

“Our vision is to provide safe, high quality seamless service delivered with courtesy and respect. To achieve our vision we expect all our staff to uphold our Trust Values”

JOB DETAILS	
Job Title	Registered Nurse
Reports to	Clinical Nurse Manager
Band	5
Department/Directorate	Taw Ward, Cardiology, Medicine Division

JOB PURPOSE	
<ul style="list-style-type: none"> To provide clinical leadership within the ward unit. To provide direction, supervision and control to team members in order that they provide patient care and services which are appropriate to the individual needs of the patient and the ward/unit. To practice in accordance with NMC Codes, statutory requirements and the Trust's Vision for Nursing. 	

KEY WORKING RELATIONSHIPS	
Directorate:	Lead Nurse for Medicine Clinical Matron Specialist Nurses
Clinical Area:	Clinical Nurse Manager Other team leaders Nursing Staff Support Staff
Multidisciplinary Team:	Clinical Staff All functional managers – paramedical and Support services

ORGANISATIONAL CHART	
<pre> graph TD CM[Clinical Matron] --> CNM[Clinical Nurse Manager / Band 6] CNM --> RN[Registered Nurses] RN --> HSW[Healthcare Support Workers] RN --> S[Students] </pre>	

KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES

CARE MANAGEMENT

- To assess, plan, deliver and evaluate the individual care requirements of patients using the designated nursing model and processes.
- To liaise with, supervise and instruct team members in the implementation of specified care programmes.

QUALITY MANAGEMENT

- To contribute to the monitoring and use of nursing and patient care standards.
- To contribute to the implementation of action plans to improve patient care standards and services.
- To contribute to the implementation of improvements to working methods and practices.
- To participate in and contribute to changes and improvements within the Directorate and Trust.

FINANCIAL MANAGEMENT

- To contribute to the monitoring and control of the use of resources within budgetary limits.
- To contribute to the analysis of staffing requirements against workload activity.
- To assist with developing the financial awareness of the team so that individual staff contribute to the efficient use of resources.

INFORMATION MANAGEMENT

- To contribute to the collection, recording and storage of information. Making sure these are all done on EPIC
- To make use of relevant information in decision making, problem solving and care management.

STAFF MANAGEMENT

- To provide clear instructions and accurate information to the team and individuals, taking care to monitor and evaluate their work to ensure that standards are maintained and care programmes implemented effectively.
- To contribute to the supervision, development and coaching of individual staff so that they function effectively within the roles and responsibilities as laid down by the Trust's Vision for Nursing.
- To assist with the process of allocating workload to team members which is within each individual's competence and capability.
- To develop own supervisory skills and competence.

PROFESSIONAL DEVELOPMENT

- To practice in accordance with NMC Codes and Standards.
- To contribute to the development of professional knowledge and skills of other staff within the team.
- To develop own knowledge and practice.

OTHER RESPONSIBILITIES

- To take part in regular performance appraisal.
- To undertake any training required in order to maintain competency including mandatory training, i.e. Fire, Manual Handling.
- To contribute to and work within a safe working environment.
- The post holder is expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection.
- To undertake any other duties commensurate with the job role.

THE TRUST- VISION AND VALUES

Our vision is to provide safe, high quality seamless services delivered with courtesy and respect. To achieve our vision, we expect all our staff to uphold our Trust values. Our Trust values are:

Compassion
 Integrity
 Inclusion
 Empowerment.

We recruit competent staff whom we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will pay staff fairly and recognise the whole staff's commitment to meeting the needs of our patients.

We are committed to equal opportunity for all and encourage flexible working arrangements including job sharing.

The Trust is committed to recruiting and supporting a diverse workforce and so we welcome applications from all sections of the community, regardless of age, disability, sex, race, religion, sexual orientation, maternity/pregnancy, marriage/civil partnership or transgender status. The Trust expects all staff to behave in a way which recognises and respects this diversity, in line with the appropriate standards.

GENERAL

This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the Manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, the Trust reserves the right to insist on changes to your job description after consultation with you.

The RD&E is a totally smoke-free Trust. Smoking is not permitted anywhere on Trust property, including all buildings, grounds and car parks. For help to quit call 01392 207462.

As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust's disciplinary policy) up to and including dismissal.

The post holder is expected to comply with Trust Infection Control Policies and conduct him/her at all times in such a manner as to minimise the risk of healthcare associated infection.

POST	Registered Nurse
BAND	5

P E R S O N S P E C I F I C A T I O N

Requirements	Essential	Desirable
QUALIFICATION/ SPECIAL TRAINING		
Registered Nurse (Adult)	E	
Up to date personal portfolio	E	
KNOWLEDGE/SKILLS		
Understanding of nursing care methods and models	E	
Full understanding of the Band 5 responsibilities and accountability	E	
Listening skills	E	
Excellent Communication skills	E	
Intravenous drug administration		D
Cannulation and venepuncture		D
EXPERIENCE		
Recent post registration experience of working within an acute care environment (minimum 6 months)		D
Keen interest in nursing patients with acute injuries/illness	E	
PERSONAL ATTRIBUTES		
Good team member able to complement group dynamics	E	
Developing communication and assertion skills	E	
Gaining breadth and understanding of organisation – NHS	E	
OTHER REQUIREMENTS		
Flexible approach to work routine and organisation	E	

Motivated to further professional development	E	
---	---	--

		FREQUENCY			
		(Rare/ Occasional/ Moderate/ Frequent)			
WORKING CONDITIONS/HAZARDS		R	O	M	F
Hazards/ Risks requiring Immunisation Screening					
Laboratory specimens	N				
Contact with patients	Y				
Exposure Prone Procedures	N				
Blood/body fluids	Y				
Laboratory specimens	N				
Hazard/Risks requiring Respiratory Health Surveillance					
Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate)	N				
Respiratory sensitisers (e.g isocyanates)	N				
Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel)	N				
Animals	N				
Cytotoxic drugs	N				
Risks requiring Other Health Surveillance					
Radiation (>6mSv)	N				
Laser (Class 3R, 3B, 4)	N				
Dusty environment (>4mg/m3)	N				
Noise (over 80dBA)	N				
Hand held vibration tools (=>2.5 m/s2)	N				
Other General Hazards/ Risks					
VDU use (> 1 hour daily)	Y				
Heavy manual handling (>10kg)	Y				
Driving	N				
Food handling	Y				
Night working	N				
Electrical work	N				
Physical Effort	N				
Mental Effort	N				
Emotional Effort	N				
Working in isolation	N				
Challenging behaviour	Y				

