

Job Description

Job Details:	
Job Title:	Practice Development Nurse – Secondment
Grade:	Band 5 + £100 per month honorarium for additional duties
Department:	In-Patient Unit (IPU)
Directorate:	Patient & Family Services
Reporting to:	Junior Sister
Location	Dorothy House Hospice, Winsley
Job Summary / Main Purpose:	
<ul style="list-style-type: none"> • The Practice Development Nurse contributes to high-quality patient care by supporting learning, development, and evidence-based practice within the clinical team. • By being a positive and inclusive role model, you will lead on the design and delivery of learning and development within the inpatient clinical setting, working alongside the wider team to promote a strong culture of growth and continual improvement • In doing so, the role seamlessly integrates high-quality direct patient care with active involvement in teaching, supporting new staff and students, and contributing to ongoing quality improvement initiatives. 	
Principal Duties and Responsibilities	
Clinical	
<ul style="list-style-type: none"> • Provide safe, compassionate, evidence-based care to patients and families. • Prioritise and organise workload effectively under the direction of senior staff, while also supporting other team members to prioritise their own tasks. • Maintain accurate documentation and uphold safety, safeguarding, and governance standards. • Support junior staff and learners by demonstrating best practice and offering guidance, feedback and support when appropriate. • Participate in audits, care evaluations, and quality improvement activities. 	
Practice Development and Education	
<ul style="list-style-type: none"> • Support the induction and orientation of new staff, HCAs, and student nurses. • Act as a Practice Supervisor (and Assessor if trained), providing supportive feedback. • Identify learning needs within the team and be able to resource a solution • Contribute to in-house learning and development through a range of means 	

including teaching at point of care skills refreshers and review of competency levels.

- Ensure that all learning and development, including maintaining competency packs, training resources, and learning environments are maintained within the relevant guidelines and standards.
- Promote reflective and reflexive practice within the clinical team.

Teamworking and Communication

- Work effectively as part of the MDT, ensuring clear and compassionate communication.
- Contribute to a positive, inclusive team culture and support colleagues' wellbeing.
- Take part in handovers, safety briefings, and team meetings.
- Escalate concerns appropriately and promptly.

Quality, Safety and Governance

- Follow local and national policies, procedures, and evidence-based guidelines.
- Understand and use RADAR (or equivalent) and be able to take an active role in analysing outcomes and change leading to shared learning.
- Participate in audits and service improvement work relevant to the unit and be able to facilitate shared learning.
- Support safe staffing processes including skill mix awareness and safe delegation.

Professional

- Maintain NMC registration and meet revalidation requirements.
- Take responsibility for personal CPD and mandatory training.
- Engage in supervision, reflective practice and continuous learning.
- Demonstrate professionalism, integrity, and compassionate behaviour always.

Structure Chart



Contacts

- Patients, families, carers and friends.
- All members of the Hospice Multi-Disciplinary Team.
- All health and social care colleagues.
- Appropriate Hospital Team colleagues.
- Dorothy House Education Team.
- Other hospices and Specialist Palliative Care Teams.

Person Specification		
Criteria	Essential	Desirable
Registered Nurse (Adult/Child) with current NMC registration currently working at Dorothy House.	X	
Able to demonstrate an understanding of current frameworks and standards that inform evidence-based practice within palliative and End of Life care.	X	
Evidence of personal ongoing professional development relevant to the role.	X	
Holds a teaching, assessing, or mentorship qualification - (e.g., Practice Assessor/Practice Supervisor training), or equivalent experience.	X	
Experience of teaching and/or facilitating training to health and social care practitioners - including both non-registered and registered staff.	X	
Understands diverse learning needs and is able to adapt teaching methods and resource material to meet different learning styles.	X	
Experience with quality improvement, audits, or service development.		X
Experience challenging poor practice and adapting personal support and competency development to staff.		X
Experience facilitating group discussions and using reflective tools to enable peer feedback.		X