



# AUXILIARY NURSE -DAYS- HOSPICE AT HOME



## **Employer of the Year - 2022**

## **AUXILIARY NURSE (DAYS) – 37.5 hours per week**

**£10.92 - £11.36 per hour (dependent on Qualifications)**

Thank you for your interest in the post of Auxiliary Nurse (Days) at Pendleside Hospice. We hope you find all the information you need in this pack, to help you decide if you are the right person for this inspiring and exciting role.

Pendleside Hospice was founded as a charity in 1988 and is one of the principal providers of palliative and end of life care services to adults in Burnley and Pendle. Pendleside is widely known throughout the area of Burnley and Pendle and is held in deep affection by the local community.

It is truly a privilege to work here.

All our care is free of charge to the patients and their families/carers but, of course, it isn't free to provide and most of it is funded through the generosity of the local community in which we serve. In the last financial year, it costs almost £4.5 million to run Pendleside Hospice of which over £3.5 million needs to be raised through voluntary donations.

We have an exciting opportunity for an Auxiliary Nurse to join us, working as part of our Hospice at Home multidisciplinary team in the Burnley & Pendle community. You will be able to demonstrate clinical excellence and maintain consistently high standards of individualised care, compassion and bereavement support. Our aim is to make living with dying better for patients and their families and as an Auxiliary Nurse you will be there for people in their time of need. If you are enthusiastic and have a passion for palliative care, you may be the person we are looking for.

The role is available on a permanent contract, working 3 x 7.5 hour shifts (22.5 hours per week) Monday – Sunday. Early Shift 7.30am – 3.30pm; Middle Shift 9am – 5pm; Late Shift 2pm – 10pm. Flexibility will be essential to apply your skills along with positivity and enthusiasm, you will have the communication and interpersonal skills that enable you to thrive in a friendly working environment.

**Full driving licence, use of own car with business insurance is essential.**

**Employees joining Pendleside Hospice from the NHS may continue with their NHS pension.**

At Pendleside Hospice, you will find a fantastic team spirit and a commitment to developing you and your skills so that you can choose a long term career with us.

This appointment is a crucial one for Hospice and we want to be sure of finding the right person however, we recognise it may also be a big step for you. So if you wish to know more, we warmly welcome you to arrange an informal visit to the Hospice. You can do that by emailing [Alison.Sutcliffe@pendleside.org.uk](mailto:Alison.Sutcliffe@pendleside.org.uk)

Alison Sutcliffe – IPU & HH Manager

## ABOUT US

### OUR MISSION:

Pendleside exists to enhance the quality of life for people living in our community with advancing long term and life limiting illnesses, through to end of life and in bereavement.

### OUR VISION:

Every adult with advancing long term and life limiting illnesses and those most important to them within our community will receive timely and equitable access to high quality services, delivered by appropriately trained staff and volunteers.

### PHILOSOPHY OF CARE:

Pendleside endeavours to promote and enhance quality of life for people with advancing long term and life limiting illnesses and those important to them. It does this by delivering specialist and holistic palliative and end of life care, which addresses each person's individually assessed physical, psychological, social and spiritual needs.

Our care is planned and continually monitored to ensure appropriateness as needs may change. Effective communication with the people we serve is fundamental to our relationship with them. Their confidentiality, privacy, dignity and choice are respected at all times.

Our multi-disciplinary approach facilitates integrated support in our inpatient, outpatient, day service, community and family support services.

Care is underpinned by relevant research, best practice guidance and professional codes of practice.

### OUR AIM:

To provide the highest quality services possible to our local community, which are easily accessible to all who need them.

To achieve this through the five pillars of Pendleside: -

- **Proud to be Pendleside:** our people identify Pendleside as a good place to work/volunteer and we are the health care organisation of choice to work/volunteer for
- **Community collaboration:** to build a compassionate community involving, influencing and working in partnership with all stakeholders to enhance palliative and end of life care
- **Care delivery:** to reach out to as many people as possible who need our care
- **Governance:** the Hospice meets its regulatory requirements and manages risk effectively

- **Sustainability:** services are sustainable in the changing external environment

## OUR VALUES:

Our values underpin everything that we do:

- **Care**

We ensure a professional standard of high quality care provision delivered with kindness, dignity and respect

- **Compassion**

We ensure that a compassionate and a non-judgemental approach remains central to the delivery of our services

- **Support**

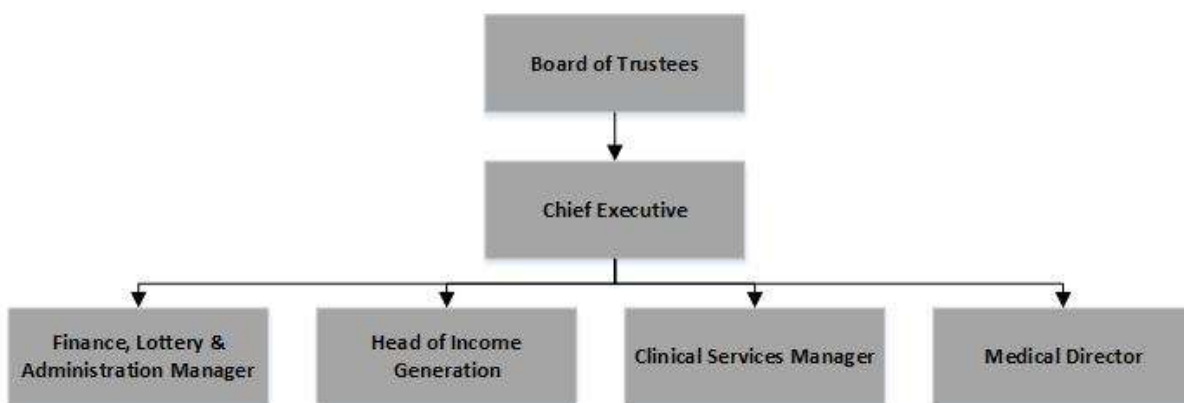
We ensure that people are listened to, their contribution valued and that necessary support is provided according to each individual need.

## OUR PEOPLE:

Pendleside is governed by a Trustee Board that takes overall responsibility for its work and managed by a Senior Management Team.

The Board of Trustees is made up of volunteers with particular skills and expertise in a variety of fields and led by a Chairman.

The Senior Management Team is led by the Chief Executive and has four other members with specific responsibilities including this role.



Pendleside currently has 130 employees across the organisation which equates to approximately 90 whole time equivalent (WTE). In addition, we have several staff work under a practising privileges agreement and the Hospice has a Bank of Registered Nurses and Auxiliary Nurses.

Volunteers are an integral part of the Hospice Team with over 600 active volunteers, each one playing an invaluable role either within the Hospice and/or our local community.

### **OUR SERVICES:**

Pendleside cares for over 1500 people each year, across a number of services. These include:

- Inpatients
- Hospice at Home
- Health, Wellbeing and Rehabilitation Services
- Outpatients
- Family support
- Spiritual Care
- Rehabilitation
- Complementary therapy
- Psychological support
- Bereavement support

Clinical services are available to adults, 18 years and over. In exceptional circumstances patients between the age of 17 and 18 will be allowed to access Hospice services. This will be assessed on an individual basis and only agreed when access to external children's services is not appropriate.

The Family Support and Bereavement service provide support to children, adolescents and adults.

Services are supported by Pendleside's Catering and Domestic, Maintenance, Finance and Administration, Fundraising and Retail teams.

### **Description of Hospice Services**

- **Inpatient Unit** – Pendleside Hospice has a 10 bedded inpatient unit for the short term assessment of patients for symptom management, end of life care and rehabilitative for those with palliative care needs. The IPU provides care for patients residing in Burnley, Pendle and Rossendale. The unit is supported by a multi-disciplinary team and holds daily medical handovers, weekly discharge planning and MDT meetings. The unit accepts planned weekday admissions and crisis admissions 7 days per week. In 20/21, the IPU admitted 197 patients of which 80% had a cancer diagnosis. The medical team is currently supported by Consultants in

Palliative Medicine employed by East Lancashire Hospitals Trust and the following employed staff in addition to the Medical Director role:

- Hospice Physician 1.9 WTE
  - Advanced Nurse Practitioner 1.4 WTE
  - On call Hospice Physician (GP working 1 in 10 weekends)
  - GP Trainee (6 month rotation)
  - FY1/2 (4 month rotation)
- **Hospice at Home** – The service is one of the largest Hospice at Home services in the NW region, with a caseload of c. 100 patients and approx. 550 referrals per year. The team consists of specially trained Registered and Auxiliary Nurses who provide palliative and end of life care to patients residing in Burnley and Pendle localities. Services include specialist Nursing assessment, emotional support, respite care, night sits and extended service (24hr care for patients in the last days of life who's PPC is home). The H@H service is also the single point of access for the co-ordination of District Nurse fast track applications and co-ordination of Marie Curie and domiciliary care night sits.
- **Health, Wellbeing and Rehabilitation** – The multidisciplinary team provides support to patients with palliative and rehabilitative needs. Services are offered either within the community, as an outpatient or by attending group sessions within the Day Services unit. Groups include Living with Dementia, Breathlessness, Fatigue Management, Exercise sessions, creative therapies, peer support, specialist palliative sessions. Complementary Therapy treatments are also available for patients and their carers.
- **Family Support** – The Family Support team provide pre and post bereavement counselling to adults and Children residing in the Burnley and Pendle localities. Sessions are either individual or through specialist groups.
- **Consultant led Medical Outpatient Clinics** – these are currently delivered twice a week by Palliative Care Consultants employed by East Lancashire Hospitals Trust

## **JOB DESCRIPTION**

### **MAIN RESPONSIBILITIES:**

- To work as part of a team assisting to provide high quality care to people with palliative care needs, their families and carers in their own home

### **CORE TASKS: Clinical**

- Ensure that Hospice policies, procedures and standards are adhered to at all times, with particular regard to those concerning confidentiality, information governance, health and safety and infection control.
- Work alone and with nursing colleagues to deliver individualised, quality and skilled nursing care to patients and their carers; reporting and documenting changes in condition to an appropriate health care colleague, to enable -re-assessment and adaption of care according to changes identified.
- To effectively prioritise and plan workload according to individual need, and in partnership with others in the team and the multi-disciplinary teams.
- The post holder will be expected to work autonomously with a defined work load, assessing and evaluating individual needs, with indirect supervision from the shift Coordinator or H@H Registered Nurse colleague
- To implement and review patient care plans according to Hospice policies and procedures
- To provide family and bereavement support to relatives/ carers, demonstrating a positive and realistic attitude towards people facing a life limiting diagnosis
- To communicate effectively and work collaboratively with members of the multidisciplinary team (MDT) ensuring the delivery of coordinated service and the maintenance of positive inter-personal working relationships with all members of the MDT.
- Deal with questions, concerns and complaints from patients, their families and carers as appropriate according to Hospice Policies and Procedures.
- To maintain up to date accurate patient records, in accordance with Hospice Policy, procedures and guidelines
- Maintain the effective health and safety procedures that have been implemented, and that any risks to patients/staff safety are highlighted for action.
- Maintain infection control measures that are implemented, ensuring that any risk associated with the prevention and control of infections are reported immediately to a senior colleague
- Record and report all accidents, complaints and untoward incidents according to Hospice policies and procedures.
- To utilise IT skills, including use of Microsoft Office, ERoster, internet, email and inputting onto the Hospice patient data base (EMIS)

## **Communication Skills**

- Foster good working relationships and effectively communicate and work collaboratively with members of the multidisciplinary team (MDT) ensuring the continued delivery of a coordinated service and the maintenance of positive interpersonal working relationships with all members of the MDT.
- Give clear, concise reports on patients' progress and concerns to the multidisciplinary team, and facilitate others to do so.
- Communicate information to distressed, bereaved people in a sensitive manner
- Be able to communicate effectively with people exhibiting challenging behaviours, ensuring they are respected but expectations are made as clear as possible
- Manage complaints in a sensitive manner, ensuring that Hospice policy and procedure is adhered to
- Ensure accurate, contemporaneous documentation of patient care, both personally and by others using electronic systems.
- Identify problems in communication with both the Hospice and in dealings with external agencies, reporting these to the appropriate Health Care Professional promptly.
- Advocate for patients and service users, ensuring their views are known to the team including in the case of Advanced Care Planning, and occasions where care is declined.
- Work in accordance with Hospice Policies to ensure that confidentiality is maintained at all times

## **Personal and People Development/ Education**

- To maintain and continue own professional development, appropriate to your role and continued future development.
- Attend and complete organisational Mandatory Training as required.

## **Quality and Service Improvement**

- To participate in Hospice based Education and audit where applicable, relate to Service Outcome measures and effectiveness
- Collaborate with other members of the multidisciplinary team in the delivery of high standards of effective health care within best practice guidelines.
- Maintain accurate, legible records
- In support of the H@H Manager and identified others contribute to the identification of practices that could improve service delivery outcomes through involvement with audit, research, evaluation, education/ training, user involvement,. Encourage others to submit their ideas for Service improvement, and raise concerns regarding quality and risk.
- Take an active role in unit meetings, highlighting areas requiring quality improvement

## **Health and Safety and Security**

- Identify risks as they arise, and carry out risk assessments, taking immediate remedial action as required and updating risk assessments regularly, with the support of appropriate Health care colleagues.
- Recognise risk as covering all aspects of the Hospice, including patient welfare and care, facilities and estate and finances.
- Be familiar with and support implementation of safeguarding policies, the Mental Capacity Act and Deprivation of Liberty safeguards.
- Help to promote an environment that supports infection prevention and control policies and procedures

## **Governance**

- Ensure the effective utilisation of the Hospice's computer based patient record system
- Ensure that Hospice Policies, procedures and standards are adhered to at all times with particular regard to those concerning confidentiality, information governance, health and safety, prevention and control of infection, and medicine management

This document is intended to convey and outline of the post and the post-holders responsibilities. It will be reviewed on an annual basis.

## JOB SPECIFICATION

Attributes	Essential	Desirable	How assessed
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of working with adults</li> <li>• Experience of working with patients with end of life and/or palliative care needs</li> <li>• Ability to relate experience to a Hospice and community setting</li> <li>• Understanding of the role of the Auxiliary Nurse</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in a palliative care setting</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>
<b>Education, Qualifications &amp; Training</b>	<ul style="list-style-type: none"> <li>• Evidence of recent appropriate study/development and application in the work environment</li> <li>• Commitment to on-going training and personal development</li> </ul>	<ul style="list-style-type: none"> <li>• Palliative and/or end of life care training</li> <li>• NVQ level 3 Health and Social care</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Certificates</li> <li>• Portfolio</li> </ul>
<b>Practical &amp; intellectual skills (including any specialist knowledge)</b>	<ul style="list-style-type: none"> <li>• Understanding and sensitivity to the needs of patients with a life-limiting illness</li> <li>• Ability to work effectively with other agencies and professionals</li> <li>• Good communication, record keeping and organisational skills</li> <li>• Ability to undertake a range of patient observations and procedures</li> <li>• <b>Full UK driving license and use of own vehicle</b></li> <li>• IT/ Computer literacy</li> </ul>	<ul style="list-style-type: none"> <li>• Communication skills training</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>
<b>Disposition / attitude / adjustment</b>	<ul style="list-style-type: none"> <li>• Evidence of an ability to work independently without direct supervision and as part of a team</li> <li>• Ability to relate positively to colleagues and members of the MDT</li> <li>• Demonstrate an understanding of confidentiality and information governance</li> <li>• Commitment to develop the role of the Auxiliary Nurse role</li> <li>• Motivated and positive, a "can do" attitude to change and flexible working practices</li> </ul>		<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>
<b>Health &amp; Physical</b>	<ul style="list-style-type: none"> <li>• Good attendance record</li> <li>• Ability to move and handle people and equipment</li> <li>• Vaccinations appropriate to role</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> <li>• References</li> </ul>
<b>Circumstances</b>	<ul style="list-style-type: none"> <li>• Work shifts over 7 days including weekends and bank holidays</li> <li>• Work in the community of Burnley and Pendle in patients own homes</li> <li>• Work flexibly according to the needs of the service</li> </ul>		<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>
<b>Equal Opportunities</b>	<ul style="list-style-type: none"> <li>• To have an understanding of, and an ability to promote and implement equal opportunities</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> </ul>

## MAIN BENEFITS TERMS AND CONDITIONS

**Annual leave:** the annual leave entitlement for a 37.5 hour a week post is 262.5 hours (27 days plus 8 public holidays)

**DBS:** appointment is subject to an enhanced disclosure and barring check

**Childcare voucher scheme:** Pendleside Hospice offers a childcare voucher scheme

**Healthcare Scheme:** all staff are eligible to access the Benenden Healthcare Scheme [www.benenden.co.uk](http://www.benenden.co.uk)

**Vaccinations:** Appropriate to job role

**Meals and drinks:** all employees and volunteers at Pendleside Hospice can access subsidised meals if working over a meal time and drinks

**Notice period:** 1 month

**Parking:** all employees and volunteers can park for free at Pendleside Hospice

**Pension:** Pendleside Hospice has a stakeholder pension scheme, the Hospice will match contribute up to 5% of an employee's salary into the pension scheme.

### **Employees joining Pendleside Hospice from the NHS may continue with their NHS pension**

**Sick pay:** if the employee is unable to attend work because of sickness or some other health-related incapacity, the Hospice will pay full salary net of any statutory sick pay entitlement, subject to the following conditions:

During probationary period (first 3-6 months)	No Hospice sick pay, but will receive Statutory Sick Pay (if appropriate)
From completion of probation up to 12 months service	Two months sick pay at half-pay
From 12 months service	A maximum of 13 weeks full sick pay followed by 13 weeks at half-pay

## HOW TO APPLY

If you are interested in this position, please complete and submit the on line application form either via the NHS Jobs website <https://www.jobs.nhs.uk/> or on Pendleside Hospice website [www.pendleside.org.uk/jobs](http://www.pendleside.org.uk/jobs), referring to the Job Description and Person Specification.