidence to be the best version of yourself, then this is the right place for you. We work hard to look after our people, our patients, our families and our reputation.

All patients are Thames Hospice patients and therefore we always support the patient and their family irrespective of our individual role. We represent the wider charity and clinical model at all times.

Our organisational values are:



Compassion

Compassion for everyone in a safe and caring environment



Ambition

The desire and determination to serve everyone in our community



Respect

Respect for everyone's dignity



Excellence

Committed to excellence in everything we do

Responsibilities:

Care with Agility: *excellent care and support tailored to patients and families in their preferred setting:*

- Delivers responsive, person-centred care that adapts to the changing needs of patients and their families.
- Ensures comfort, dignity, and safety at all times in the patient's preferred place of care.
- Provides timely support to promote independence and quality of life, through organisation and proactivity.
- Communicates effectively with patients, families, and professionals to ensure coordinated and compassionate care.

Financial Sustainability: *generating sustainable funding with integrity to ensure excellent hospice care:*

- Uses resources responsibly and efficiently to deliver high-quality care in a cost-effective manner.
- Maintains accurate and timely documentation, through ability to use Microsoft Office and particular databases, in order to support continuity of care and reduce duplication.
- Supports service delivery models that maximise staff skills and time.
- Contributes to sustainable healthcare provision through efficient working practices.

Supportive Culture: *fostering an inclusive, compassionate culture, ensuring outstanding care and management:*

- Contributes to a positive, inclusive, and compassionate team environment.
- Demonstrates professionalism, empathy, and respect in all interactions, whilst being able to work independently and collaboratively.
- Upholds the organisation's values and promotes a culture of kindness and accountability
- Actively engages in personal and professional development
- Supports a culture of continuous learning and personal growth.

Extending reach: *expanding access to our services, ensuring equitable care for all, especially underserved communities:*

- Delivers care that is accessible and equitable for all individuals, regardless of background.
- Builds trust with diverse communities and adapts care approaches to meet cultural and individual needs.
- Promotes awareness and understanding of available services within the community.
- Acts as an ambassador for the organisation in all care settings.

Specific Role Responsibilities:

- To ensure that the IPS service delivers an excellent standard of care to patients and their families
- To lead a team of nurses for a shift (all) and dependent on experience on occasion lead the IPS for a shift in the absence of a more senior nurse
- To offer timely and individual care based on need, regular patient review, assessment and re-assessment.
- To provide direct delivery of care to patients
- To provide symptom control for patients including the administration of medicines in line with Thames Hospice Policy
- To communicate fully and effectively with patients, their families and professional colleagues to ensure a safe and needs led care pathway, with particular consideration given to discharge
- To work as a member of the multidisciplinary team to ensure a co-ordinated and defined management plan / plan of care for each patient. To include review and discharge as appropriate and attend MDT meetings as required
- To maintain accurate healthcare records, written and computer based, liaising with community colleagues and in line with Thames Hospice organisational policy and professional requirements
- To participate in training, of student nurses and external stakeholders as required.
- To monitor practice and competence for Bank RNs and Health Care Assistants by regularly working with them as part of a shift (dependent on experience)
- To support and work with the IPS Team Sisters to develop and maintain effective partnership working with the multidisciplinary team
- To communicate, when required, with external care agencies, GPs and community teams to facilitate best working practice and service provision
- To participate in an audit of the service, to identify if improvements and / or changes have enabled an improved patient and care experienced.
- To report accidents, incidents and complaints in area of responsibility as per procedure, participating in investigations as required

A job description is not a rigid or inflexible document but acts to provide guidelines to the duties expected while in post. It will be reviewed as appropriate with the post holder.

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 delivery and to its own employment practices. You will be willing and able to demonstrate commitment to Thames Hospice Equal Opportunities Policy.

Experience:

- Registered Nurse (Adult or Mental Health)
- Knowledge and understanding of current developments in palliative care (Desirable)
- Have or be willing to work towards a credit bearing award in End of Life Care
- Awareness of national Care Quality Commission monitoring requirements
- Recent experience of undertaking nursing assessments and care planning for patients
- Demonstrable skills in written and spoken English that are adequate to enable effective communication about relevant topics with patients and colleagues
- Evidence of post registration nursing experience
- Recent experience of undertaking nursing assessments and care planning for patients including those with complex needs
- Evidence of sound clinical decision making independently and as part of the multidisciplinary team
- Experienced in maintaining effective relationships with colleagues
- Ability to quickly build a rapport and establish professional relationships with others, based on trust and understanding

- Ability to organise own workload and to prioritise care needs of a defined patient caseload
- Ability to organise a small team of nurses
- Experience of communicating effectively with all members of the multidisciplinary team, both verbally and in writing
- Experience of communicating effectively with patients, carers and families, both face to face and on the telephone
- Experience of using multi-professional records to fully and accurately document patient care and interactions
- Enthusiastic, committed and able to use initiative, ensuring delivery of objectives
- Commitment to ensuring the patient is central to all decisions about, and the provision of, care
- Able to remain calm and in control when under pressure

Special conditions of appointment to this role:

- Appointment is subject to an Enhanced Disclosure and Barring Service check, occupational health assessment and right to work in the UK checks.
- Immunisations for Hepatitis B and MMR (Ideally Tuberculosis and Chicken pox)
- Must be willing and able to work shifts including nights
- The post holder must maintain an active professional portfolio in order to be able to revalidate every 3 years in accordance with the current NMC guidelines
- Must attend all Thames Hospice Mandatory Training as required for role