

Registered Nurse (Zero Hours Worker) Assignment Description

Location: Community of Tynedale, Scots Gap and Ponteland

General Statement

Tynedale Hospice at Home Registered Nurse Workers (Zero Hours) are part of the multi-disciplinary team providing supportive and palliative care to a range of patients with life limiting illnesses. Assignments include the performance of a range of clinical procedures and assessments within community settings.

The Tynedale Hospice at Home Registered Nurse Worker is an autonomous practitioner with a high level of skill and competence to enable them to practice within a range of different environments without direct supervision and support.

Assignment Summary

The Tynedale Hospice at Home Registered Nurse (Zero Hours Worker) works on an assignment basis in partnership with the wider Primary Health Care Team and Palliative Care Partnership to deliver clinical care to patients. They work in partnership with patients, their family and carers, delivering care within the scope of their professional practice, in the patient's own home, wherever that may be.

Although the worker has access to advice he/she is expected to work unsupervised. In addition, the worker is expected to supervise the work of Hospice Support Workers (Zero Hours).

The tasks, skills and duties of the Tynedale Hospice at Home Registered Nurse (Zero Hours Worker) are described under the following sub-headings:

Clinical

- The development and delivery of end of life care
- Monitor and evaluate end of life care plans to measure progress and ensure the effectiveness of the interventions
- The delivery of care and support to patients with life limiting illnesses and their families including the provision of emotional and pre and post bereavement support
- The performance of skilled nursing care including aspects of assessment, wound management, palliative care and catheterisation
- The administration of medication, including sub cutaneous injections and the monitoring and trouble shooting of syringe drivers

- Management of enteral feeding systems and the administration of bolus feeds
- Maintaining records of care delivery within care plans and Care of the Dying documentation
- The performance of diagnostic tests such as blood glucose monitoring and bladder palpation to check for urinary retention
- Interpretation of results and the communication of these to patients e.g. blood glucose estimation. Explaining aspects of care to patients and carers allowing the opportunity to ask questions and raise concerns
- The safe moving and handling of patients and inanimate loads including the selection and safe use of appropriate equipment/aids
- Maintain a duty of care to patients, carers and colleagues through the exercise of personal and professional accountability

Communication/Documentation

- Communicate with diverse groups of patients and carers on a range of matters in a form which is appropriate to them and the situation
- Communicate with responsible Primary Care Team – Matron, GP, MacMillan – when issues arise at the end of shifts
- Develop and maintain communication with people about difficult and complex matters or situations relation to End of Life Care
- Present information in a range of formats, including written and verbal, as appropriate to the circumstances
- Listen to patients, their families and friends about their concerns related to end of life and provide information and support
- Work with patients their families and friends in a sensitive and flexible manner, demonstrating an awareness of the impact of death, dying and bereavement and recognising that their priorities and ability to communicate may vary over time
- The ability to manage unpredictable and/or volatile situations effectively including the ability to undertake a risk assessment prior to visiting
- The ability to facilitate communication with clients for whom English is not the first language and those who have communication/language difficulties

Assessment and Care Planning

- Understand the range of assessment tools and ways of gathering information, and their advantages and disadvantages
- Assess pain and other symptoms using assessment tools, pain history, appropriate physical examination and relevant investigation
- Undertake/contribute to multi-disciplinary holistic assessment and information sharing

Advance Care Planning

- Demonstrate awareness and understanding of Advance Care Planning, and the times it would be appropriate
- Demonstrate awareness and understanding of the legal status and implications of the Advance Care Planning process in accordance with the provisions of the Mental Capacity Act 2005
- Show an understanding of Informed Consent and demonstrate the ability to give sufficient information in an appropriate manner
- Use effective communication skills when having Advance Care planning discussions as part of ongoing assessment and intervention
- Work sensitively with families and carers to support them as the patient decides upon their preferences and wishes during the Advance Care Planning process
- Where appropriate, ensure that the wishes of the patient, as described in the Advance Care Plan are shared (with permission) with other members of the multi-disciplinary team
- When appropriate, know what the Advance Care Plan contains and how this will impact upon an individual patients care delivery

Leadership, Supervision and Appraisal

- Work without direct supervision to deliver care to patients, seeking advice from specialist nurse or members of the Primary Health Care Team when appropriate
- Maintain the direction of the district nursing team in the absence of the Community Matron
- Take responsibility for your own learning and continuing professional development and contributing to the learning of others
- Promote evidence based practice through continued professional development and the sharing of best practice within the team and with others
- Appraise and supervise interventions performed by other members of the nursing team in accordance with Hospice policies
- Attend Supervision sessions and appraisal as required by the Hospice
- Promote health and safety, undertaking risk assessments as necessary
- Contribute to Hospice policies, protocols and procedures where appropriate.

Overarching Values and Knowledge

- Have an awareness of the importance of contributing to the evaluation and change of services, participating as appropriate and involving patients in that process
- In the context of End of Life Care have an understanding and knowledge of:
 - a) Your own professional role/boundaries
 - b) Legal and ethical issues
 - c) Professional codes of conduct

- d) The assignment/contribution of other workers and organisations to ensure leadership commitment and innovation
- e) The impact of your own beliefs on practice
- f) Approaches to risk assessment
- g) Approaches to and theories of change, loss and bereavement
- h) Social models of care and person centred approaches

Training Zero Hours Workers

- Work alongside new Zero Hours Workers when required, acting as a 'buddy', sharing your experience and skills.
- Participate in mandatory training and development courses as advocated by the Hospice

Service Delivery and Development

- Participate in the planning of service delivery and development within the multi-disciplinary team and other agencies
- Have the physical ability to carry out assignments within diverse circumstances
- Be mentally and emotionally astute to carry out assignments within diverse situations
- Work in adverse environmental conditions

Clinical Governance and Quality Standards

- Assist in the development of clinical governance and quality frameworks through patient focused benchmarking, clinical audit and critical incident reviews
- Implement Hospice policies within and across professional boundaries e.g. with support workers and staff from social care, promoting changes to working practices and procedures

Professional Development

- Seek out opportunities for lifelong learning to develop knowledge and skills to effectively enhance personal and professional development
- Share information with co-workers to promote the development of best practice
- Develop a questioning and reflective approach to work

Person Specification

Assignment: Tynedale Hospice at Home Registered Nurse Worker (Zero Hours)

CATEGORY	ESSENTIAL	DESIRABLE	EVIDENCE
Knowledge / Qualification	State Registration on Part 1 of the NMC register	Short course in life limiting illness	* Application form * Certificates
Work Experience	Experience of working without direct supervision in a health care environment Awareness of Palliative Care and End of Life Care Issues	Experience of working in the community Experience of delivering care at end of life	* Application form * Interview
Skills, Knowledge and aptitude	Communication skills, written and verbal Interpersonal skills Organisational skills Leadership skills Nursing skills		* Application form * Interview * References
Motivation	Commitment to - Hospice working - Quality Care provision Personal/professional development		* Application form * Interview * References
Physical	Physically capable of carrying out the full requirements of assignments including manual dexterity Frequent exposure to clinical waste Requirements to work in adverse conditions		* Health Care Assessment
Mental effort	Mentally able to carry out the full requirements of assignments.		* Application form * Interview * References
Emotional Effort	Emotionally able to carry out the requirements of assignments, including exposure to highly distressing or highly emotional circumstances e.g terminally ill patients		* Application form * Interview * References
Other Factors	Ability to meet the transport requirements of assignments Enhanced DBS Disclosure		* Current driving license * Application form * Interview * Police Check