

Nurse Lead (Lambert)

Job Description

Job purpose

The Nurse Lead provides operational leadership and management for nursing teams within inpatient services, ensuring the delivery of high-quality, patient-centred hospice care. The role provides operational leadership within the inpatient service to ensure safe, effective, and compassionate care.

The Nurse Lead acts as a role model for professional nursing practice, coordinates daily service delivery, supports the professional development of nursing staff and Health Care Assistants, and ensures compliance with clinical governance standards.

Key Tasks

Clinical

- To care for patients within our Inpatient Unit in a professional and responsive way in line with regulatory standards and professional guidance.
- Provide visible and effective clinical leadership, ensuring the delivery of safe, evidence-based, person-centred care.
- Act as an expert practitioner, supporting clinical decision-making and providing guidance to nursing and health care teams.
- Maintain clinical competence through regular direct patient care.
- Oversee patient care coordination, ensuring effective communication and collaboration across the multidisciplinary team.
- Support symptom management and end-of-life care planning in line with hospice philosophy and professional standards.
- Promote and uphold infection prevention control, medication safety, and record-keeping best practice.
- Maintain current NMC registration and adhere to the NMC Code of Professional Conduct.

Operational

- To provide day-to-day operational oversight of the Inpatient Unit.
- To manage patient flow, ensuring timely admission, discharges and continuity of care.
- To work in collaboration with the multi-disciplinary team ensuring the highest standards of patient care, tailored to their individual needs.
- To work with the Clinical Practice Educator and other parties to ensure that both the nursing team health care team are appropriately inducted and trained. Develop the identified competencies to perform care, clinical interventions and day to day tasks. Ensure that resources are available to facilitate staff to undertake training, ensuring this is monitored.
- Ensure adherence to policies, procedures, and regulatory standards (including CQC compliance).
- Be an active member of the Clinical Incident Group. Ensuring adverse event reporting, investigation, and follow-up actions are complete to support continuous improvement.

- To support the implementation of the inpatient unit workplan with a focus on delivering a level of patient care.
- To be a key member of the IPU management team.
- To oversee and provide support to Senior Team Nurses and Senior Health Care Assistants with the IPU team rota.
- To coordinate and oversee the ordering of all equipment and consumables required for the effective operation of the Inpatient Unit, ensuring timely procurement, cost efficiency, and availability to meet service needs.

- **Governance, Regulatory and Quality**

- To work alongside the Inpatient Services Manager to ensure all areas of risk and compliance are met.
- To hold any roles as needed by the organisation and within competence to ensure governance, regulation and quality criterion are met.
- Participate in audits, reviews, and quality improvement initiatives to maintain high standards of clinical care.
- Maintain accurate documentation and contribute to service reports and data collection.
- To embed the values of the organisation into your working practices evidencing this regularly and ensuring this remains a priority.

Team Management

- To lead and manage Senior Team Nurses and Senior Health Care Assistants, be a positive role model, supporting with ongoing professional development, including regular support, contact meetings and appraisals and provide support with revalidation.
- Foster teamwork, positivity, and collaboration across clinical disciplines.
- Mentor new team members and students to promote learning and excellence.
- To recruit, motivate, monitor and line manage staff in a positive and empowering style to ensure that they contribute fully to the achievement of the agreed strategy.
- To provide mentoring and plan training in line the identified needs.
- To work with, and manage, volunteers according to Hospice policies and procedures, in an empowering style to ensure that volunteers can fully contribute to assisting staff to achieve Hospice strategy.

Budgetary

- To hold secondary budget authorisation to allow for ordering and inpatient services management.
- To work in accordance with the law, regulations, organisational frameworks, recognised professional guidelines and the have a commitment to FREDIE, integration and collective decision making.

The above is indicative of the role and may change from time to time in consultation with the post-holder, in line with the changing needs of the organisation

Terms and Conditions

Line managed by: IPU Service Manager

Line Management: Senior Team Nurses and Senior HCA's

Hours: 37.5 hrs per week

Salary

Contract: Permanent

Location Lambert

Person Specification

What is required?	Is it essential or desirable? <i>Essential = E Desirable = D</i>	How is it assessed? <i>Application = A Interview = I Task/Assessment = T</i>
Education/Qualifications		
Nursing degree or equivalent experience in similar role	E	A
Evidence of commitment to continuous professional development	E	A/I
Experience		
Experience of specialist palliative care	E	A/I
Experience of effective line management	E	A/I
Experience of effective teaching and mentorship	E	A/I
Experience in leadership & management in a clinical setting	E	A/I
Experience in managing sensitive and challenging conversations with compassion and professionalism	E	A/I
Knowledge/Skills		
Demonstrates excellent communication and interpersonal skills	E	A/I
Demonstrates understanding of clinical audit processes	D	A/I
Demonstrates understanding of infection prevention and control practices	E	A/I
Demonstrates commitment to effective multidisciplinary working	E	A/I
Demonstrates effective leadership and management skills	E	A/I
Demonstrates ability to lead and support change management initiatives	D	A/I
Demonstrates strong organisational and prioritisation skills	E	A/I

Demonstrates collaborative team working and commitment to collective responsibility	E	A/I
Demonstrates ability to lead and motivate teams effectively	E	A/I
Demonstrates understanding of health and safety requirements relating to the safe operation of an inpatient unit	E	A/I
Demonstrates emotional resilience, professional self-awareness, and the ability to support staff and families in emotionally complex situations	E	A/I
Personal Attributes		
Compassionate and approachable leader	E	A/I
Calm and decisive under pressure	E	A/I
High emotional intelligence	E	A/I
Professional integrity	E	A/I
Flexible and adaptable	E	A/I
Committed to collaborative working	E	A/I
Reflective practitioner with commitment to continuous learning	E	A/I