



Marie Curie Job Description

Job Title	Registered Nurse - Rapid Response
Department	Marie Curie Nursing Service
Location	Grampian
Reports to	Clinical Nurse Manager
Accountable to	Regional Manager

Job Purpose/Summary

Marie Curie Rapid Response Service is a community based palliative care service whose aim is to respond quickly to support patients and their carers within the community and prevent inappropriate admissions to secondary care. This will usually be the patients own homes. The service works in collaboration with the NHS, social services and providers of end of life care in the community.

The Marie Curie Nurse will work with the Clinical Nurse Manager and assist in the management and delivery of the service. The Marie Curie Nurse will work collaboratively with District Nursing Teams, the NHS Out-of-Hours Service, the Palliative Care Co-ordination Centre, other Marie Curie Nurses and other palliative care service providers, in order to provide a proactive approach to delivering patient care in the locality to ensure an integrated and co-ordinated service.

Key Relationships

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Accountabilities (Duties & Responsibilities)

To provide appropriate clinical support, to enable palliative care patients and their carers to receive care in their place of choice to be able to stay within their own home if that is their choice

Clinical Responsibilities

- To demonstrate advanced analytical assessment skills for palliative care patients and to plan, implement and evaluate the care provision in the patient's home.
- To be responsible for the management of patient care during the shift
- To adhere and be professionally accountable to the NMC Code of Professional Conduct and be conversant with the Scope of Professional Practice and other NMC advisory papers.
- To act as an educator and advisor to the MDT and patients and families/carers and to provide advice, support for the carers and family according to their needs and the level of intervention required during the shift.
- To communicate and liaise where appropriate with the DN & Community Nursing Team to receive and provide handover and updates.

- To communicate with the existing palliative care service providers as to allocation of resources and booking of planned and emergency visits as required.
- To work independently as well as alongside other team members or other professionals when required.
- To ensure continuity of patient care by communicating and liaising with medical and nursing colleagues, providing accurate and timely reports of any changes in the condition of the patient.
- Maintaining accurate records in order to reduce the risk of errors.
- To understand the systems for accessing the local NHS policies and procedures, for example infection control and drug policies.
- To maintain a level of knowledge, skill and competence related to current drugs/therapies in the treatment of pain and other symptoms, and administer medication according to the drug/prescription chart.
- To maintain awareness of professional responsibilities by reading current, relevant literature and by taking up opportunities for personal and professional development, in order to meet the requirements to maintain registration to practice.
- Be proactive in developing collaborative relationships with other care providers.
- Work within clear protocols and guidelines to deliver seamless care.
- To support the charity in the development of operational and clinical guidelines for the service
- To work within operational and clinical procedures that are currently in place and to highlight any gaps or concerns to the Clinical Nurse Manager

Management

- To assist the Clinical Nurse Manager in ensuring integration with other NHS and voluntary sector services.
- To observe and monitor clinical and policy developments in the locality and share these with the manager and team.
- To represent (when required) the service in the absence of the Clinical Nurse Manager at PCT/ MDT/DN/ GSF meetings.
- When required to undertake the organisation and delegation of tasks/duties to other members of the team as appropriate during the shift.
- To take on any additional responsibilities that may be required as part of the role.
- To prioritise the palliative patient case load and the required tasks and allocate as needed in order to ensure effective co-ordination of the service.

Quality

- To assist the Clinical Nurse Manager in ensuring that appropriate evaluation mechanisms are in place to make certain that the service delivered to patients is of the highest quality.

- To use evidence-based practice to develop and maintain high quality patient care and ensure the continuous improvement of the Marie Curie Nursing Service.
- To lead and participate in auditing the service and ensuring that recommendations from audits lead to effective changes to practice and service delivery.
- At all times to act as an ambassador of Marie Curie to patients and their relatives, to colleagues and members of the public.

General

In addition to the specific duties and responsibilities outlined in this job description, all Marie Curie employees should be aware of their specific responsibilities towards the following:

- Marie Curie is committed to encouraging volunteering throughout the organisation and as such the post holder will be expected to support and respect volunteers, and may be asked to work alongside or supervise a volunteer as part of their role whilst working at Marie Curie.
- Marie Curie operates a no-smoking policy. The post holder should either be a non-smoker or be prepared not to smoke in **any** Charity premises, grounds or vehicles or when on Marie Curie business outside the office.
- Adhere to all health and safety and fire regulations and to co-operate with the Charity in maintaining good standards of health and safety.
- Adhere to all information governance, privacy and security policies, standards, guidelines and procedures; practise and promote secure behaviours.
- Adhere to all Marie Curie policies and procedures at all times
- Actively promote and support the safeguarding of vulnerable adults, young people and children, observing and adhering to Marie Curie policies on safeguarding
- Uphold ethical and professional standards and not behave in a manner that is likely to bring the Charity into disrepute.
- Promote and sustain a responsible attitude towards equal opportunities and diversity within the Charity.
- Demonstrate a commitment to ongoing registration requirements or any national professional or occupational standards associated with the role.
- Demonstrate a commitment to ongoing learning and development and to participate in any training relevant to the role.
- For designated roles, the post holder will be responsible for health & safety, information governance, business continuity planning and/or risk management. (These responsibilities will be notified on appointment).
- Physical activities required by the role include but are not limited to patient handling, frequent standing, sitting, walking, climbing up and down stairs, kneeling and crouching to attend to patient needs (including in an emergency situation) and load handling.

This job description is not exhaustive. It merely acts as a guide and may be amended to meet the changing requirements of the charity at any time after discussion with the post holder.



Marie Curie Person Specification

Job Title: Registered Nurse - Rapid Response

Criteria	Essential	Desirable	How to Assess
Skills/Abilities	<ul style="list-style-type: none"> ➤ Be able to communicate with people in a diplomatic and tactful manner. ➤ Ability to work in a complex and stressful environment and demonstrate appropriate coping mechanisms. ➤ Ability to quickly identify and solve problems and take action to address issues ➤ Ability to use own initiative. ➤ Ability to work in an unsupervised setting. ➤ Must already possess, or be willing to undertake training in, advanced analytical assessment skills 	<ul style="list-style-type: none"> ➤ Ability to use a smart device e.g. android tablet 	Application form/interview
Knowledge	<ul style="list-style-type: none"> ➤ Possess an up to date awareness of nursing care for patients with palliative care needs ➤ Possess an up to date awareness and understanding of specific needs of palliative care patients in the terminal phase. ➤ Must have knowledge of, and be able to use, Information Technology such as Microsoft Office packages (Word, Excel, Outlook etc) to record and monitor patient care activity 		Application form/interview
Qualifications /Education/ Training	<ul style="list-style-type: none"> ➤ RN Registration Level 1, with relevant post – registration qualification, e.g. ENB 931 or Diploma in Palliative care or equivalent ➤ Willingness to undertake necessary Diploma level modules and/ or any additional education & training as required by the role. 	<ul style="list-style-type: none"> ➤ Degree in Palliative /cancer care or equivalent 	Application form
Experience	<ul style="list-style-type: none"> ➤ Experience working in NHS or other relevant care setting in palliative care. ➤ Experience of working in a palliative care environment e.g. hospice ➤ Experience of working in the community 		Application form/interview
Other requirements	<ul style="list-style-type: none"> ➤ Demonstrate a commitment to continual professional development. ➤ Hold a current and valid driving licence and have access to a suitable vehicle. ➤ Willingness to work unsocial hours. ➤ Must be able and willing to support a flexible approach to working patterns and locations 		Application form/interview Application form/interview

Where appropriate, reasonable adjustments to these criteria will be considered to accommodate personal circumstances such as disabilities



Marie Curie Terms & Conditions

Job title	Registered Nurse – Rapid Response
Salary scale	MCNS Pay Scale
Annual leave entitlement	35 days (including 10 bank holidays) pro rata
Notice period	Two Months (after first six months service)
Working hours	99 hours per month
Disclosure Check	Enhanced with barred

Registered Nurse				
Location	Day (except bank holidays) 7.00 am to 9.00 pm	Night 9.00 pm to 7.00 am (Mon to Sat)	Weekend nights (9.00 pm Sat to 7.00 am Sun, 9.00 pm Sun to 7.00 am Mon)	Bank holidays (9.00 pm day before BH to 7.00 am day after BH)
National	£15.66	Day rate + 20 %	Day rate + 30%	
London	£18.00	Day rate + 20 %	Day rate + 30%	
Fringe	£16.44	Day rate + 20%	Day Rate + 30%	

Special Conditions: Bank staff are required to work a minimum of 450 hours per annum. Contracted hours staff - any hours worked for concurrent employer must not exceed 26 per week, for health & safety reasons – Working Time Regulations)

Other benefits

- Continued access to NHS pension Scheme (if eligible).
- Travel Allowance - Paid Mileage: £0.45 per mile (non-taxable wef 1st July 2011)
- Access to Clinical Supervision Group.
- Access to CommuniCare Lone Worker Safety System.
- A mobile phone is provided – for work related calls only
- Training and education programme.
- Season ticket loan
- Loan schemes for bikes; computers and satellite navigation systems |