

## Job Description

**Position:** Dementia Nurse for End of Life Care

**Responsible to:** Day Services Development Lead

**Hours:** 30 hours per week

**Salary:** £26,565 - £35,577 (pro rata)

**Role Summary:** To be responsible for the management and further development of the Dementia services within Willow Wood and the Tameside and Glossop community, including care homes.

### Role

- To be the expert, knowledgeable of the different types of dementia, their symptomatology, disease trajectory and special needs.
- Responsibility for ensuring that there is professional and legal accountability for all work undertaken and practice is at an advanced level of professional autonomy and accountability within Willow Wood policies and the NMC code of conduct.
- To develop the dementia service role, working within START, in line with public and Integrated Care organisation needs.
- To work with the Day Services Development Lead and the dementia staff nurse to develop contribute to educational programmes for professionals within community, care home and hospital settings. The aim, to improve knowledge and competence in end of life care for people with dementia including knowledge of prospects and practicalities of end of life experiences for individuals with dementia and their family carers.

### Main responsibilities

- To be authoritative expert assessor and advisor on pain and symptom management within end of life dementia care. To be familiar with the use of relevant assessment tools specific to this client group.
- To be authoritative expert and advisor on psychological, social and spiritual needs within end of life dementia care for both patients and their families/carers. To be familiar with the use of relevant assessment tools specific to this client group.
- To have advanced communication skills, negotiation and diplomacy skills in practice.
- To work with colleagues to train and support them to be competent in discussions with relatives, other health care professional carer's with regard to ethical issues and advance care planning when individuals lack capacity.
- To work with colleagues to train and support them in the care of the end of life dementia patient and the aftercare required for families and carers.

- To run and develop the ongoing health care professionals dementia café for advice and support to health care professionals within the Tameside and Glossop communities.
- To teach on local, regional and national platforms on the care of people with dementia approaching end of life as required.
- To provide a descriptive and analytical audit of educational activities projects, attendances and evaluations.
- Present six monthly reports of outcomes and progress development.
- To participate in Willow Wood Hospice's educational programme as appropriate.

### **Supervisory responsibilities**

- Manage and support the Dementia staff nurse in liaison with the day services development lead.
- Manage the dementia service to ensure patients and carers receive optimum care.
- Support and advise the dementia staff nurse to develop robust educational advance care planning programmes.
- Recruit and manage volunteers for the service with liaison with the day services development lead and voluntary and community services manager.
- To contribute to close working relationships with all personnel and to help build an open and honest culture that facilitates learning, creativity and excellence.

### **General**

- To provide effective reporting and statistics as required
- To ensure sufficient policies and procedures are in place in relation to all dementia clinical practice and that they are kept up to date.
- To adhere strictly to data protection legislation and best practise guidelines
- To attend and actively participate in departmental meetings.
- Work in support of the Day Services Development Lead to ensure that the team goals are achieved.
- To participate in hospice education and training programmes
- Any other duty reasonably assigned by your Line Manager
- Provide care by providing expert clinical assessment, care planning, care delivery, care evaluation and clinical advice in accordance with the NMC Code of Professional Conduct
- Keep and up to date Portfolio of evidence to present to the line manager for revalidation in line with NMC guidelines.

## Health & Safety

- To co-operate actively in achieving the aims of the Hospice's Health & Safety Policy and to ensure the observance of all Health & Safety Rules and Procedures.

## Additional Notes

- (a) This document is a guideline to the general scope of duties involved and will be reviewed at regular intervals. It is not intended as a rigid inflexible specification.
- (b) The employer shares with the employee the dual responsibility for suggestions to alter the scope and content of this document in order to improve the working situation.
- (c) There is a duty to be aware and adhere to all professional governing body rules and any particular 'Acts' or statutory requirements, which may vary from time to time.
- (d) Willow Wood Hospice operates a no smoking policy.
- (e) This post requires a satisfactory standard disclosure from the Disclosure and Barring Service (DBS).

Willow Wood Hospice is a registered charity, not part of the NHS and it costs over £2 million to run the Hospice every year. We rely on support from the community of Tameside and Glossop, both through volunteering time and donating money to enable us to continue our existing services.

For this reason it is expected that all members of staff will also support the fundraising activities of the Hospice. We encourage every staff member to help at, participate in, or support at least two fundraising activities every year. Opportunities to support fundraising activities vary and could include helping at fundraising and shop events, taking part in an event and raising sponsorship or attending cheque presentations. Staff members will be asked as part of their annual appraisal which events they have supported.

**Willow Wood Hospice Person Specification  
Specialist Dementia Nurse for End of Life Care**

Requirement	Essential	Desirable
Education and Qualifications	<ul style="list-style-type: none"> <li>• Registered Nurse</li> <li>• Teaching and Assessors course</li> </ul>	<ul style="list-style-type: none"> <li>• Registered Mental Health Nurse</li> <li>• Specialist Dementia course</li> <li>• Specialist Palliative care course</li> </ul>
Experience, knowledge, skills and abilities	<ul style="list-style-type: none"> <li>• Experience of work in advanced dementia</li> <li>• Experience within education</li> <li>• Advance Care planning skills</li> <li>• Experience and knowledge of working in mental health dementia nursing</li> <li>• Effective communication skills in order to inform, train, encourage and negotiate</li> <li>• Excellent report writing skills</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to demonstrate resilience when working in end of life settings</li> <li>• Ability to facilitate change by collaboration with stakeholders</li> <li>• Experience of formal research</li> <li>• Ability to facilitate learning with individuals and groups</li> </ul>
Personal and other qualities	<ul style="list-style-type: none"> <li>• Competent It skills</li> <li>• Previous contributions to successful service innovation and change</li> <li>• Ability to develop effective relationships with other organisations locally and nationally</li> <li>• Understanding of roles within MDT</li> <li>• Knowledge of a range of approaches to the care of people with advanced dementia who are at risk of experience adverse symptoms</li> <li>• Good time management/organisational skills</li> <li>• Good written and verbal communication skills</li> </ul>	<ul style="list-style-type: none"> <li>• A proven track record of helping others develop their clinical practice</li> <li>• Knowledge and understanding of research methods and governance</li> </ul>