

PERSON SPECIFICATION



Job title: Deputy Ward Lead

Department: In-Patient Unit (IPU)

Responsible to: IPU Lead

Grade: SMH Band 6

Job Purpose

The Deputy Ward Lead will be based on the Inpatient Unit (IPU) working alongside the IPU Lead to provide clinical leadership and management support to the IPU team to ensure the highest standards of nursing care are provided. This is a pivotal role within the Hospice and is integral to upholding the values that all at St. Michaels work hard to maintain.

To provide support to the IPU Lead with all aspects of management of the inpatient unit.

Deputise for the IPU Lead in their absence.

To provide clinical leadership and support to junior colleagues to plan, monitor, evaluate and ensure evidence-based care to patients staying on the inpatient unit.

To act as a role model whilst providing specialist knowledge within the palliative care environment and working as part of the team whilst supporting, mentoring.

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 study / courses attended within relevant areas to a Specialist Palliative Care setting.</p>	<p>Recruitment and selection training.</p> <p>Appraisal training.</p> <p>Absence Management Training.</p> <p>Management Course.</p> <p>Advanced Communication course.</p> <p>Edward Jenner Leadership Course or similar.</p> <p>Teaching course e.g., PTLLS / DTLLS.</p>	<p>CV / Application Form</p> <p>Certificates</p>

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Previous Experience	<p>Previous experience in an inpatient Palliative Care setting.</p> <p>Ability to assess, plan, implement and evaluate specialist care delivered to patients/clients and give relevant advice/information to patients and relatives.</p> <p>Ability to prioritise own workload and that of others.</p> <p>Experience in and/or supervision of junior staff members.</p> <p>Experience of intravenous injections, syringe drivers, infusions, endotracheal suctioning, insertion of urinary catheters and other similar procedures.</p>	<p>Previous experience of practising in a variety of clinical settings and teams.</p> <p>Service development experience.</p> <p>Demonstrate experience of clinical governance and risk management.</p> <p>Ability to make judgements related to symptom management of patients that involve complex facts or situations, analysing what is needed and comparing a range of options.</p> <p>Experience within the community setting.</p>	<p>CV / Application Form</p> <p>Interview</p> <p>References</p>
Skills, Knowledge, Abilities	<p>Evidence/Experience of being able to lead in and assist others in audits, surveys, and research & development.</p> <p>Demonstrate knowledge and experience in caring for palliative care patients.</p> <p>Demonstrate knowledge of incident reporting.</p> <p>Ability to communicate complex and highly sensitive information to patients and relatives.</p> <p>Demonstrates ability to influence and negotiate with others.</p> <p>Can demonstrate knowledge of complex symptom management of patients with life limiting illness.</p> <p>Competent IT skills.</p>	<p>Budgetary awareness.</p> <p>Demonstrate ability and experience in the following:</p> <ul style="list-style-type: none"> • Leadership. • Team building. • Managing resources. • Role model. • Change management/clinical developments. • Audit and research clinical governance. • Ability to formulate improvement plans based on incident trends. <p>Demonstrate extensive knowledge and experience in caring for palliative care patients.</p>	<p>CV / Application Form</p> <p>Interview</p> <p>References</p>

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Attitude, Aptitudes & Personal Characteristics	<p>Ability to work on own initiative.</p> <p>Professional at all times.</p> <p>Motivated and able to motivate others.</p> <p>Calm and objective.</p> <p>Good interpersonal skills.</p> <p>Effective multi-professional working.</p> <p>Ability to work across St. Michael's Hospice services, as needs dictate.</p> <p>Able to demonstrate an active role in teaching.</p> <p>Positive and enthusiastic attitude.</p> <p>Approachable.</p> <p>Supportive.</p> <p>Flexibility.</p> <p>Ability to workdays, nights and weekends.</p> <p>Able to work under pressure.</p> <p>Numerate and literate in English.</p>		<p>Interview References</p>
Other requirements (e.g., on-call/driving licence/shifts)		<p>Full clean driving licence</p>	

Reviewed by:	<p>Heather Bowles, IPU Lead</p>	Date:	<p>02-2025</p>
Signed by employee:		Date:	