



**Royal Devon
University Healthcare**
NHS Foundation Trust

PERSON PROFILE

Job Title:	STAFF NURSE
Grade:	BAND 5
Department:	ICU/HDU

CRITERIA REQUIRED	ESSENTIAL/DESIRABLE*
Qualifications & Training	Registered Nurse Experience desirable Evidence of Continuous Professional Development (CPD)
Specific Knowledge & Skills	Leadership qualities Effective verbal and written communication skills, providing complex and often sensitive information to patients, relatives and staff. Commitment to teach and be responsible for providing supervision and training to junior staff. Act as mentor to students undergoing pre-registration training. Responsible for accurately recording observations, writing reports, and entering/retrieving information from a computer. Ability to assess patient's condition, and prioritise care according to their condition &/ or agreed protocols, under minimal supervision Able to assemble, check and trouble-shoot a range of highly specialised equipment i.e. life-support or haemofiltration machines. Responsible for the safe use of expensive and highly complex equipment, in regular use. Enhanced clinical skills developed through Band 5 (or equivalent) experience and additional training. Assess, plan, provide and evaluate care of the critically ill adult or child with multi-system failure, requiring the knowledge and skills to manage complex equipment and drug therapies eg: haemofiltration, cardiac output monitoring.

	Safely perform intra/inter-hospital transfers of critically ill patients.
Special Experience	Speciality related experience at Band 5 desirable. Previous experience of supervising and mentoring students/ Health Care Assistants and new members of staff.
Physical Skills & Effort	Constant standing/walking. Frequently assists patients with walking/sitting and other activities of daily living. Frequently pushes trolleys/beds. Frequently physically moves patients who are unable to actively/passively co-operate and who are complicated by having numerous invasive lines and attachments, and complex therapies in place. Constantly works 12.5 hour shifts, and adapts to flexible shift patterns, including night shifts, weekends, and public holidays.
Emotional Effort	Frequently provides emotional support to patients and relatives. Explains emotionally challenging and highly distressing issues to patients and carers eg: organ donation, brain death, withdrawal of treatment with support from senior staff. Provides leadership and support to junior members of the team.
Mental Effort	Frequent intense concentration required for administration of complex drugs, invasive monitoring, intricate clinical interventions, mechanical therapies to support organ failure eg: haemofiltration, intermittent positive pressure ventilation, and frequent recording of observations, throughout 12.5 hour shift, day and night. Regular interruptions to daily tasks in a constantly changing environment.
Requirements due to Working Environment	Frequent direct contact with bodily fluids, soiled linen, and smells. Occasional exposure to verbal and physical aggression.