**Job Description**

**Job Title**: Nursing Associate

**Hours**: 37.5 per week

**Reporting to**: IPU Modern Matron

**Salary Band**: C

**Job purpose**:

Our Vision is to make every day the best day possible for our patients and their families in South Devon. Your role will be to support this by working as a nursing associate in the inpatient unit as part of the care team.

**Our Values:**

Honesty & Integrity Generosity of Spirit Respect Team Player

**Key roles and responsibilities:**

**Clinical:**

1. Work within the Standards of Proficiency for Nursing Associates (NMC 2018).
2. Assess and develop nursing care plans and evaluate the palliative care needs of patients on the inpatient unit, working as part of the care team.
3. Take clinical direction and leadership from registered nurses.
4. Offer advice and support to meet the physical, psychological, spiritual and social care needs of patients in this setting.
5. Continually develop your clinical expertise in palliative care nursing practice.
6. Work alongside MDT colleagues in assessing and planning care for patients within your daily caseload.
7. Effectively communicate and offer specialist palliative care advice and support to district nurses, GPs and others within the community setting and provide support to colleagues in decision making.
8. Support the inpatient unit care team in advanced care planning for patients and their families.
9. Effectively document patient care electronically using approved systems.
10. Work as an accountable professional and as a team player.
11. Participate in quality improvements and projects.
12. Administer medications in line with Rowcroft’s medication management policy.

**Education & Research:**

1. Maintain mandatory training requirements, including medications management.
2. Fulfil clinical competencies.
3. Promote and teach others in specialist palliative care.
4. Support the mentorship of students and trainees.
5. Complete the advanced communications course.
6. Work as part of the team to participate in approved research projects.

**Professional development:**

1. Participate in clinical supervision always seeking to improve own clinical practice.
2. Support open communication in the team.
3. Make the best use of technology as part of nursing care delivery.
4. Honour Rowcroft’s values and the standards expected of a nurse associate registrant with the NMC (professional body).
5. Participate in clinical audits as appropriate.

**General**

This job description is not exhaustive and outlines the key responsibilities of the post holder. It may be amended from time to time to meet the needs of the hospice.

**Infection Prevention**

All Rowcroft employees both clinical and non-clinical are required to adhere to the Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times to reduce the burden of Healthcare Associated Infections including MRSA.

You agree to the following responsibilities:

* 1. To decontaminate your hands prior to and after direct patient care or contact with the patient's surroundings;
  2. To take part in mandatory infection control training provided
  3. To responsibly manage your own infections (other than common colds and illness) that may be transmittable to patients, including to contact Occupational Health for guidance.

**PERSON SPECIFICATION**

Nurse Associate

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| **Attributes** | **Essential** | **Desirable** |
| **Qualifications and Training** | Registered Nurse Associate:  Successful completion of the Nursing Associate training programme which includes the attainment of a level 5 Foundation Degree equivalent qualification | Teaching, mentoring or coaching qualification or equivalent experience  Completed a ‘Train the trainer’ course |
| **Knowledge and Skills** | Palliative care experience as a HCA or similar  Excellent IT Skills | Proven knowledge and experience in hospice/palliative care  Presentation/training skills  Quality improvement and service development skills |
| **Experience** | Previous specialist palliative/cancer or chronic disease care experience |  |
| **Personal Requirements** | Ability to communicate effectively with service users and staff  Ability to work across different care settings  Adaptable, approachable and responsive |  |
| **Other Requirements** | May be required to work in other clinical departments as need arises  Maintain professional registration  Aware of own professional development needs to be an effective and a competent practitioner  Willing and able to volunteer at least one Rowcroft event each year |  |