



Job Description

Job Title: Senior Health Care Assistant (Community)

Salary range: £19,524 - £20,752 per annum pro rata

Grade: 6b

Hours: 22.5 - 37.5 hours per week

Department: Community Services

Location: St Michael's Hospice, Bartestree

Reports to: Senior Community Registered Nurse

Job Purpose: To deliver individualised, holistic palliative nursing care to patients and their families in their own homes to enhance their quality of life.

Care Provision

- To provide individualised care to the patient and family members under the delegated direction of registered nurses, following care plans and risk assessment.
- Following appropriate training to undertake a range of clinical care interventions e.g. stoma care.
- To develop and utilise skills in decision-making to enhance patient care, working in an autonomous environment.
- Contribute to clinical and health and safety risk assessments.
- To escalate changes in condition of patients/relatives to the hub senior nurse.
- Provide emotional/psychological support to the patient and their family, identifying referrals to the wider hospice services.
- Ensure patients privacy and dignity are maintained at all times.
- Provide final care for the deceased patient
- Understand the complications/harm e.g. falls, pressure sores that can be caused by patient immobility and contribute to the prevention of such complications.
- To provide medication management level one.

Communication

- To create and promote a positive image for the organisation.
- Communicate in a professional and effective manner with internal and external health care professionals, patients, relatives and carers.
- Recognise own limitations when offering emotional support.
- Maintain patient confidentiality at all times.
- To be a team player, following guidelines and policies.
- To keep accurate records of the care provided.

Health and Safety

- Act at all times to promote the safety and wellbeing of patients, relatives and carers.

- Be aware of patients that are at risk e.g. of falling and ways to prevent falls.
- Contribute to health and safety risk assessments and actions as required.
- Follow the incident reporting process.

Education

- Attend mandatory training and service training opportunities.
- Develop and maintain own knowledge and skills in palliative care.
- To undertake an appraisal and personal development review annually.
- Act as a role model to new staff members.

Person Specification

1) Specialist Knowledge and Experience

Essential

- Experience of working with people requiring palliative care
- NVQ Level 3 in care or equivalent
- Basic IT skills

Desirable

- Care Certificate
- Previous experience of providing care in the community

2) Skills and Behaviours

Team Working: Fits in with the team. Develops effective and supportive relationships with colleagues. Is considerate towards them and creates a sense of team spirit.

Patient Focus: Puts the patient first, works hard to meet their needs and look after their interests.

Relating to others: Quickly builds rapport and easily establishes relationships. Relates well to different types of people, listens and gets on with them.

Planning and organising: Organises own time effectively. Prioritises work load.

Communication: Speaks clearly, fluently and demonstrates active listening.

Reliability: Follows direction from supervisors and respect policies and procedures. Show commitment to the organisation and task completion.

Resilient: Remains calm and self-controlled under pressure. Reacts well to change and stays positive despite setbacks. Keeps difficulties in perspective.

3) Special Conditions

- This post is conditional to an enhanced Disclosure and Barring Service Check.
- Requirement to work evenings, weekends and nights.
- Must be prepared to travel throughout county.
- Must hold a full clean driving licence

Equal Opportunities Statement.

At St Michael's Hospice we are committed to an equal opportunities approach in everything we do. This means that we seek to ensure anyone connected with St Michael's, from patients and families through to donors, supporters, volunteers and staff are treated fairly. Appropriately and with dignity and respect.

June 2021