



Job Details

Job Title: Registered Nurse

Responsible to: Team Leader

Professionally Accountable to: Ward Manager

Grade: Band 5

JOB SUMMARY

Assess the care needs of patients and develop a programme of care which is evaluated and amended as appropriate.

Carry out relevant forms of direct and indirect patient care without direct supervision.

Take charge of the clinical area in the absence of the person who has continuing responsibility or his/her deputy.

Ensuring that all delegated activities are in line with the NLIAH (2010) *All Wales Guidelines for Delegation*.

The post holder is required to be registered with the Nursing and Midwifery Council.

Essential Values and Behaviours	
The post holder undertaking this role is expected to behave at all times in a way that demonstrates commitment to the delivery of thoughtful patient care and continuous improvement as detailed below.	
Thoughtful Patient Care	Continuous Improvement
Caring and Helpful <ul style="list-style-type: none"> • Polite. Respect individuals dignity and spiritual beliefs, thoughtful and welcoming • Helpful. Kind, supportive, don't wait to be asked • Listening. Informing and communicating 	Accountable and Reliable <ul style="list-style-type: none"> • Reliable and happy to be appraised • Appreciative of the contribution of others • Effective and supportive Team working
Safe and Vigilant <ul style="list-style-type: none"> • Clean hands and hospital so patients <i>are</i> safe • Professional, patients <i>feel</i> safe • Honest, will speak up if needed to <i>stay</i> safe 	Best Use of Time and Resources <ul style="list-style-type: none"> • Simplify processes, to find more time to care • Eliminate Waste, investing for patients • Making best use of every penny we spend
Clinically Excellent <ul style="list-style-type: none"> • Best outcomes through evidence-led clinical care • Compassionate, gentle and see the whole person • Value Patients' Time to minimise waiting 	Innovation for Patients <ul style="list-style-type: none"> • Empowerment to act on Patient Feedback • Improvement led by research and Evidence • Teaching the next generation
Essential Competencies	
Health and Safety <ul style="list-style-type: none"> • To ensure that team members and others comply with all ABHB Infection control and environmental policies and procedures. • To ensure that team members and others take notice of and operate within relevant Health and Safety guidelines. • To be knowledgeable of issues surrounding Health and Safety and Risk Assessment within the service and Aneurin Bevan Health Board, formulating Safe Systems of work as appropriate. E.g. handling and disposal of sharps and contaminated equipment, lone workers policy, delivery and use of equipment in patient's homes, moving and manual handling, and attend all mandatory training. • To report incidents in accordance with ABHB and COSHH requirements, completing appropriate documentation and informing the Team Leader. • Demonstrate awareness and use of risk assessments recording and reporting to the nurse in charge as required. • You are reminded that you are obliged to comply with all mandatory and statutory training requirements 	
Governance Responsible for active involvement with all audit and service delivery assessment audits as required by the role including active participation in the <i>Transforming Care Agenda</i> . To actively participate in governance activities to ensure that the highest standards of care and business conduct are achieved	
General Policies Procedures and Practices: The post holder must be able to: Comply with all ABHB policies, procedures and practices and to be responsible for keeping up to date with any changes to these.	
Working Conditions: The post holder must undertake all required statutory and mandatory training to be able to: <ul style="list-style-type: none"> • Work within challenging clinical working conditions (for example exposure to body fluids) • Concentrate in an intense and sometimes noisy environment • Cope with potentially violent and threatening situations as per ABHB policy and procedure • Perform procedures including dealing with hazardous substances as per ABHB policy and procedure 	
Access to Patients In undertaking the duties outlined above the post holder will have access to patients. This means that the post is exempt from the Rehabilitation of Offenders Act 1974 and all post holders must disclose any criminal conviction including those considered as spent under the Act. Post holders appointed to this will be required to consent to a check through the Criminal Records Bureau.	
Equal opportunities Aneurin Bevan Health Board is working towards equal opportunities and welcomes applications from people with disabilities. Applicants for posts will note that details of Ethnic Origin are requested on application forms. Such information is collected to enable the authority to monitor the equality of opportunity offered both to applicants for the post and for existing employees.	

No smoking policy Please note that this Health Board operates a no smoking policy and applicants for the post are asked to note that smoking is prohibited on the Chepstow Community Hospital Site.	
Registered health professionals All persons appointed to the post are required to hold registration with their appropriate professional Regulatory Body and to comply with their professional code of conduct. Evidence of on-going registration will be required. Develop a greater understanding of organ and tissue donation and the essential part it plays in the practice of good end of life care. Develop an awareness of when and where and by whom it is appropriate for discussions for organ/tissue donation to takes place.	
Fundamental Competencies	KSF Dimension
Actively support equality and value diversity.	Core 6 Level 2 Full outline L2
Be responsible for own personal development and be prepared to attend and undertake any necessary training, being aware of the need to develop oneself and to strive to increase personal knowledge, skills and competence.	Core 2 Level 2 Full outline L3 G1 Level 1 Full outline L2
Contribute to making the clinical environment conducive to learning and development where individuals feel able to discuss ideas and action showing initiative.	
Develop a greater understanding of organ and tissue donation and the essential part it plays in the practice of good end of life care. Develop an awareness of when and where and by whom it is appropriate for discussions for organ/tissue donation to takes place.	Core 2 Level 2 Full outline L3
Clinical Competencies	KSF Dimension
Be responsible for the assessment of care needs, and the development of programmes of care, ensuring, that these are evaluated and amended as appropriate.	HWB6 Level 2 Full outline L 3
Be responsible for patient discharge planning, understanding it is a dynamic process and commenced on the day of admission to the ward or department, ensuring that patient flows are optimised.	HWB2 Level 2 Full outline L3
Undertake nursing procedures and techniques in accordance with agreed policies, procedures and guidelines.	HWB5 Level 2 Full outline L3
Be accountable for your practice with regard to the Medicines Code of Practice	
Maintain an awareness of research and evidence based developments in the care and treatment of patients in order to be able to carry out duties competently and efficiently.	
Demonstrate clinical procedures to registered staff, Health Care Support Workers (HCSW's), Students & Allied Health Professionals (AHPs).	Core 2 Level 2 Full outline L3 G1 Level 1 Full outline L 2
Take charge of the clinical area on in the absence of the person who has continuing responsibility or his/her deputy.	G6 Level 1 Full outline L 2
Comply with all ABHB policies with particular regard to the policies and procedures carried out in the event of maintaining staff and patient safety.	Core 3 Level 2 Full outline L 3
Liaise with other clinical areas and disciplines providing appropriate policies, education and clinical expertise in order to facilitate the management of patients with special requirements.	Core 5 Level 2 Full outline L 2
Responsible for recognising POVA incidents and initiating action within the All Wales POVA Guidelines	HWB3 level 1 Full outline L1
Communication Competencies	KSF Dimension
Report all accidents and untoward incidents to the nurse in charge of the area and complete an incident form in accordance with ABHB policy.	Core 1 Level 2 Full outline L3
Document the condition and progress of patients and report to medical staff and/or senior nursing staff any areas of concern.	
Communicate with and provide support for patients' relatives, carers and visitors.	
Communicate effectively with the multidisciplinary team in order to promote efficient, effective patient care and maintain structured channels of communication	
Maintain accurate patient records.	
Responsible for confidentiality both within the written and spoken word and ensure correct storage of patients' records at all times.	
Liaise with other clinical areas and disciplines as necessary for the coordination of patient care and the smooth running of the ward/unit/department.	

Communication Competencies	KSF Dimension
Uses computer systems in own area. Inputs patient/client information identifying the assessment and interventions using agreed formats, in line with current legislation, policies and procedures i.e. NMC guidelines, ABHB policies and protocols.	IK1 level 1 Full outline L2
Managerial Competencies	KSF Dimension
Support a culture of teamwork within the clinical area.	Core 5 level 2 Full outline L2 Core 1 Level 2 Full outline L3 G6 Level 1 Full outline L 2
Supervise registered and other staff as appropriate.	
Collaborate with all members of the clinical area and disciplines to ensure efficient running of the ward/unit/department.	
Use resources effectively in order to provide quality patient care whilst having an awareness of budgetary constraints.	Core 5 level 2 Full outline L2
Assist the Sister/Charge Nurse or deputy in introducing new members of staff to their duties.	Core 1 Level 2 Full outline L3
Contribute to the improvement of services where appropriate.	Core 4 Level 2 Full outline L 2
Responsible to take all reasonable steps to ensure the safe keeping of patients' property in accordance with ABHB policy.	Core 3 Level 2 Full outline L2
Ensure where appropriate that the programmes of training and assessments for learners, both student nurses and health care support workers are completed.	Core 2 Level 2 Full outline L3 G1 Level 1 Full outline L 2
Contribute to the monitoring and control of expenditure and use of resources.	Core 2 Level 2 Full outline L3
Band 5 Role Specific Primary Developmental Competencies	KSF Dimension
Monitoring and recording patient physiological Observations: blood pressure Pulse Temperature Respiration Pulse oximetry BMI Weight Fluid balance	HWB6 Level 2 Full outline L 3 HWB2 Level 2 Full outline L3
Management of deteriorating patient Use of News tool	
Blood glucose monitoring Advising and supporting newly diagnosed diabetes health promotion Supporting newly diagnosed diabetes request for tests	
Support patient nutrition and fluid intake, in accordance with the All Wales Catering and Nutrition Standards for Food and Fluid Provision for Hospital Inpatients.	
Obtain specimens/swabs to include Urine, Stool, Oral, Topical, Nasal, Ear ,vaginal, rectal	
Assessment of pain levels and appropriate referral	
Perform ECGs	
Wound assessment Pressure ulcer management	HWB5 Level 2 Full outline L3
Knowledge and use of nebulisers	
Management of oxygen therapy	
Facilitate continence management	
Facilitate bowel management	
Perform catheter care	
Administration of medication (Oral, topical nasal, aural SC, IM)	
Liaise with pharmacist regarding medication	
Liaise with GP regarding medication	

Band 5 Role Specific Secondary Developmental Competencies			KSF Dimension
Perform female/male catheterisation,			HWB5 Level 2 Full outline L3
Management of tracheostomy			
Perform suctioning			
Support patient nutritional intake by delivery of PEG feeds. To include bolus and naso-gastic feeding and the setting up of continuous nutritional products.			
Insert and manage Subcutaneous infusions			HWB7 Level 2 Full outline L 3
Administration of adrenaline in an anaphylactic shock			
Complete all parts of Venous Access programme			
Administration of intravenous antibiotics/fluids,	Manage monitor and replenish blood transfusions	Venepuncture	
Cannulation	Intravenous infusions	IV infusion pumps	
First aid procedures			
Monitoring of Epidural infusion pumps			
Monitoring of Patient controlled analgesia pumps			HWB6 Level 2 Full outline L 3
Interpret and analyse ECG recordings			
Band 5 Role Specific Enhanced Developmental Competencies			KSF Dimension
Care for vacuum assisted closure (VAC)Therapy			HWB5 Level 2 Full outline L3
Perform supra pubic catheterisation			
Management of central lines,			HWB6 Level 2 Full outline L3
Advanced wound management to include assessment and skills			

WHC (2006) 079 ***“Improving Efficiency and Productivity within NHS Wales”*** outlines the over-arching objectives for service delivery and priorities for the forthcoming years.

Service improvement is integral to roles at all levels within the organisation, focussing on improving organisational efficiency and improving quality and the patient experience.

This job framework is a guide to the duties that will be expected on your employment. It is not part of your contract of employment and your duties may well be changed from time to time to meet changes in the Board’s requirements.



JOB TITLE: Staff Nurse

Department: Chepstow Community Hospital

Area	Requirements	
Qualifications	Essential	Desirable
	<ul style="list-style-type: none"> Registered Nurse (1st or 2nd level) Or Registered Theatre Practitioner Degree level or equivalent or working towards 	
Registration (where applicable)	<ul style="list-style-type: none"> Current registration with NMC Part 1, 2 and 12 (and others) Or Theatre Practitioner with the HPC 	
Knowledge & Experience		
Non-clinical (e.g. Scientific, Technical, Administrative, Managerial – use one or more categories as/where appropriate)	<ul style="list-style-type: none"> Demonstrate an understanding of the Transforming care and 1,000+ agenda. Demonstrate an understanding of Research and Evidence based practice POVA level 2 training 	
Clinical (where relevant)		Previous experience in any ward or clinical environment
Skills		
Communication/ relationship	<ul style="list-style-type: none"> Able to vary communication style according to audience and clinical situation, showing tact and empathy Able to impart bad news sensitively Able to supervise the work of non-professional staff and learners Able to influence the behaviour of others Able to work as part of a team 	
Analytical/ judgmental	<ul style="list-style-type: none"> Able to assess, plan, deliver and evaluate individualised and evidence –based nursing care Able to demonstrate a problem solving approach 	Appreciation of audit and research methodologies
Planning/ organisational	<ul style="list-style-type: none"> Able to organise own workload and to prioritise tasks 	
IT		<ul style="list-style-type: none"> IT skills/ECDL
Abilities		
Physical	<ul style="list-style-type: none"> Able to move and handle patients (using appropriate equipment) 	<ul style="list-style-type: none"> Ability to work shifts
Mental	<ul style="list-style-type: none"> Able to work under pressure Able to concentrate and maintain high degree of accuracy in ward environment 	
Emotional	<ul style="list-style-type: none"> Able to cope with distressing situations and challenging behaviours Able to respond to emergencies 	
Working conditions		
Other		