

# 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 multi-professional Team (H@H) provide a 24/7 planned and reactive service to those deemed to be in their last 2 weeks of life who require specialist palliative care advice and support.

The H@H nursing team specialise in providing palliative care symptom advice, holistic assessments and support to patients at the End of Life. The team provide clinical nursing interventions and support to enable the patient to remain at home, prevent hospital admissions and support discharge from hospital to home.

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.

The H@H team also support patients actively under the care of St. Michael's Services to provide a community patient visiting service which includes patients known to the SMH Living Well Services, SMH 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.

Requirements	Essential	Desirable	Evidence
<b>Education/ Qualifications</b>	<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>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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	History Taking & Physical Assessment qualification or willingness to undertake.	Appropriate competency documentation and evidence of making DNACPR decisions and completion of TEPS, ReSPECT forms	
<b>Previous Experience</b>	<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. 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>	CV / Application Form Interview References
<b>Skills, Knowledge, Abilities</b>	<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 &amp; communication skills with the ability to effectively communicate on the telephone and have IT experience.</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 &amp; development.</p> <p>Ability to communicate complex and highly sensitive information to patients and relatives.</p> <p>Can demonstrate knowledge of complex symptom management</p>	CV / Application Form Interview References

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	<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 packages that are essential to the role.</p> <p>Demonstrable knowledge and awareness of quality and governance</p>	<p>of patients with life limiting illness</p> <p>Ability to effectively deputise and manage the daily operational safe requirements of the H@H clinical service.</p>	
<b>Attitude, Aptitudes &amp; Personal Characteristics</b>	<p>Proactive &amp; 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>Interview References</p>

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	Demonstrates commitment to St Michael's vision and values		
<b>Other requirements</b> (e.g., on-call/driving licence/shifts)	<p>Ability to work flexibly across days, nights and weekends</p> <p>Full UK driving license</p> <p>Access to transport to travel within the community setting across the SMH catchment area.</p> <p>Business use on vehicle insurance</p>		

<b>Reviewed by:</b>	Karen Drake, Clinical Director	<b>Date:</b>	07/2025
<b>Signed by employee:</b>		<b>Date:</b>	