

North Bristol NHS Trust

Exceptional healthcare, personally delivered

Job Description

Job Details

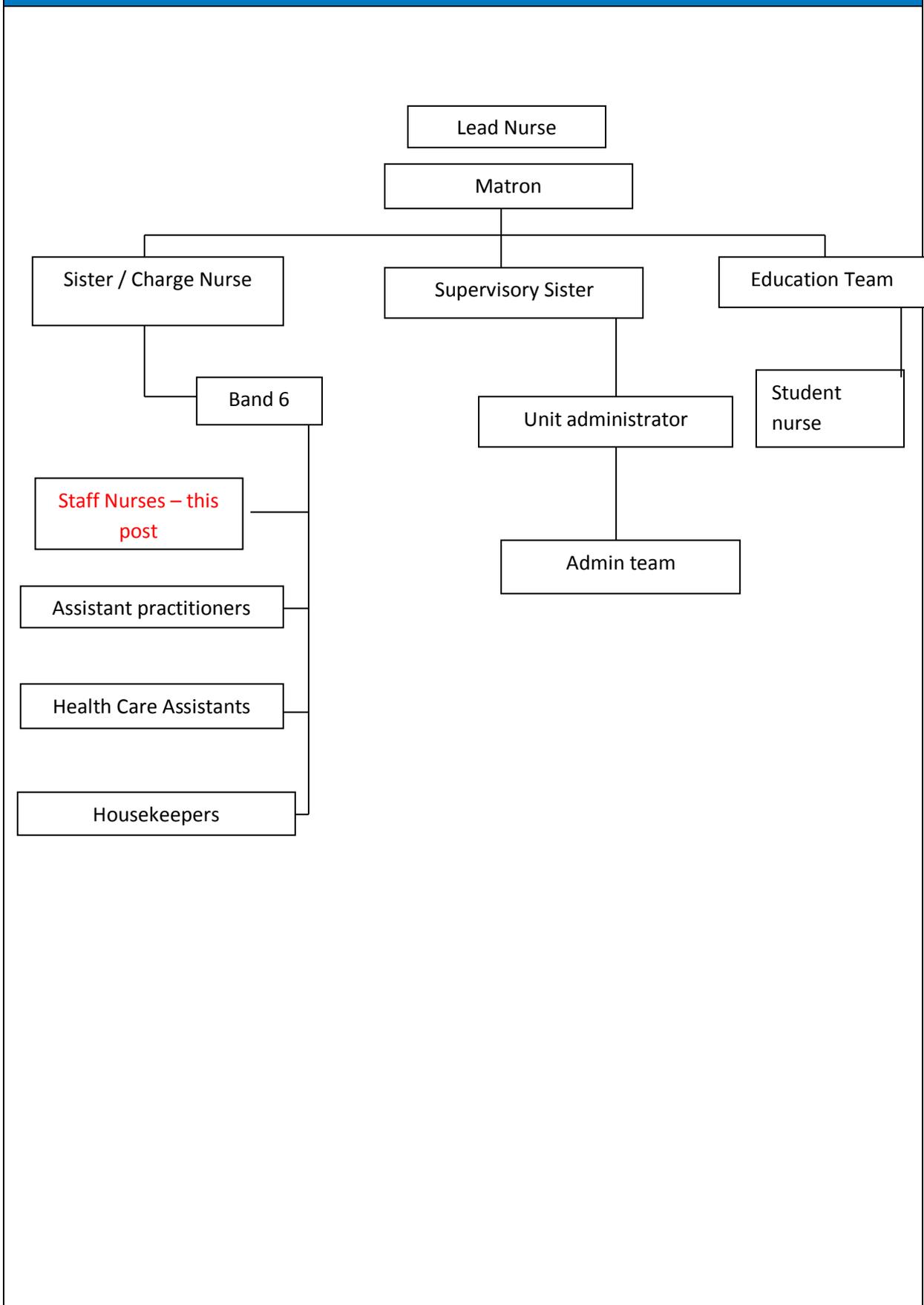
Job Title: Staff Nurse
Grade: Band 5
Directorate: Anaesthesia, Surgery, Critical Care and Renal (ASCR)
Location/Base: Brunel Building, Southmead Hospital

Job Summary

- To be responsible for assessing, implementing and evaluating the care of the critically ill patient.
- Act as a role model/mentor and assessor to both pre and post-registration learners and junior staff.
- Provide teaching and help to promote a learning environment for all staff.
- Contribute to practice development and the delivery of high quality evidence based care.
- Act as a clinical support nurse in the absence of a senior nurse.
- Work as part of the multi-disciplinary team to provide highly specialised care.



Organisation Chart/Accountability



Knowledge, Training, Experience And Skills Required

- NMC Registration RGN Part 1
- Ability to supervise and teach pre-registration learner nurses
- Proven professional development
- Requirement to maintain up to date mandatory training.
- Post registration experience in an acute setting, or has had a placement in ICU as a pre-registration student.
- Good written and verbal communication skills.
- Enthusiasm to learn self-motivated and self-reliant.
- Ability to work within a multi-professional team.
- Problem solving skills
- Organisational and analytical skills
- Accurate physical, technical and mental skills

Main Duties & Responsibilities Of The Post

a. Professional

1. Work in accordance with the NMC Code of Professional conduct, the Scope of Professional Practice and other standards of practice as directed both nationally and locally, under the guidance of the Senior Nurse.
2. Follow orientation, mentorship and development, under the direction of a specified Senior Clinical Intensive Care Nurse, as per unit policy.
3. Contribute to the development of policies and practice opportunities within the Intensive Care Unit.
4. Take responsibility for keeping up to date with new developments and professional growth.
5. Participate in research when necessary.

b. Clinical:

1. Take responsibility for the personal care of the critically ill patient within the Intensive Care Unit by assessing, planning, implementing and evaluating programmes of care.
2. Ensure Trust Policies and Procedures are known and followed.
3. Assist in the management, care and safe use of specialist equipment. Ensure the availability of supplies in accordance with ICU policy.
4. Recommend and practice acceptable economies for the promotion of an effective and efficient nursing service.
5. Arrange safe transfer or discharge of patients and plan the patients' after care with appropriate staff, if required.
6. Work within the multi-professional team, implement care programmes / packages.
7. Take personal responsibility for ensuring that patients and unit visitors are treated with courtesy at all times and the individual needs of the patients are respected.
8. Ensure the safe custody of patients' valuables and property.
9. Participate and contribute to delegated roles, under the supervision of a senior clinical ICU

Nurse.

10. Provide supervision of junior staff as well as support for senior staff in the clinical setting.
11. Refer to and advise other disciplines to support delivery of care e.g. physiotherapists, stoma nurses.
12. Provide advice, support and recommendations to other departments on patients care and conditions.

c. Teaching:

1. Promote and participate in Health Education, both personally and with all patients and relatives as appropriate.
2. Teaching of staff as necessary, and contribute to the learning environment on the unit.
3. Teaching and demonstrating nursing skills, mentor, supervise and assess new staff, post-basic students and learner nurses.

d. Communication:

1. Provide confidential verbal and written reports on the condition of patients for nursing staff and other health care professionals in line with Trust policies and procedures and the NMC standards for records and record keeping.
2. Communicate sensitive/distressing information to relatives of critically ill patients
3. Empathetic delivery of information concerning death and dying to grieving relatives.
4. Participate in unit meetings.
5. Assist and actively promote the collection of electronic and written data. Contribute to audit, setting standards of care and the provision of a high quality service.

e. Health & Safety:

1. Contribute to the provision of a safe and therapeutic environment for all staff, patients and ward visitors.
2. Report all accidents and incidents involving staff, patients, visitors, self or any other person within the area to the Nurse in charge as soon as practicable according to Trust policy.
3. Comply with Manual Handling procedures and assessments.
4. Comply with fire regulations.

f. General:

Such other reasonable duties, appropriate to the grade including working in other areas in the hospital at the request of the Senior Nurse in ICU or deputy.

PROTECTION OF CHILDREN:

Candidates for this post will have their background checked for possible criminal offences as part of the arrangements for protecting children.

Working Conditions / Effort

Frequent, moderate manual handling manoeuvres for short periods per shift

Continuous concentration required for the continuous monitoring, observation and care of critically ill patients and their families/friends in an unpredictable environment.

Occasional co- ordination of Pods in the absence of senior nurses.

Frequent exposure to highly distressing and emotional circumstance

Improving the patient experience through your work

Patients are the most important people in the health service and are at the centre of what we do. Patients and carers are the 'experts' in how they feel and what it is like to live with or care for someone with a particular illness or condition. The patients' experience of our services should guide the way we deliver services and influence how we engage with patients every day in our work.

All staff should communicate effectively in their day to day practice with patients and should support and enable patients/carers to make choices, changes and influence the way their treatment or care is provided. All staff, managers and Board members should work to promote effective patient, carer and public involvement in all elements of their work

We have a duty to involve, engage and consult with patients, carers and families about plans for health facilities and the provision of our services. North Bristol NHS Trust wholeheartedly embraces the principles of patient partnership and has made clear its commitment to involve patients in key aspects of its work, which will be further strengthened through becoming a Foundation Trust.

Infection control

Compliance with all infection control policies and procedures will form an integral part of the practice of all staff working in a clinical environment. Each staff member will be responsible for familiarising themselves with the Infection Control Manual in the clinical areas and on the Trust's Intranet site. Staff must keep up to date with new policies and subsequent implementation in practice.

Staff must seek support and advice from Infection Control in all instances where cross infection is likely to have occurred or when managing situations involving patients with infections where guidance provided in the Policies is not applicable.

All staff must contact the Occupational Health Dept if they are suffering from any form of infection

which may put patients and other staff at risk.

Commitment to health and safety, no smoking, equal opportunities and harassment and bullying

Health and Safety/Security

It is the duty of every employee to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers. Similarly, it is each person's responsibility to ensure a secure environment and bring any breaches of security to the attention of their managers.

Commitment to health and safety, no smoking, equal opportunities and harassment and bullying (cont.)

No-Smoking Policy

As an NHS employer, the Trust has a duty to its staff and patients to protect them from the health hazard that smoking represents. Consequently, in line with the public health white paper, *Choosing Health*, the current policy will be that smoking will not be permitted anywhere on Trust property including all buildings, grounds and within leased/owned vehicles of the Trust. This applies to all staff, patients and visitors of the Trust. Failure by staff to comply with this requirement may result in recourse to the disciplinary procedure. Employees also have a responsibility to remind members of the public, visitors and other staff to refrain from smoking on Trust premises and to inform the appropriate manager if they witness repeat non-compliance.

Equal Opportunities

North Bristol NHS Trust has given its full commitment to the adoption and promotion of the key principles of equal opportunities contained within current legislation and the Trust's Equal Opportunities Policy.

All staff hold personal responsibility for the application of this policy on a day-to-day basis and should not undertake any acts of discriminatory practice during the course of their employment. Similarly all staff have a responsibility to highlight any potentially discriminatory practice to their line manager, human resources department or trade union/professional associations.

Copies of the Equal Opportunities Policy are available in the Personnel Policies and Procedures file in every department and on the intranet.

Harassment and Bullying

We believe that all people, whether staff, patients or visitors, are entitled to an environment in which the dignity of the individual is respected.

We are also firmly committed to promoting an organisational culture which values diversity and equality of opportunity and to preventing discrimination in all aspects of its employment practices and services. We regard harassment and bullying as totally unacceptable forms of behaviour that will not be tolerated or condoned.

Confidentiality and freedom of information

Information relating to patients' records, diagnosis and/or treatment of patients, staff records, or information concerning contracts, tenders and other commercially sensitive matters etc. are considered to be **confidential** and must not be divulged without prior authority other than in accordance with the provisions of the Trust's Policy on raising concerns about Health Care Services as may be amended from time to time. Breaches of confidentiality will result in disciplinary action, and may result in dismissal. Managers are also required as a condition of this Contract to represent the views of the Trust in any dealing they may have with Trust employees, their representatives, the media, general public or other organisations in which he/she may come into contact.

However, as a public body, the Trust has a requirement to publish particular information. Therefore, in addition to the above confidentiality requirements you must also comply with all aspects of the law concerned with information handling. For this purpose, the relevant legislation is the Freedom of Information Act 2000. This Act places a legal duty on all staff to comply with the rights of the public to access information. Any altering, destroying or concealing of information held by the Trust with the

intention of preventing the legitimate disclosure of all or part of that information will result in disciplinary action, and may result in dismissal.

Safeguarding

North Bristol Trust are committed to safeguarding and promoting the welfare of children, young people and adults and to protecting them from all risks of harm. The organisation expects all staff to work to national and local children and adult safeguarding policies and procedures. The trust expects all staff and volunteers to be dementia aware and to support the care of people with dementia. All staff are expected to share this commitment and meet the competencies relevant to their role.

Job Description Agreement

Completed by.....

Authorised by..... Date.....

This job description is a guide to the duties you will be expected to perform immediately on your appointment. It is not an exhaustive list, and such duties may well be altered from time to time to meet changes in the Trust's requirements. Any such changes will be commensurate with the grade of the post and will be discussed with the postholder prior to the changes being made