

JOB DESCRIPTION

Job Title:	Inpatient Unit (IPU) Frailty Specialist
Salary:	£37,350 - £44,000 dependent on experience
Location:	Garden House Hospice Care (GHHC)
Responsible to:	IPU Manager
Department:	IPU
Hours	Full time, 37.5 hours per week

Job Summary

At Garden House Hospice Care we are transforming our services to support more people living with life limiting conditions, earlier on in their journey.

This role forms part of a new and innovative service provision led by the Hospice to support patients with recognised moderate to severe frailty and two or more of the following comorbidities: heart failure, renal failure and respiratory failure. You will lead on the development of an ambulatory model of care that would provide care that is closer to home for patients living with frailty, heart failure, renal failure, respiratory failure or cancer. This will involve working closely with the medical team and wider allied health professionals within the hospice.

Our mission is to address imbalance and inequalities, caring for patients today, tomorrow and in the future.

Job Dimensions and Principal Accountabilities

- To support and lead the ward team under IPU Manager guidance ensuring the agreed service provision, timelines and discharge criteria are adhered to for the new in reach model of care, while practising under the NMC Code of Conduct and Hospice values.
- To support and oversee registered nurses and HCAs as well as student nurses to deliver direct and indirect care across our Inpatient Unit (IPU).
- Uphold practice standards according to Hospice policies, raising concerns and reporting incidents appropriately.
- To support the in reach model of care within East and North Herts NHS Trust at Lister Hospital working to agreed criteria.
- Use experience and specialist knowledge to work closely with allied health professionals to deliver appropriate management, care and medication within agreed Hospice guidelines, and support team members to develop these skills in practice.
- To be skilled in communication to deliver significant news about disease progression and prognosis.

- To be skilled at supporting patients and those important to them through, personalised care and support planning that includes advance care planning, ReSPECT and treatment escalation planning.
- To support and oversee Student Nurses, new and Bank Nurses and Health Care Assistants to deliver care on a daily basis.
- To ensure the cost-effective use of medical equipment and clinical stores.

Professional and Clinical

- To actively promote and lead through the NMC Code of Conduct and Hospice values.
- To deliver high standards of care directly, and indirectly by guiding and overseeing the staff nurses and unregistered workforce on a daily shift by shift basis.
- To ensure all key governance is in place for the introduction of an ambulatory model of care with particular reference to patients living with frailty, heart failure, renal failure and respiratory failure.
- To ensure that the dignity, safety and confidentiality of all patients is respected at all times and that all patients receive the highest possible standards of physical, psychological and spiritual care.
- To assess, plan, implement and evaluate care from the point of admission through to discharge from GHHC services.
- To utilise knowledge and skills in caring for patients with life limiting illness and those important to them with particular reference to frailty, heart failure, renal failure or respiratory failure.
- To ensure patients have the opportunity for personalised care and support planning that includes advance care planning, ReSPECT and treatment escalation planning.
- To ensure staff have the skills needed to deliver an ambulatory model of care for patients living with frailty, heart failure, renal failure and respiratory failure.
- Actively stay up to date with professional and clinical developments and ensure this is led through practice after approval at relevant meetings.
- To implement Hospice policies and procedures and contribute to regular reviews and audits.
- Demonstrate a commitment to research-based practice and clinical excellence.
- To have awareness of patients and families of different cultural, religious and ethnic backgrounds to deliver care and support to meet their needs.
- To promote a calm, dignified and informal atmosphere in the Hospice whilst maintaining a professional, safe environment for patients and staff.
- To be responsible for the accuracy and legibility of patient care records.
- To support and care for work colleagues whilst working in an emotionally stressful environment.
- To liaise with external agencies contributing to improving patient care.
- To maintain custody and storage of controlled and other drugs, checking and witnessing administration procedures as per the Hospices' Drugs Policy.
- To be aware of the principles of infection control in line with Hospice and Trust Policy ensuring high standards of practice in self and others to promote a safe environment for patients, staff and visitors.

Management

- To have an active role and responsibility in meeting and maintaining the necessary standards set by the Care Quality Commission.
- To attend regular clinical supervision as part of a personal development process.
- To adhere to the NMC Code of Professional Conduct (2008) including issues of confidentiality, Data Protection and Information Governance.
- To develop and maintain effective relationships with all members of the multidisciplinary to ensure collaborative working for the benefit of patient care.
- To record and monitor risks and incidents and report them to the Ward Manager
- To supervise and co-ordinate the running of the Hospice in the absence of more senior staff.
- To mentor, support and teach students on placement in the Hospice.
- To orientate, teach and support new and junior members of staff.
- To be responsible for ensuring Nursing cover to provide continuity of patient care, by assisting with an effective rota.
- To ensure effective communication is maintained within the team through formal and informal routes.
- To assist in monitoring maintenance and repair programmes for all clinical equipment.
- To assist in promoting a healthy and safe working environment by ensuring compliance with all health and safety regulations and assisting in development and implementation of any policies to meet these standards.
- Contribute to development and delivery of Hospice strategies.
- To be a member of the clinical on call rota.

Education and Audit

- Maintain up to date professional development.
- To lead on the development of feedback for the new ambulatory model of care from patients and professionals and implement any change that may be needed.
- Identify the skills needed for the wider workforce to deliver an ambulatory model of care.
- Work closely with the education team to ensure the wider workforce have the necessary skills and expertise.
- To assist in the design and application of patient and carer satisfaction surveys to seek methods to constantly improve on existing standards.
- To participate in audit projects under the supervision of the Ward Manager and Senior Staff Nurse.
- To take responsibility for attending statutory and mandatory training and ensuring records of such training are kept up to date.
- The post holder may be required to work across other hospice services depending on need.

Key Working Relationships

Internal

Multidisciplinary Team to include:

Medical Team

Rehab and Wellbeing Team

Family Support Team

Hospice Community Team (CHC/H@H team)

Chaplaincy Team

Medical and Clinical Administration teams

Volunteers

Housekeeping

Education Team

Director of Patient Services

Deputy Director of Patient Services

Medical Director

Chief Executive

Senior Management Team/Executive Team

Fundraising Team

Marketing and Communications Team

Finance team

External

Primary Health Care Team

Frailty Teams

Community District Nursing Leads

Community Specialist Palliative Care Nurses

Continuing Care Teams

Social Services

Intermediate Care Teams

Voluntary Sector Groups

Transport Services

Hospitals and Hospices

Nursing and Residential Homes

Additional Requirements

- There is a requirement to comply with all the Hospice policies, procedures and guidelines, including those relating to Health and Safety, confidentiality and the General Data protection Regulations, as required by Information Governance.
- Each member of the Hospice team has a responsibility to contribute to the clinical governance and safety at GHHC.
- Each team member to take appropriate action to maintain the highest level of infection prevention and control.

Values

All Hospice staff are expected to work in line with Garden House Hospice Care Purpose and Core Values as these act as a value base which directly influences how all work activities are undertaken. The ethos of the Hospice should be apparent in the behaviours and attitudes of all employees as the work they undertake, whether it is direct or indirect care, is ultimately for the benefit of patients. The Purpose and Core Values are an integral part of all job descriptions, recruitment, the probationary period and performance and development reviews.

Data Security & Protection

All Hospice staff are required to comply with legislation pertaining to Data Security and Protection which incorporates Information Governance and General Data Protection Regulations. Staff are expected to familiarise themselves with the content of the Data Security and Protection policy and comply with these requirements. Any breach of this policy must be raised to the Data Protection and Security responsible officer following the correct reporting procedure outlined in the policy.

This job description is not an exhaustive list of duties but it is intended to give a general identification of the range of work undertaken and will vary in detail in the light of changing demands and priorities within the department.

Substantive changes in the range of work undertaken will be carried out in consultation with the job holder.

"team" refers to all members of staff including volunteers.

Garden House Hospice Care is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

PERSON SPECIFICATION IPU Frailty Specialist

Criteria	Essential	Desirable
Qualification	<ul style="list-style-type: none"> • Degree/Diploma in Adult Nursing • NMC Registration • Communication skills course • Qualified 2 years or more • Recognised History Taking and Physical Assessment Training or willingness to undertake. 	<ul style="list-style-type: none"> • Advanced communication skills and ReSPECT training • Mentorship qualification or Practice Assessor and Practice Supervisor training • Leadership course
Experience	<ul style="list-style-type: none"> • A minimum of 2 years experience of life limiting disease management experience with particular reference to frailty, heart failure, renal failure and respiratory failure • Experience of team and ward management • Experience of personalised care and support planning that includes advance care planning, ReSPECT and treatment escalation planning • Experience of multidisciplinary team working 	<ul style="list-style-type: none"> • Experience of undertaking service evaluation • Experience of working as an autonomous practitioner • Experience in use of Frailty assessments
Knowledge	<ul style="list-style-type: none"> • Able to demonstrate knowledge of research based clinical experience • Ability to demonstrate knowledge of the needs of patients living with frailty, heart disease, renal disease and respiratory disease • Ability to demonstrate the needs of those important to patients living with life limiting diseases with particular reference to frailty, heart failure, renal failure and respiratory failure • Able to demonstrate the governance needed to ensure safe delivery of an ambulatory model of care 	<ul style="list-style-type: none"> • Extended clinical knowledge and skills • Evidence of further study relating to frailty, heart disease, renal disease and respiratory disease • Evidence of service development • Non medical prescribing • Understanding of relevant national policy and practice initiatives
Skills and Abilities	<ul style="list-style-type: none"> • Understands a high standard of patient care and works in accordance with the Nursing and Midwifery Council Code of Conduct and Practice 	<ul style="list-style-type: none"> • To be able to support colleagues in stressful and emotional situations • To be able to solve complex issues

	<ul style="list-style-type: none"> • Ability to assess complex needs of patients and plan, implement and evaluate appropriate nursing interventions • Ability to lead team by acting as nurse in charge for shifts • Ability to motivate nursing team and take initiative when appropriate • Excellent verbal, non-verbal and written communication skills • Time management skills • Teaching skills, able to teach students, junior staff other health care professionals • Computer skills with the ability to use electronic patient record systems • Registered car driver with a UK licence. 	<ul style="list-style-type: none"> • To be able to balance conflicting priorities and manage a challenging workload in a calm and professional manner • Experience of the use of audit to support quality improvement • Understanding of the process of introducing change and innovation into nursing practice.
--	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------