

PERSON SPECIFICATION



Job title: Palliative Care RN

Department: Hospice at Home

Responsible to: Hospice at Home Lead

Grade: SMH Band 6

Job Purpose

The Hospice at Home Team (H@H) provides both planned and reactive support to individuals identified as being in the last two weeks of life who require specialist palliative care advice and intervention. The team specialises in palliative symptom management, holistic assessment, and end-of-life support, enabling patients to remain in their own homes whenever possible.

In addition to delivering clinical nursing interventions, the team supports the SMH Living Well Service by providing a community visiting service. This includes care for patients known to the SMH Motor Neurone Disease (MND) Service and the SMH Long-Term Neurological Conditions Service. The H@H nursing team is supported by the wider multi-professional Hospice at Home team at St. Michael's Hospice.

The service works collaboratively with other health and social care providers, as well as voluntary and charitable organisations within the St. Michael's Hospice catchment area.

In this role, you will be responsible for assessing patients' care needs and for developing, implementing, and evaluating personalised care plans. This will be done in partnership with patients, families, and other professionals to ensure both physical and psychological needs are met.

Requirements	Essential	Desirable	Evidence
Education/Qualifications	<p>Registered Nurse (Degree or equivalent or can demonstrate study to Degree level).</p> <p>NMC Registered Nurse (Adult) with active NMC PIN (no restrictions on practice).</p> <p>Student Nurse Assessor/Supervisor course.</p> <p>Evidence of recent CPD, study / courses attended within relevant areas to a Specialist Palliative Care setting.</p> <p>History Taking & Physical Assessment qualification or willingness to undertake.</p>	<p>Advanced communication qualification.</p> <p>Nurse Assessor/Mentor training</p> <p>Master's degree/modules or working towards.</p> <p>Degree/modules in leadership/management or willingness to undertake.</p> <p>Edward Jenner NHS Leadership Academy Course or similar.</p> <p>Teaching course e.g., PTLLS, DTLLS, ENB.</p>	<p>CV / Application Form</p> <p>Certificates</p>

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<p>Previous Experience</p>	<p>Substantial post registration experience and experience with supporting patients and relatives through the dying process</p> <p>Demonstrable experience of working with or within an MDT setting</p> <p>Experience of developing and teaching others.</p> <p>Experience in and/or supervision of junior staff members.</p> <p>Experience of syringe drivers, insertion of urinary catheters, taking blood and other clinical procedures</p> <p>Experience of managing pressure areas</p>	<p>Previous nursing experience of practising in a variety of clinical settings and teams.</p> <p>Community based nursing experience</p> <p>Experience of intravenous injections, infusions, endotracheal suctioning, insertion of male urinary catheters.</p> <p>Demonstrate experience of clinical governance and risk management</p>	<p>CV / Application Form Interview References</p>
<p>Skills, Knowledge, Abilities</p>	<p>Advanced assessment and care planning skills.</p> <p>Demonstrate knowledge and experience in caring for palliative and end of life care patients.</p> <p>Work independently as part of the wider nursing team.</p> <p>Management and distribution of workload.</p> <p>Excellent interpersonal & communication skills with the ability to effectively communicate on the telephone and have IT experience.</p> <p>Listening, negotiation and influencing skills.</p> <p>Demonstrable mentorship skills.</p> <p>Demonstrable computer literacy with knowledge of databases, Microsoft, use of email and aptitude to learn computer</p>	<p>Ability to make clinical judgement decisions related to symptom management of patients that involve complex facts or situations, analysing what is needed and comparing a range of options.</p> <p>Evidence/Experience of being able to lead in and assist others in audits, surveys, and research & development.</p> <p>Ability to communicate complex and highly sensitive information to patients and relatives.</p> <p>Can demonstrate knowledge of complex symptom management of patients with life limiting illness</p> <p>Appropriate competency documentation and evidence of making DNACPR decisions and completion of TEPS, ReSPECT forms.</p>	<p>CV / Application Form Interview References</p>

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	<p>packages that are essential to the role.</p> <p>Demonstrable knowledge and awareness of quality and governance</p>		
<p>Attitude, Aptitudes & Personal Characteristics</p>	<p>Ability to work, days, nights and weekends</p> <p>Proactive & ability to work on own initiative and independently, as well as part of a team.</p> <p>Professional at all times.</p> <p>Motivated and able to motivate others.</p> <p>Calm and objective.</p> <p>A positive approach to all aspects of work including influencing, managing and supporting change.</p> <p>Ability to work across St. Michael's Hospice services, as needs dictate.</p> <p>Quality focused, 'customer care' ethos.</p> <p>Ability to foster positive relationships.</p> <p>Diplomatic, honest, behaves with integrity.</p> <p>Confidence and self-awareness of own limitations and professional boundaries.</p> <p>Resilient practitioner with the ability to work under pressure on occasions.</p> <p>Demonstrates commitment to St Michael's vision and values</p>	<p>Ability to effectively deputise and manage a clinical service.</p>	<p>Interview References</p>

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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		
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Reviewed by:	Karen Drake, Clinical Director	Date:	05-2025
Signed by employee:		Date:	