

ROYAL DEVON & EXETER NHS FOUNDATION TRUST

JOB DESCRIPTION

This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake an Enhanced Disclosure Check.

1. JOB DETAILS

Job Title: Staff Nurse, ICU

Band: 5

Reports to: Senior Matron, ICU

Department / Directorate: ICU / Critical Care

2. JOB PURPOSE

To assess, plan, deliver and evaluate care of patients requiring intensive/High dependency care. To provide support for patient's families and significant others. This will require the post holder to develop the skills required in order to deliver a variety of therapeutic interventions for patients on ICU and manage both physical and psychological patient care issues. They will need to liaise and communicate with the various multi-disciplinary team members who contribute to a patient's management on ICU. The post-holder will be required to participate in patient safety and the delivery of care in accordance with the Core Standards For ICU (Intensive Care Society, 2013).

The post-holder will also be required to assist in guiding and supporting Assistant Practitioners as appropriate. Act as a role model/mentor and assessor to both pre and post-registration learners and newly appointed staff.

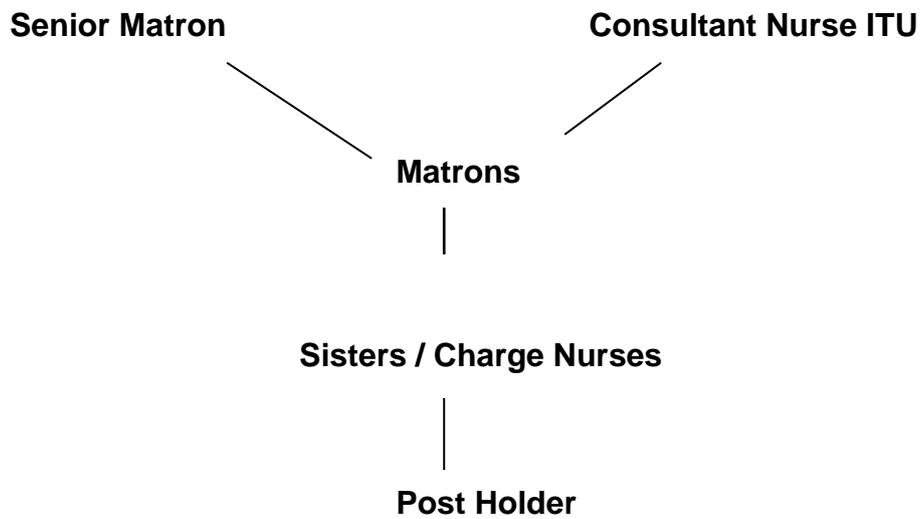
To practice in accordance with NMC and professional Codes, statutory requirements and the Trust's Vision for Nursing.

To work flexibly within any area of the Trust as directed by the Senior Nurse.

3. DIMENSIONS

To work within local and Trust wide financial and budgetary guidelines, including cost improvement targets, within their sphere of responsibility.

4. ORGANISATION CHART



————— Denotes line management responsibility

5. KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES

Communication and Relationship Skills

- As a critical care practitioner, liaise and advise the multi-disciplinary team and external agencies in the provision of optimum patient care, within limitations of experience.
- Work with the Sisters / Matrons / Senior Matron to ensure the environment and ward processes are responsive to the needs of patients and their carers recognising the importance of privacy, dignity and diversity.
- Employ professional behaviour that encourages and coaches other peers / junior team members to challenge their current competencies, whilst seeking opportunities to expand own roles with development and training as appropriate.
- As appropriate, assist on specified and agreed directorate and Trust wide Nurse/Midwife Development Projects.
- Ensure effective communication between the multi-disciplinary team within your remit.
- Ensure processes are in place to facilitate effective communication.
- Deal with complaints in a calm and courteous manner, ensuring that wherever possible complaints are dealt with efficiently and satisfactorily and resolved in the local clinical area. Inform and update Sisters / Matrons / Senior Matron on pertinent issues.

Analytical and Judgemental Skills

In conjunction with the Sisters / Matron's / Senior Matron, be responsible for:

- The standards of drug administration including storage and safe handling within the clinical area.
- Assist the Sisters / Matrons / Senior Matron in leading the implementation of care bundles, Hand Hygiene Compliance Charts, Pressure Ulcer and VTE assessment and monitoring of other quality indicators within their sphere of responsibility.
- Setting and maintaining high standards of nursing care reflecting evidence-based practice in accordance with the ICU core standards..
- Implementing the local delivery of infection control practice as defined by national recommendations and local policies including the implementation of the Saving Lives Initiatives

Planning and Organisational Skills

Within sphere of responsibility, be responsible for assisting the senior nursing team in maintaining standards for:

- An outstanding CQC report
- Conduct of Care
- Scope of Professional Practice
- Multidisciplinary Team Working
- Data & Information Gaps
- Risk Management and datix reporting
- Effective communication
- Workload issues – safe staffing
- Responding to complaints
- Financial and resource implications
- Health and safety deficits

- Clinical competency
- Patient Flow
- Low Infection Control rates
- High cleanliness Standards
- Low pressure ulcer rates

When appropriate inform the Sisters / Matrons / Senior Matron where there is failure to maintain these standards.

The post holder needs to ensure that their PDR and mandatory updates are completed yearly and that they are ready for revalidation.

Physical Skills

Responsibility for Patient and Client Care

- Ensure that personal clinical skills / knowledge are maintained to the CC3N competency framework at a high standard to deliver quality patient care.
- Assist the senior nursing team in managing the flow of patients within the clinical area ensuring a predicted date of discharge and effective utilisation of the multi-disciplinary team on a daily basis.
- Ensure that yearly PDRs are undertaken to identify personal development needs / priorities.
- Where appropriate, work with the senior nursing/Practice Educator team to identify potential areas for service improvement.
- Work closely with facilities staff to ensure high standards of environmental cleanliness – this includes the maintenance and effective cleaning of ward equipment. Report any problems/issues to the Matrons / Senior Matron
- Take a proactive role, in conjunction with the Sisters / Matrons / Senior Matron and MDT colleagues, in meeting objectives for Patient Safety initiatives.

Responsibility for Policy and Service Development

- Proactively seek feedback from patients and their families during their hospital admission on the standard of care that they have received.
- Where possible, resolve complaints and issues at a local level in partnership with patients, carers and their family and other healthcare professionals, escalating up to the senior nursing team where necessary.
- Be responsible for ensuring own development and yearly mandatory updates, including awareness to address and recognise equality and diversity.
- Assist the Matrons / Senior Matron in implementing the Trust Service Development Programme and participate in Directorate or Trust work streams that contribute to the modernisation and improvement of patient services.
- Where appropriate, offer suggestions of how the service can be improved.

Responsibility for Financial and Physical Resources

To assist the Sisters / Matrons / Senior Matron in the implementation and evaluation of the Directorate's strategic and operational plan focusing specifically in the following areas:

- Staff competencies
- Directorate objectives and targets
- Length of stay
- Service development initiatives pertinent to sphere of responsibility

Responsibility for Human Resources

- Take responsibility for updating own awareness of sickness policy and reporting of sickness.

Responsibility for Information Resources

Work with the Sisters / Matrons and Senior Matron to ensure that there is full compliance with internal and external governance and best practice requirements. Take overall responsibility for:

- Identify risk (potential or actual) in the ward / clinical area and complete an incident / accident form where appropriate.
- Participate in a blame free culture in reporting incidents and where appropriate assist in any local investigation in a timely manner.

Responsibility for Research and Development

Promote a learning environment, in conjunction with the sister responsible for student placements on ICU.

- Assist in the mentorship for all learner nurses/midwives, unregistered and registered staff, within scope of own professional development.
- Establishing links to enable effective student nurse/midwife placement and facilitation of other learners
- Act as a role model for junior members of the ICU team, promoting best practice.
- Ensure own competence in the Early Warning Score system within the clinical area, in preparation for patient transfer to wards.
- Being responsible for developing own skills and knowledge and contribute to the development of others.

Freedom to Act

In support of the Sisters, Matrons and Senior Matron contribute to the review of the Division's service and business strategy, including the equality & diversity strategy.

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

Royal Devon and Exeter

NHS Foundation Trust

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.

THE TRUST - PURPOSE AND VALUES

We are committed to serving our community by being a high quality specialist Hospital with consultant-led services. We aim to co-ordinate our services with primary and community care, and to develop a limited number as Sub-Regional Referral Centres with appropriate levels of research, development and educational involvement. Where appropriate, and consistent with our services, we may provide services aimed at preventing disease and debilitation.

We aim to make all our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so. We will share our knowledge with neighbouring healthcare agencies and professionals.

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.

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.

ROYAL DEVON & EXETER NHS FOUNDATION TRUST PERSON SPECIFICATION

POST:

BAND:

REQUIREMENTS	At Recruitment	At 2 nd KSF Gateway	MET	NOT MET
<p><u>QUALIFICATIONS/SPECIAL TRAINING:</u></p> <p>Essential qualifications and experience:</p> <ul style="list-style-type: none"> • First level registered Nurse/Midwife or relevant professional registration • Broad clinical experience relevant to the post, diploma level specialist training and experience in designated area • A degree or degree level post registration qualification or equivalent. <p>Delivering the service:</p> <ul style="list-style-type: none"> • Experience of managing and co-ordinating the clinical requirements of patient care within a critical care facility. • Experience of implementation and monitoring of assessment tools to ensure optimum patient care and safety. • Willingness to undertake personal and professional development to undertake a greater range of skills to modernise and improve patient care. • Working with the Sisters / Matrons / Senior Matron and in support of the Lead Nurse to ensure compliance with internal and external governance and best practice requirements • Experience of monitoring and auditing of standards of care within the defined area. • 	<p>E</p> <p>D</p> <p>D</p> <p>D</p> <p>D</p> <p>E</p> <p>D</p>	<p>E</p>		
<p>Knowledge/Skills/Abilities</p> <ul style="list-style-type: none"> • Evidence of good clinical skills acquisition. • Ability to apply research findings and support evidence based practice <p>• Excellent communication skills</p> <p>• A commitment to improving patient services</p> <p>Personal qualities:</p> <ul style="list-style-type: none"> • Excellent interpersonal skills • Positive and enthusiastic attitude 	<p>E</p> <p>E</p> <p>E</p> <p>E</p>			

<ul style="list-style-type: none"> • Flexible and adaptable • Commitment to openness, honesty and integrity in undertaking the role • Willingness to embrace new challenges / working in new ways 	<p>E E E</p>			
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* Essential/Desirable

HAZARDS:				
Laboratory Specimens		Clinical contact with patients		Performing Exposure Prone Invasive Procedures
Proteinacious Dusts				
Blood / Body Fluids		Dusty environment		VDU Use
Radiation		Challenging Behaviour		Manual Handling
Solvents		Driving		Noise
Respiratory Sensitisers		Food Handling		Working in isolation
Handling Cytotoxic Drugs				

Band Authorisation

Date Job Description Matched at AFC Panel:

Outcome:

Authorised By: