

**PERSON SPECIFICATION**

**POST: Seaton Hospice at Home Nurse Specialist**

**BAND: 6**

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| **REQUIREMENTS** | At Recruitment | At  PDR | **MET** | **NOT**  **MET** |
| **QUALIFICATIONS/SPECIAL TRAINING:** |  |  |  |  |
| Registered Nurse | **E** | **E** |  |  |
| BSc (Hons) Health Studies – Degree level  Diploma in Palliative Care or Diploma Level qualification in associated field, or working towards. | **D**  **D** | **D**  **E** |  |  |
| Teaching and mentorship/supervision qualification | **D** | **D** |  |  |
| HEAB 306 Specialist approaches to Palliative care and Care of the Dying or equivalent | **D** | **E** |  |  |
| Advanced Communication skills training | **D** | **E** |  |  |
| **KNOWLEDGE/SKILLS:** |  |  |  |  |
| Excellent communication skills. | **E** | **E** |  |  |
| An in-depth knowledge and understanding of life-limiting conditions in the palliative and end of life stages of the disease acting as an expert practitioner. | **E** | **E** |  |  |
| Understanding clinical skills required at end of life: Just in Case medications, syringe drivers, catheterisation, verification of expected death, manual handling, tissue viability. | **E** | **E** |  |  |
| Knowledge of available community-based services, access to social services, and financial benefits for palliative patients. | **D** | **E** |  |  |
| Understand CHC and fast track processes at end of life. | **D** | **E** |  |  |
| Understand the significance of nursing research and use validated results to improve practice.  Ability to manage a caseload effectively and communicate with colleagues to ensure continuity of care. | **E**  **E** | **E**  **E** |  |  |
| **EXPERIENCE:** |  |  |  |  |
| At least 2 years minimum experience working in healthcare. | **E** | **E** |  |  |
| Experience of caring for palliative patients and those approaching the end of life.  Experience of working in Community setting | **E**  **D** | **E**  **E** |  |  |
| **PERSONAL ATTRIBUTES:** |  |  |  |  |
| Excellent communication skills | **E** | **E** |  |  |
| Enthusiastic, highly motivated, organised and committed to service improvement and development. | **E** | **E** |  |  |
| Dynamic, creative, innovative and an ability to problem solve in complex situations | **E** | **E** |  |  |
| Ability to work independently, as a team member and alongside the community nursing team. | **E** | **E** |  |  |
| Empathetic and calm in stressful situations and an ability to facilitate difficult conversations with patient and family members. | **E** | **E** |  |  |
| **OTHER REQUIREMENTS** |  |  |  |  |
| Flexible working in order to prioritise workload  Ability to reflect on practice.  Able and willing to work weekends, out of hours and on-call, as required to cover the needs of the service.  IT skills to maintain communications and patient records.  Driving licence.  Able to do the physical and manual handling required by the role. | **E**  **E**  **E**  **E**  **E**  **E** | **E**  **E**  **E**  **E**  **E**  E |  |  |

\* **E**ssential/**D**esirable

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| **HAZARDS:** | | | | | |
| Laboratory Specimens Proteinacious Dusts |  | Clinical contact with patients |  | Performing Exposure Prone Invasive Procedures |  |
| Blood / Body Fluids |  | Dusty environment |  | VDU Use |  |
| Radiation |  | Challenging Behaviour |  | Manual Handling |  |
| Solvents |  | Driving |  | Noise |  |
| Respiratory Sensitisers |  | Food Handling |  | Lone Working |  |
| Handling Cytotoxic Drugs |  |  |  |  |  |