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Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board

Job Title: Registered Nurse

Band: Band 5

Salary Scale:

Hours of work:

Department/ward: Community Nursing Service

Division: East Area

Base:

Responsible to:

Accountable to: Managerial – Team Leader / Nurse Manager
Reporting to - Nurse in charge
Professionally - Head of Nursing

Job Purpose:

The post holder is responsible for the assessment, planning, implementation and evaluation of evidenced-based nursing care, working collaboratively and co-operatively with others to meet the needs of patients and their families.

Assist in the management and organisation of their clinical area and participating in the education, development and supervision of other staff members.

Managerial / Leadership:

- May be required (dependent on level of experience) to take charge of a group of patients/clients with the guidance and supervision of the person with continuing responsibility/ Nurse in charge.
- Co-ordinate the work of non-registered staff and registered staff (depending on level of experience) in the delivery of nursing care.
- Supervise non-registered members and registered staff (depending of the level of experience) of the nursing team, and participate in their education and development.

- Maintain confidentiality with sensitive information i.e. staffing, financial and patient issues.
- Record patients property ensuring that procedures are compliant with Health Board Policies and protocols.
- Participate in service development by contributing to the development of team, through unit/department meetings.
- Participate in the effective and efficient use of physical and financial resources.
- Have an awareness of own limitations and escalate to a more senior level circumstances/situations that may be detrimental to the well being of patients or colleagues.

Clinical:

- Assess the patients nursing needs, plan, implement and evaluate nursing care in order to ensure the delivery of effective patient care.
- Ensure the principles set out in the Fundamentals of Care are incorporated into daily practice to ensure a high quality service for the patients and clients.
- Maintain patients nursing records to ensure information is accurate and up to date
- Ensure that patients and carers/relatives are involved in the planning and delivery of care.
- Ensure patient needs are met by working collaboratively with other professionals and agencies, especially in relation to ongoing care needs.
- Ensure that effective communication is established and maintained with patients and carers/relatives, taking accurate message information on the phone or from seniors, relaying all environmental and patient information to the nurse in charge and remain polite and courteous at all times.
- Communicate complex and sensitive information to patients/families, including patients with special needs/learning disabilities or other barriers to communication.
- Assess patient's suitability for discharge following medical review and instigate discharge planning arrangements. Liaise with multidisciplinary teams as appropriate to assist in complex discharge planning.
- Administer medication e.g. intramuscular/subcutaneous medications, ensuring that procedures are compliant with Betsi Cadwaladr University Health Board Policy.
- Carry out procedures in relation to care of patients e.g. catheterisation, removal of sutures, Aseptic technique.
- Ensure that the patient is safely prepared for and escorted to/from theatre endoscopy and other investigations.
- Recognise and respond appropriately to urgent and emergency situations.
- Participate in the responsibility to maintain a clean environment and ensure all members of staff follow cleaning responsibilities.

Clinical Governance:

- Take a proactive role in the management of risk. i.e. risk assessments, reporting incidents and near misses
- Assuming all reasonable precautions for a safe and secure environment for self and others in accordance with Health and Safety legislation reporting any areas of concern to the Nurse in Charge.
- Use evidence based practice in nursing interventions by keeping self updated in line with NMC PREP requirements.

- Ensure compliance with policies, procedures and clinical guidelines for self and others.
- Promote excellence and improve standards of nursing care by being involved in audit within the clinical area e.g. infection control audits.
- Participate in the monitoring of standards and quality of nursing care, through benchmarking, audit and research.
- Participate in patient and public involvement activities.
- Promote people's equality, diversity and rights.

Education and Development:

- With the relevant experience act as a supervisor.
- Develop own skills and knowledge and contribute to development of others.
- Ensure own compliance with regard to mandatory training and PREP requirements.
- Develop own skills and knowledge as outlines in the knowledge and skills framework and personal development plan as agreed in an annual professional development review.

Professional Accountability:

- Limiting ones actions to those which you feel competent to undertake.
- Maintain active status on NMC Register.
- Act in accordance with NMC Code of Conduct and guiding documents.
- Adhere to Health Board Policies and Procedures.
- Maintain up to date skills and knowledge and maintain awareness of professional issues.
- Maintain a professional portfolio.
- Ensure that all Health Board Mandatory Training is maintained.

GENERAL REQUIREMENTS

Standard general items to be covered in job descriptions should include the following text:

Competence

At no time should the postholder work outside their defined level of competence. If there are concerns regarding this, the postholder should immediately discuss them with their manager/supervisor. Employees have a responsibility to inform their supervisor/manager if they doubt their own competence to perform a duty.

Registered Health Professional

All employees of the LHB who are required to register with a professional body, to enable them to practice within their profession, are required to comply with their code of conduct and requirements of their professional registration.

Health Care Support Workers

Healthcare Support Workers make a valuable and important contribution to the delivery of high quality healthcare. The national Code of Conduct for NHS Wales describes the standards of conduct, behaviour and attitude required of all Healthcare Support Workers employed within NHS Wales. Health Care Support Workers are responsible, and have a

duty of care, to ensure their conduct does not fall below the standards detailed in the Code and that no act or omission on their part harms the safety and wellbeing of service users and the public, whilst in their care.

Supervision

Where the appropriate professional organisation details a requirement in relation to supervision, it is the responsibility of the post holder to ensure compliance with this requirement. If employees are in any doubt about the existence of such a requirement they should speak to their Manager.

Risk Management

It is a standard element of the role and responsibility of all staff of the LHB that they fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.

Records Management

As an employee of the LHB, the postholder is legally responsible for all records that they gather, create or use as part of their work within the LHB (including patient health, financial, personal and administrative), whether paper based or on computer. All such records are considered public records, and the postholder has a legal duty of confidence to service users (even after an employee has left the LHB). The Postholder should consult their manager if they have any doubt as to the correct management of records with which they work.

Health and Safety Requirements

All employees of the LHB have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. The postholder is required to co-operate with management to enable the LHB to meet its own legal duties and to report any hazardous situations or defective equipment. The postholder must adhere to the LHB's risk management, health and safety and associated policies.

Values

All employees of the Health Board are required to demonstrate and embed the Values and Behaviour statements in order for them to become an integral part of the post holders working life and to embed the principles into the culture of the organisation.

Flexibility Statement

The duties of the post are outlined in this job description and person specification and may be changed by mutual agreement from time to time.

Confidentiality

The postholder must at all times be aware of the importance of maintaining confidentiality and security of information gained during the course of their duties. This will in many cases include access to personal information relating to service users. The postholder must treat all information whether corporate, staff or patient information in a discreet and confidential manner in accordance with the provisions of the data protection act 1998 and organisational policy.

Promoting Diversity and Dignity at Work

The LHB is committed to promoting diversity in employment and dignity at work. It recognises that discrimination and harassment is unacceptable and that it is in the best interests of the LHB and the population it serves to utilise the skills of the total workforce. The postholder must comply with and adhere to the equal opportunities and dignity at work policies.



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PERSON SPECIFICATION

POST TITLE: Registered Nurse –Band 5

CRITERIA	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Knowledge and Qualifications	<ul style="list-style-type: none"> NMC registered 	<ul style="list-style-type: none"> Evidence of post registration study and training, e.g. <ul style="list-style-type: none"> POVA Child Protection Intermediate Life Support 	NMC Registration Application form
Experience	<ul style="list-style-type: none"> Pre-registration evidence in direct nursing care Experience of providing holistic nursing care Interest in developing nursing skills 	<ul style="list-style-type: none"> Clear understanding of clinical governance framework Implement evidence based practice 	Application form Interview
Skills and competencies	<ul style="list-style-type: none"> Clear understanding of contract of care Ability to document details clearly and accurately Clear understanding of consent process Basic IT skills 	<ul style="list-style-type: none"> Knowledge of incident reporting policy Awareness of Policies Knowledge of incident reporting policy 	Application form Interview
Personal / Disposition	<ul style="list-style-type: none"> Ability to communicate effectively Ability to work under pressure. 	<ul style="list-style-type: none"> Welsh speaker 	References

Betsi Cadwaladr University Health Board

EFFORT FACTOR INFORMATION TO SUPPORT JOB DESCRIPTIONS

Post Title: Registered Nurse

Base / Ward: Community Nursing

CPG / Department: East Area

This document should be completed for each job description and submitted together with the agreed job description and person specification. Having studied the information relating to effort factors, give an accurate description of what effort is required in the job role under each of the headings. Please indicate frequency of exposure as follows:

D = Daily W = Weekly M = Monthly A = Once/twice a year

Physical Skills e.g. clinical skills (e.g. intubation, venepuncture) or non-clinical skills (e.g. high speed accurate typing).

Please detail the physical skills required to fulfil the duties of the job. Take into account:

- Hand-eye co-ordination such as may be required for audio typing or manipulation of materials/tools***
- Sensory skills (sight, hearing, touch, taste, smell) such as those required for listening for speech and language defects***
- Dexterity such as those required for use of fine tools/laying out of instruments, manipulation***
- Requirements for speed and accuracy such as advanced keyboard use/high speed driving.***
- Highly developed physical skills as may be required for e.g. performing surgical interventions, suturing, intubation or a range of manual physiotherapy treatments or carrying out endoscopies.***

Nature of skills required:

Administer medication e.g. I M, subcutaneous medications.

Carry out procedures, catheterisation, removal of sutures, aseptic technique.

Physical Effort:-Examples to be given if lifting, standing or sitting for long periods; manual handling; making repetitive movements; manipulating objects

Nature & Frequency:

Kneeling, crouching, bending, stretching etc.

Lifts weights with/without mechanical aids.

Operates equipment/ machinery.

Standing/walking for substantial periods.

Mental Effort such as preparing detailed reports; checking documents and / or calculations; carrying out clinical diagnosis or interventions; analysing statistics; undertaking formal student / trainee assessments. Is the post predictable or unpredictable in nature? Give details of interruptions that require the post holder to change from one task to another.

Nature & Frequency:

Checks documents.
Carries out calculations.
Carry out assessments.

Emotional Effort such as processing news of highly distressing events; dealing with the terminally ill or with people with challenging behaviour; dealing with difficult situations

Nature & Frequency:

Cares for terminally ill.
Gives unwelcome news to staff, patients & carers.
Communicates life changing events.
Deals with people with challenging behaviour.
Exposure to aggressive behaviour with little support.
Deals with confused patients.

Working conditions such as exposure to excessive temperatures; unpleasant odours; bodily fluids; using a computer more or less continuously; driving or being driven

Nature & Frequency:

Bodily fluids.
Infectious materials.
Foul linen.
Contaminated equipment and work areas.