

Join our team as a

Registered Nurse



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**Rotherham
Hospice**
Living Life's Wishes

Registered Charity No. 700356

About Us

Rotherham Hospice is a charity dedicated to the people of Rotherham, offering specialist palliative and end of life care to our community since 1996.

We provide comprehensive, compassionate care through two primary patient services:

- 24-hour, 14-bed Inpatient Service
- 24-hour Hospice at Home Service

Additionally, we offer wider support to patients and their families through:

- Complementary therapies & hairdressing
- Counselling and Bereavement Support for adults, children and teenagers
- Day services with individual and group sessions
- Family memory events
- Occupation therapy and physiotherapy
- Social work
- Spiritual care
- Tailored experiences for patients and loved ones



Our Purpose

Easing the physical and emotional pain of death and dying for everyone in our community.

Our Vision

Everyone in our community can easily and confidently access palliative and end of life care tailored to their individual needs and wishes, wherever and however they choose.

Our Goal

To grow a stronger, more financially resilient, responsive and exceptional hospice, providing and promoting holistic, personalised and innovative palliative and end of life care for all.

Our Proposition

To ensure a dignified death for all – one that is reflective of one's own life.

Our Essence

Adding more life to every day.

About the Role

At Rotherham Hospice, we believe in helping people live well to the very end. As part of our Inpatient team, you'll play a key role in delivering high-quality, person-centred, and compassionate care to people with complex and life-limiting conditions. You'll work within a multidisciplinary team, led by the Ward Sisters, to provide holistic support to patients and those closest to them.

This role offers the opportunity to practice specialist palliative nursing in a supportive and forward-thinking organisation. You'll manage your own caseload, support junior colleagues, and ensure the consistent delivery of expert care in line with our strategic vision, Living Life's Wishes. Whether in the Hospice or patients' homes, you'll help create an environment where dignity, empathy, and comfort are at the heart of every interaction.

Working at Rotherham Hospice means being part of something special. Our team is compassionate, committed, and proud to be here. You'll be valued not only for your clinical expertise, but for your emotional intelligence, team spirit, and dedication to learning. In return, we offer a positive working culture, regular supervision, opportunities for development, and the chance to make a genuine difference every day.



Details of the role

Job Title	Registered Nurse - Inpatient Unit
Responsible to	Head of Inpatient Unit
Line Management	Volunteers (with support from Volunteer Manager)
Salary	£31,504 - £38,505 FTE dependent on experience
Hours of Work	This role is offered on a 37.5 hour per week contract. The post holder will be expected to work a flexible shift pattern, working 12 hour shifts, including a combination of days, evenings, weekends, and occasional night shifts, in order to support safe and effective service delivery.
Contract type	Permanent
Location	Rotherham Hospice
Probation period	3 months

Benefits

- **Holidays.**

A work-life balance is important for everyone, which is why we offer all employees 30 days annual leave per year (plus bank holidays), plus an additional day's leave in every 5th year.

- **A supportive & comfortable working environment.**

Our Hospice is a calm and compassionate place to work, full of inspiring people who support one another.

- **Hassle-free parking at no cost.**

No one is more than a couple of minutes' walk from the Hospice.

- **Great meals & drinks.**

Because our culinary team prepares food for patients 24/7, they cook for us too. Buy a lovely lunch with 25% off without even leaving the building. You can also utilise this discount on your days off as it is available across all our Café and retail sites, just bring along your Staff ID.

- **Reassurance.**

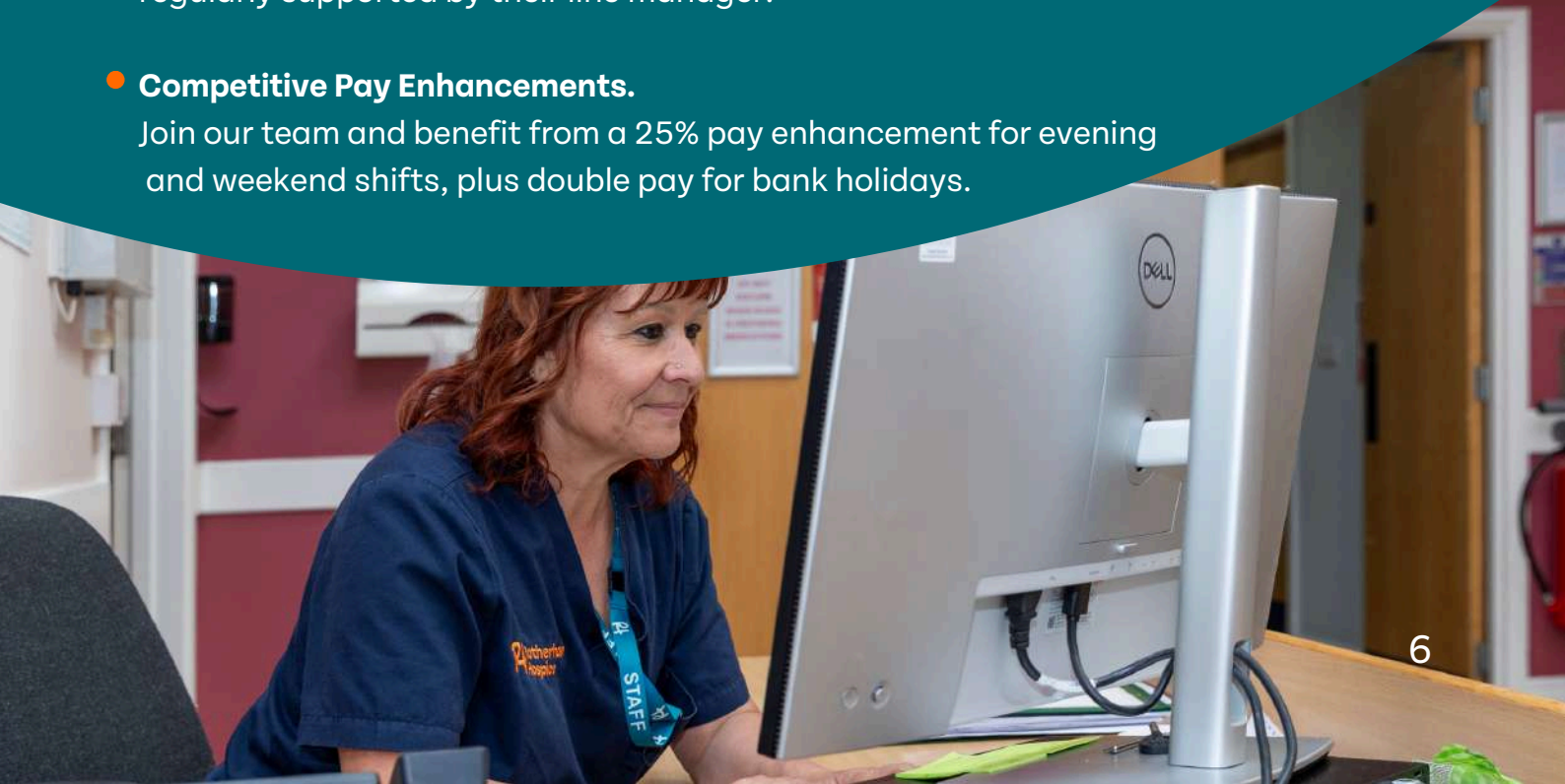
Whilst the here and now is important, we all think about the future. We offer employees a 6% pension after probation and a Life Assurance scheme which will pay 4x your annual salary should you die whilst working in our service.

- **Training & development.**

Every employee will be supported with their training and development needs and will be regularly supported by their line manager.

- **Competitive Pay Enhancements.**

Join our team and benefit from a 25% pay enhancement for evening and weekend shifts, plus double pay for bank holidays.



Key Responsibilities

Clinical Care

- Deliver high-quality palliative and end-of-life care, focusing on physical, psychological, emotional, and spiritual needs.
- Undertake holistic assessments and develop personalised care plans in collaboration with patients, families, and the wider team.
- Provide expert symptom management under the guidance of the Senior Nurse.
- Administer medications safely and in accordance with legal and organisational policies.
- Coordinate and prioritise your caseload, ensuring continuity and responsiveness of care.
- Escalate complex clinical issues appropriately and contribute to clinical decision-making.

Team Support and Leadership

- Support the supervision and development of junior colleagues, students, and volunteers.
- Act as a positive role model and contribute to a compassionate team culture.
- Deputise for Senior Nurses as required, including accepting referrals and supporting handovers.
- Share knowledge and promote best practice within the team through mentorship and peer learning.

Patient Advocacy and Family Support

- Build trusting, therapeutic relationships with patients and their families, supporting them through times of distress and uncertainty.
- Act as an advocate for patients, ensuring their preferences and dignity are always respected.
- Signpost families to additional support services as needed, offering information and reassurance.

Key Responsibilities cont.

Governance, Safety, and Development

- Participate in clinical audits, reflective practice, and quality improvement activities.
- Comply with all Rotherham Hospice policies, procedures, and safeguarding protocols.
- Report incidents, near-misses, or concerns in line with Hospice policy, and contribute to a culture of openness and learning.
- Contribute to service development through feedback, innovation, and change initiatives.

Personal Specification

No candidate will meet every essential and desired criteria. If your experience looks a little different from what we've identified and you think you can bring value to the role, we'd love to learn more about you.

Criteria	Essential	Desired
Experience & Qualifications		
Experience working as a Registered Nurse in a healthcare setting.	Y	
Working as part of a multidisciplinary team.	Y	
Conducting holistic care assessments and developing individualised care plans.	Y	
Mentorship experience or willingness to undertake mentorship training.	Y	
Previous experience in a hospice or palliative care setting.		Y
Experience mentoring students or junior staff.		Y
Experience in a leadership or coordinating role.		Y
Skills & Abilities		
Excellent clinical skills and knowledge relevant to palliative care.	Y	
Able to communicate complex and sensitive information with compassion and clarity.	Y	
Ability to manage a caseload with minimal supervision.	Y	
Effective time management, prioritisation, and organisational skill	Y	
Able to work both independently and as part of a team.	Y	
Committed to continuous learning and professional development.	Y	
Proficient in the use of clinical and digital systems (e.g., SystemOne, Microsoft Office).		Y
Awareness of the Gold Standards Framework and relevant national guidance.		Y

Personal Specification (continued)

Criteria	Essential	Desired
Skills & Abilities		
Awareness of the Gold Standards Framework and relevant national guidance.		Y
Multilingual – additional languages are desirable to support inclusive communication.		Y
Personal Qualities		
Compassionate and emotionally intelligent, with a patient-first approach.	Y	
Calm and confident under pressure, with excellent interpersonal skills.	Y	
Professional, reliable, and accountable in all aspects of work.	Y	
Open to learning, reflective, and committed to personal and team development.	Y	
Demonstrates integrity, kindness, and respect in all interactions.	Y	
Strong team player, with a flexible and adaptable approach to care delivery.	Y	
Multilingual fluency.		Y
Curious and forward-thinking – keen to contribute to service improvement.		Y
Confident in supporting and mentoring others.		Y
Passionate about equality, diversity, and inclusive care.		Y
Future interest in developing specialist or advanced practice in palliative care.		Y
Full driving licence and access to own car		Y
Fluency in community languages such as Urdu, Punjabi, Polish, Slovak, Romanian, and Arabic is highly desirable. It enables compassionate, effective communication with patients and families from diverse backgrounds, helping to build trust and deliver culturally sensitive care. This directly supports our Living Life's Wishes Strategy and our commitment to inclusive, high-quality care at Rotherham Hospice		Y

How to Apply

Please apply via NHS jobs: <https://www.jobs.nhs.uk/candidate/jobadvert/B0109-26-0006>

All applications will be treated in the strictest confidence.

At Rotherham Hospice, we are committed to equality, diversity and inclusion in our workforce. Our aim is for our workforce to be truly representative of our community and for each employee to feel respected and able to give their best. We warmly welcome applications from all sectors of the community. Our recruitment policies, procedures and practices enable all applicants to be considered on merit and ability to do the job. We will make reasonable adjustments, in line with the Equality Act, for disabled applicants if these are needed

Closing date: 12th June 2026

