

# Working for St Ann's

**We're proud to care**  
**We're proud to work together**  
**We're proud to make a difference**



At St Ann's, there's one thing that motivates us, and that's providing excellent care and support to those living with or affected by life-limiting illnesses.

We're continuously developing our plans for delivering world-class, innovative care and to ensure St Ann's is in the best shape possible for future generations.

You'll be challenged, inspired and empowered to help us achieve our purpose and to play your part in making a difference.

**All of our team members will role model our core values...**

## *People matter*

People are at the centre of everything we do. We treat each other, and ourselves, with kindness and compassion. We value and celebrate diversity; recognising everyone as an individual.



## *Brave and bold*

We want to grow for the future, not settle. We're not afraid to do things differently, get creative, challenge ourselves and the status quo. We're ambitious in our aims, accountable for our actions and learn from our experiences and successes.



## *Lead and learn*

We're experts in what we do, and we don't stop there. We're always learning; informing and shaping the sectors we're in through education, training and research. We lead by example; sharing best practice, advancing in our fields and pioneering new approaches.



## *Together we are stronger*

Together, we're stronger and have a bigger impact than we could have alone. As a charity, we work in collaboration with supporters, partners and the communities around us. We think beyond traditional boundaries to make sure we're here for our communities for years to come.



# Job Role Profile

## BYC Registered Nurse

**Salary:** Hospice Band 5  
£28,776-£34,581

Competency Based Pay Framework

**Location** Cross site  
(Heald Green & Little Hulton)

**Responsible to** BYC Team Leader

**Core Purpose :** To provide personalized rehabilitative specialist palliative nursing care and support to outpatients and those close to them.

## Job summary

To play a key role in the provision of specialist palliative nursing care and support to patients accessing outpatient services.

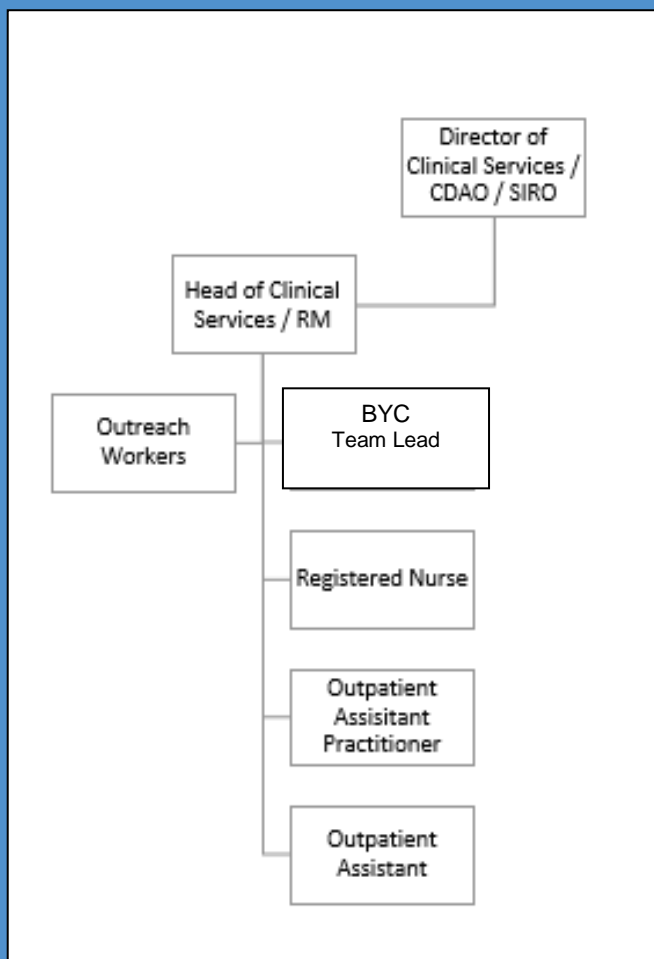
To be an integral part of the multidisciplinary team developing and maintaining strong working relationships with internal colleagues and external referrers/stakeholders to support timely and efficient access, service provision and discharge from the service.

To use specialist palliative care nursing skills to support patients attending outpatient services.

Maintain confidentiality & data protection regarding all personal information and hospice activity, operating within current legislation.

Work as an effective cross site team member, organising, managing and prioritising own workload deputising for the team leader as required.

St Ann's delivers a service across three sites. The post is a cross site post.



## Responsibilities

The BYC RN will –

- ✓ Effectively manage your caseload ensuring your clinical practice is evidence-based, effective and patient-centered, to ensure quality and manage risk.
- ✓ Provide comprehensive nursing support to outpatient services, working closely with clinical and medical colleagues and liaising with external healthcare professionals
- ✓ Ensure accurate record keeping in accordance with the organisations policy.
- ✓ Work in accordance with own professional code of conduct (NMC).
- ✓ Act as a mentor and/or supervisor for student nurses ensuring the clinical environment is conducive to learning.
- ✓ Ensure that care and support is consistent with the principles of the mental capacity act.
- ✓ Contribute to the holistic assessment and support of the specialist needs of patients accessing the specialist palliative care service.
- ✓ Actively participate in the hospice Performance Development Review process to identify own learning needs taking necessary steps to reach personal/professional objectives.
- ✓ Deputise as required for the BYC Team Leader.

## Requirements

The BYC RN will have:

- ✓ 1<sup>st</sup> Level Registration or Diploma level Nursing Qualification and current registration with NMC
- ✓ Excellent communication skills, completion of communication skills training would be an advantage.
- ✓ Or being willing to undertake a Mentorship qualification
- ✓ Evidence of accredited learning relevant to the field of palliative care eg. ENB 931, 285, 998 or other

**The BYC RN will be able to:**

- ✓ Deliver specialist nursing support and treatment including interventions such as blood transfusions/infusions.
- ✓ Use their initiative and effectively manage their time and workload.
- ✓ Demonstrate competence with basic IT skills E.g. Word, Outlook, Teams.
- ✓ Demonstrate awareness of the organisational and strategic direction of the hospice with regard to the provision of specialist palliative care services.
- ✓ Demonstrate involvement in service development.
- ✓ Facilitate forward planning discussions with a patient relating to discharge, advance care planning and end of life care where appropriate.
- ✓ Prioritise competing tasks effectively.
- ✓ Foster good working relationships, communicating effectively with the MDT, service users and across the boundaries of acute and community health and social care settings.
- ✓ Demonstrate a working knowledge of Electronic Medical Record/patient database (e.g. EMIS Web), and be able update care records in line with organizational policy.
- ✓ Maintain strict confidentiality.
- ✓ Work with patients and those close to them with a kind, empathetic and person centred rehabilitative approach.

St Ann's Hospice is committed to safeguarding and promoting the welfare of adults at risk and children.

# Terms and conditions for the BYC Registered Nurse

## Contract

Permanent

## Work Pattern

15 hours per week

## Location

Part of a Cross site Team (Heald Green & Little Hulton)

## Free Parking

Free parking at our Heald Green & Little Hulton hospice sites.

## Holiday

35 days, increasing to 37 days after 5 years' service and 41 days after 10 years' service (pro rata, inclusive of bank holidays). In addition staff are able to buy up to 1 weeks' holiday per year via salary sacrifice, pro rata.

## Pension

Contributory Stakeholder pension in which we match up to 7% of your gross salary. Or the ability to continue with a previously held NHS pension (subject to making contributions into the scheme in the previous 12 months).

## Life Cover

All staff in the Scottish Widows Pension scheme (with the exception of bank staff) are provided with life cover of three times their basic salary in the event of their death whilst employed by St Ann's Hospice.

## Health Cash Plan

We offer access to an employee paid health cash plan. That allows employees to spread the cost of health expenses including dental, optical, physiotherapy and more.

## Employee Assistance Programme

Employees can access telephone and online counselling 24 hours a day. Face to face counselling is also available and support on issues including debt, employment law, benefits and housing.

## Probation

Six months.

## Notice

Eight weeks.



St Ann's Hospice, St Ann's Road North, Heald Green, Cheadle, Cheshire SK8 3SZ

☎ 0161 437 8136

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