

PERSON SPECIFICATION



Job title: Palliative Care RGN

Department: Hospice at Home

Responsible to: Hospice at Home Lead

Grade: SMH Band 6

Job Purpose

The Hospice at Home Team provide both a planned and reactive service to those deemed to be in their final weeks of life requiring specialist palliative care advice and support. The support is provided 24/7 with the Hospice at Home Nursing team working both day and night shifts to provide support.

The Hospice at Home Nursing team specialise in providing palliative care and support to patients at the End of Life. The H@H specialists nurses provide clinical assessments, advice on symptom management at end of life and provide clinical interventions to enable the patient to remain at home.

The team are supported by the wider multi-professional team within St. Michael's Hospice.

The service is supplementary to, and works alongside, other health care services within North Hampshire.

You will be responsible for the assessment of the person's care needs. You will develop, implement and evaluate care plans in conjunction with patients, relatives and other professionals ensuring individual physical and psychological needs are met.

Requirements		Desirable
Essential		
Education/Qualifications	• Relevant professional qualification and registration/RN • Appropriate degree qualification • Evidence of continued professional development. • Nurse Supervisor/Mentor training	• Advanced communication qualification. • Master's degree/modules or working towards. • Degree/modules in leadership/management or willingness to undertake. • Nurse Assessor/sign-off Mentor training • Physical Assessment qualification or willingness to undertake
Previous Experience	• Substantial post registration experience and experience with supporting patients and relatives through the dying process • Demonstrable experience of working with or within an MDT setting • Experience of developing and teaching others.	• Community experience

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Skills, Knowledge, Abilities	• Advanced assessment and care planning skills. • Advanced communication skills. • Work independently as part of the wider nursing team. • Management and distribution of workload. • Excellent interpersonal skills with the ability to effectively communicate on the telephone and have IT experience. • Listening, negotiation and influencing skills. • Demonstrable mentorship skills. • Demonstrable computer literacy with knowledge of databases, Microsoft, use of email and aptitude to learn computer packages that are essential to the role. • Demonstrable knowledge and awareness of quality and governance	
Attitude, Aptitudes & Personal Characteristics	• Proactive, influential, motivational leader. • A positive approach to all aspects of work including influencing, managing and supporting change. • Quality focused, 'customer care' ethos. • Resilient practitioner and decision maker. • Ability to foster positive relationships. • Diplomatic, honest, behaves with integrity. • Ability to work on own initiative, independently and as part of a team. • Confidence and self awareness of own limitations and professional boundaries.	

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	• Resilient practitioner with the ability to work under pressure from time to time. • Demonstrates commitment to St Michael's vision and values	
Other requirements (e.g., on-call/driving licence/shifts)	• Full UK driving license • Access to transport to travel within the community setting across the SMH catchment area. • Business use on vehicle insurance	

Reviewed by:	Ann Bradshaw Hospice at Home Lead	Date:	10-2026
Signed by employee:		Date:	