

Join our team!

Staff Nurse



**St Vincent's
Hospice**

the little hospice with the big heart





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Overview: Staff Nurse

Reporting to
Charge Nurse

Salary
£34,056 per annum, 15% shift
allowance for qualifying shifts

Hours
37.5 hours per week

Status
Permanent

Holidays
27 days plus 8 public holidays

Location
St Vincent's Hospice,
Midton Road, Howwood

St Vincent's Hospice has proudly served the Renfrewshire community for almost 40 years, providing specialist palliative and end-of-life care to patients and families living with life-limiting illness. Supporting people across Renfrewshire and neighbouring communities, the Hospice delivers compassionate, person-centred care through a range of services including in-patient care, community specialist palliative care, family and bereavement support, counselling, wellbeing services and outreach programmes.

Our vision is to ensure that every individual, regardless of their background or circumstances, has access to outstanding palliative and end-of-life care that is delivered with compassion, dignity, clinical excellence and respect.

Our mission is to provide holistic care that meets the physical, emotional, psychological, social and spiritual needs of every patient and those important to them, ensuring that each person is supported to live as fully and comfortably as possible.

This is an exciting opportunity for a compassionate and motivated Registered Nurse to join our dedicated In-Patient Unit team. Working alongside experienced nursing, medical and multidisciplinary colleagues, you will deliver specialist palliative and end-of-life care to patients with complex needs, ensuring every individual receives safe, effective and person-centred care that reflects their wishes, promotes dignity and enhances quality of life.

As a Staff Nurse at St Vincent's Hospice, you will play an integral role in delivering exceptional patient care whilst developing your own specialist clinical expertise within a supportive and forward-thinking organisation committed to continuous learning, innovation and excellence.

To apply, please email your CV and cover letter to recruitment@svh.co.uk or complete our application form via [link](#)

Job Description

The Staff Nurse is responsible for delivering high-quality specialist palliative and end-of-life nursing care within the In-Patient Unit at St Vincent's Hospice.

Working as an autonomous practitioner and an integral member of the multidisciplinary team, the postholder will undertake comprehensive patient assessment, develop, implement and evaluate individualised care plans, coordinate clinical interventions and advocate for patients and those important to them throughout their hospice journey.

The Staff Nurse will demonstrate professional accountability, sound clinical judgement and compassionate leadership whilst ensuring care is delivered in accordance with the Nursing and Midwifery Council (NMC) Code, Healthcare Improvement Scotland standards, Hospice policies and current evidence-based practice.

Working collaboratively with medical colleagues, allied health professionals, family support services, volunteers and external healthcare providers, the postholder will contribute to the delivery of seamless, safe and responsive care whilst promoting continuous quality improvement, clinical governance and service excellence.

The role is fundamental to ensuring every patient and family experiences compassionate, dignified and holistic care within an environment that values professionalism, teamwork, innovation and continuous improvement.



Key Responsibilities

Clinical Care

The Staff Nurse will deliver high-quality, evidence-based nursing care that reflects the physical, emotional, psychological, social and spiritual needs of patients and those important to them. Working autonomously within agreed professional boundaries, the postholder will use advanced clinical assessment skills, sound judgement and effective decision making to ensure safe, responsive and compassionate care throughout every stage of the patient's hospice journey.

The postholder will:

- Undertake comprehensive holistic assessments of patients, identifying physical, emotional, psychological, social and spiritual care needs.
- Develop, implement and evaluate individualised plans of care in partnership with patients, families and the multidisciplinary team.
- Deliver specialist palliative and end-of-life nursing care using evidence-based practice and recognised clinical standards.
- Safely administer medicines and prescribed treatments in accordance with the NMC Code, Hospice policies and medicines management procedures.
- Demonstrate competence in the use of syringe drivers, controlled medicines and specialist palliative care interventions.
- Monitor, assess and respond appropriately to changes in patients' clinical condition, escalating concerns promptly to senior nursing or medical staff.
- Coordinate nursing care for an allocated patient group from admission through to discharge, transfer or end-of-life care.
- Deliver excellent symptom management, including pain control and management of complex physical symptoms.
- Support advance care planning conversations where appropriate and contribute to achieving patients' preferred place of care.
- Promote patient independence, comfort, dignity and quality of life in all aspects of care.
- Maintain accurate, contemporaneous and legally compliant clinical records in accordance with professional standards and Hospice policy.

Key Responsibilities cont.

- Ensure effective verbal and written communication during clinical handovers and multidisciplinary discussions.
- Maintain the safe custody of patients' property and valuables in accordance with Hospice procedures.
- Maintain patient confidentiality and uphold all information governance requirements.

Patient and Family Experience

Providing exceptional hospice care extends beyond meeting clinical needs alone. The Staff Nurse will develop therapeutic relationships with patients, families and carers, recognising that compassionate communication, emotional support and shared decision making are fundamental to delivering outstanding palliative and end-of-life care.

The postholder will ensure patients and those important to them feel listened to, respected and actively involved throughout every stage of care, promoting dignity, choice and personalised care planning.

The postholder will:

- Deliver compassionate, person-centred care that reflects the individual wishes, preferences and values of every patient.
- Build trusting therapeutic relationships with patients, families and carers.
- Communicate sensitively and honestly when discussing complex or emotionally difficult issues.
- Support patients and families through uncertainty, deterioration and end-of-life care with professionalism and compassion.
- Advocate for patients' wishes and ensure they remain central to all clinical decision making.
- Recognise the emotional, psychological and spiritual impact of life-limiting illness and access appropriate multidisciplinary support when required.
- Work collaboratively with Family Support Services and colleagues to provide holistic care.

Key Responsibilities cont.

- Support relatives before, during and following bereavement in partnership with the wider Hospice team.
- Maintain patient privacy, dignity and respect always.
- Promote equality, diversity and inclusion, ensuring care is delivered without discrimination.

Multidisciplinary Working

Delivering outstanding hospice care relies upon effective multidisciplinary collaboration. The Staff Nurse will work closely with medical colleagues, allied health professionals, healthcare support workers, family support services, volunteers and external healthcare partners to ensure patients experience coordinated, seamless and person-centred care. The postholder will promote open communication, mutual respect and shared decision-making, recognising that effective teamwork is fundamental to achieving the best possible outcomes for patients and families.

The postholder will:

- Work collaboratively with the multidisciplinary team to deliver coordinated, holistic patient care.
- Participate fully in multidisciplinary team meetings, ward rounds and clinical handovers.
- Liaise effectively with Consultants, Specialty Doctors, Advanced Nurse Practitioners and other clinical colleagues regarding patient care.
- Develop effective working relationships with Community Nursing Teams, General Practitioners, Acute Hospitals, Care Homes and other external healthcare providers.
- Support safe admissions, transfers and discharges through effective communication and care coordination.
- Ensure timely escalation of clinical concerns to the appropriate clinician.
- Communicate effectively with pharmacy, therapies, housekeeping, catering, estates and other support services to maintain high standards of patient care.

Key Responsibilities cont.

- Promote continuity of care through accurate verbal, written and electronic communication.
- Contribute positively to team discussions, service development initiatives and organisational objectives.
- Foster an environment of mutual respect, professionalism and collaborative working.

Leadership and Professional Practice

Every Staff Nurse at St Vincent's Hospice is expected to demonstrate leadership through professional behaviour, clinical excellence and compassionate practice. Leadership is not defined by position but by the ability to positively influence others, uphold professional standards and contribute to a culture of continuous improvement.

The Staff Nurse will act as a role model for professional nursing practice, supporting colleagues, students and healthcare support workers while contributing to the ongoing development of the clinical team.

The postholder will:

- Demonstrate leadership through professional conduct and compassionate clinical practice.
- Act as a positive role model, promoting the values and behaviours of St Vincent's Hospice.
- Coordinate the clinical area during delegated shifts, ensuring safe, effective patient care.
- Prioritise workload appropriately in response to changing patient acuity.
- Delegate work appropriately while maintaining accountability for patient care.
- Support Healthcare Support Workers through supervision, guidance and coaching.
- Mentor student nurses during clinical placements, providing constructive feedback and learning opportunities.
- Support the induction and development of newly appointed staff.

Key Responsibilities cont.

- Contribute to workforce planning by working flexibly across the service when required.
- Assist senior nurses in managing staffing pressures, including responding to short-notice absence where appropriate.
- Maintain professional registration and always practise within the NMC Code.
- Demonstrate accountability for own professional practice and clinical decision-making.
- Maintain a professional portfolio that evidences continuing professional development.
- Participate in annual appraisal, one-to-one meetings and personal development planning.
- Demonstrate resilience and professionalism within emotionally demanding clinical situations.

Quality, Safety and Clinical Governance

Delivering safe, high-quality care is fundamental to the work of St Vincent's Hospice. The Staff Nurse will actively contribute to maintaining the highest standards of clinical governance, patient safety and quality improvement, ensuring care is delivered in accordance with professional standards, regulatory requirements and Hospice policies.

The postholder will take personal responsibility for identifying opportunities to improve patient care whilst supporting a culture of openness, learning and continuous improvement.

The postholder will:

- Deliver care in accordance with the NMC Code, Hospice policies and professional standards.
- Maintain accurate, contemporaneous and legally compliant clinical documentation.
- Ensure documentation complies with NMC standards for record keeping.

Key Responsibilities cont.

- Participate in clinical audit, service evaluation and quality improvement activities.
- Contribute to the development and implementation of evidence-based practice.
- Identify clinical risks and take appropriate action to minimise potential harm.
- Report incidents, accidents, near misses and complaints in accordance with Hospice procedures.
- Participate in investigations and learning arising from incidents where appropriate.
- Contribute to the ongoing management of departmental risks and the Hospice Risk Register.
- Promote a culture of openness, learning and continuous quality improvement.
- Support compliance with Healthcare Improvement Scotland standards and other regulatory requirements.
- Promote safe medicines management and adherence to medicines policies.
- Maintain high standards of infection prevention and control.
- Comply with Health and Safety legislation including COSHH, Fire Safety, RIDDOR, Manual Handling and Resuscitation policies.
- Ensure equipment is used safely and defects are reported promptly.
- Safeguard patients, families and colleagues by following Hospice safeguarding policies.
- Maintain patient confidentiality and comply with information governance requirements.
- Ensure patients' property and valuables are managed safely in accordance with Hospice procedures.

Key Responsibilities cont.

Education and Professional Development

St Vincent's Hospice is committed to creating a learning culture where staff are supported to develop professionally and continuously improve the care provided to patients and families.

The Staff Nurse will take responsibility for maintaining and developing their own knowledge and skills whilst contributing to the education and development of others within the multidisciplinary team.

The postholder will:

- Maintain current NMC registration and professional revalidation requirements.
- Complete all mandatory and statutory training within required timescales.
- Maintain competence through continuing professional development and lifelong learning.
- Develop specialist knowledge in palliative and end-of-life care.
- Participate in clinical supervision, reflective practice and professional support opportunities.
- Maintain an up-to-date professional portfolio.
- Support the education and development of student nurses and newly appointed staff.
- Share knowledge, skills and best practice across the multidisciplinary team.
- Participate in audit, research and quality improvement initiatives.
- Promote evidence-based practice throughout the In-Patient Unit.
- Support implementation of new clinical guidance, policies and procedures.
- Contribute to innovation and service development that enhances patient care.

Key Responsibilities cont.

Operational Responsibilities

The Staff Nurse will contribute to the efficient day-to-day operation of the In-Patient Unit, ensuring resources are utilised effectively and the clinical environment remains safe, welcoming and therapeutic for patients, families, visitors and staff.

The postholder will demonstrate flexibility, sound organisational skills and effective prioritisation to ensure the service continues to deliver outstanding care within available resources..

The postholder will:

- Contribute to the safe and efficient day-to-day operation of the In-Patient Unit.
- Support effective admissions, transfers, discharges and patient flow.
- Maintain awareness of bed availability and support effective bed management.
- Ensure nursing resources are utilised efficiently throughout each shift.
- Use Hospice resources responsibly, promoting value for money and sustainability.
- Ensure clinical equipment is maintained safely and used in accordance with manufacturer guidance and Hospice procedures.
- Demonstrate competence in the safe use of hoists, pressure-relieving equipment, syringe drivers, oxygen equipment and other specialist clinical devices.
- Ensure the ward environment remains clean, safe, welcoming and therapeutic.
- Liaise with Estates, Domestic Services, Catering and other support services to maintain high standards within the clinical environment.
- Maintain appropriate stock levels of clinical equipment and consumables.
- Participate in the Hospice rota, including weekends, public holidays, night duty and on-call or standby arrangements where applicable.
- Demonstrate flexibility to meet changing service demands and patient needs.
- Promote environmental responsibility and efficient use of Hospice resources.
- Undertake any other duties commensurate with the grade of the post as reasonably required by the In-Patient Unit Manager or Director of Care and Quality.



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Person specification

Who we're looking for

Essential Criteria

We are seeking a compassionate, motivated and professional Registered Nurse who is committed to delivering outstanding specialist palliative and end-of-life care. You will demonstrate excellent clinical judgement, professionalism and the ability to build therapeutic relationships with patients, families and colleagues while contributing positively to a supportive multidisciplinary team.

Candidates will be able to demonstrate:

- Registered Nurse (Adult) with current NMC registration.
- Degree-level qualification in Nursing or equivalent professional qualification (and willingness to work towards Palliative Care Certificate).
- Post-registration clinical nursing experience.
- Excellent clinical assessment and decision-making skills.
- Ability to deliver safe, evidence-based, person-centred care.
- Excellent verbal, written and interpersonal communication skills.
- Ability to work independently and collaboratively within a multidisciplinary team.
- Strong organisational and time management skills.
- Ability to prioritise workload and respond effectively to changing clinical priorities.
- Commitment to continuous professional development.
- Evidence of maintaining an up-to-date professional portfolio.
- IT literacy and ability to use electronic clinical systems.
- Compassionate, professional and patient-centred approach.
- Commitment to the values, vision and mission of St Vincent's Hospice.



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Person specification

Who we're looking for cont.

Desirable Criteria

The following would be advantageous:

- Experience within specialist palliative care, oncology, community nursing or end-of-life care.
- Experience supervising Healthcare Support Workers or student nurses.
- Experience participating in audit, quality improvement or service development.
- Knowledge of Healthcare Improvement Scotland standards.
- Experience working within the hospice or charitable healthcare sector.
- Experience supporting service improvement and innovation.



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Benefits

Working with us

At St Vincent's Hospice, our people are at the heart of everything we do. We are committed to creating a supportive, inclusive and compassionate working environment where colleagues are encouraged to develop professionally, contribute to service innovation and make a meaningful difference to the lives of patients and families.

We recognise the importance of supporting the wellbeing of our workforce and offer a comprehensive range of benefits designed to promote personal and professional fulfilment.

- Competitive salary.
- Generous annual leave entitlement plus public holidays.
- NHS Pension Scheme (or Hospice pension scheme, as applicable).
- Ongoing professional development and specialist palliative care education.
- Comprehensive induction and preceptorship support.
- Regular clinical supervision and appraisal.
- Employee wellbeing support and access to occupational health services.



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Benefits

Working with us cont.

- Free onsite parking.
- Blue Light Card discounts.
- Opportunity to work within one of Scotland's leading independent hospices.
- Supportive multidisciplinary team and compassionate organisational culture.
- Opportunity to shape and influence the future delivery of specialist palliative and end-of-life care within St Vincent's Hospice.