

Job Title	: Registered Nurse
Department	: Endoscopy Unit
Care Group / Directorate	: Endoscopy Division
Band / Grade	: 5
Responsible to	: Senior Sister/Charge Nurse
Accountable to	: Matron/Senior Nurse
Location	: Princess Royal University Hospital

King's College Hospital NHS Foundation Trust is one of the UK's largest and busiest teaching Trusts with a turnover of c£1 billion, 1.5 million patient contacts a year and around 15,000 staff based across 5 main sites in South East London. The Trust provides a full range of local hospital services across its different sites, and specialist services from King's College Hospital (KCH) sites at Denmark Hill in Camberwell and at the Princess Royal University Hospital (PRUH) site in Bromley.

King's is committed to delivering Sustainable Healthcare for All via our Green Plan. In line with national Greener NHS ambitions, we have set net zero carbon targets of 2040 for our NHS Carbon Footprint and 2045 for our NHS Carbon Footprint Plus.

Our values at King's, are that we're a kind, respectful team;

Kind. We show compassion and understanding and bring a positive attitude to our work

Respectful. We promote equality, are inclusive and honest, speaking up when needed

Team. We support each other, communicate openly, and are reassuringly professional

The trust-wide strategy Strong Roots, Global Reach is our Vision to be BOLD, Brilliant people, Outstanding care, Leaders in Research, Innovation and Education, Diversity, Equality and Inclusion (EDI) at the heart of everything we do. By being person-centred, digitally-enabled, and focused on sustainability, we can take Team King's to another level

King's is dedicated to embracing the broad diversity of our staff, patients and communities and stand firmly against all forms of prejudice and discrimination. This includes, but is not limited to, racism, ableism, homophobia, biphobia, transphobia, sexism, ageism, religious discrimination, and any other prejudiced behaviour that undermines the rights, wellbeing and identity of our staff, and patients.

As part of our commitment to EDI, we have five staff network groups that represent and advocate for staff:



Job Summary

- The Endoscopy staff nurse will be expected to exhibit specific skills in the management of disorders of the gastrointestinal tract. This will include undertaking assessment, education and counselling wherever appropriate.
- The post holder will work closely with the nursing team, Health Care Assistants, wider endoscopy team including the pre assessment team, colorectal team, pathology, and radiology and cancer services in the trust and have a strong clinical commitment to the Endoscopy service.
- The post holder will be responsible for providing the nursing contribution within the Endoscopy Service in accordance with local and national specifications. This includes cross site responsibility.
- The role will involve collaborative working with a large multi-disciplinary team to ensure delivery of the Endoscopy service.
- It will also extend to ensure full service provision which includes rotation to the oncall emergency GI Bleed Nursing rota.
- The Endoscopy staff nurse will be supported by the Sisters, Clinical Manager, service manager and clinical leads.

The Band 5 Endoscopy staff nurse is expected to support the senior staff in development of the service, showing professional & personal development. It is essential that the post holder can work within a diverse team, provide autonomous decision making and be aware of their limitations in accordance with NMC. The role involves the ability to integrate, communicate, support and be a role model to a wide multi-disciplinary group in a center of excellence.

1. To work within both the nursing and multi-disciplinary team to provide evidence based, holistic care to a group of patients from pre assessment to discharge.
2. To be a safe and effective practitioner able to provide patients and relatives with high quality nursing care.

Particular emphasis is put on the need to ensure that all staff at Kings recognize their responsibility to deliver services in a high quality, courteous, patient focused manner maintaining patient confidentiality at all times.

Key Working Relationships

- The post holder will support the team leader responsible for providing effective Endoscopy Services.
- Assist in policy implementation and development of the service.
- The post holder will help to manage a team of nurses and health care assistants, working collaboratively to, and be accountable for the delivery of a high standard of patient care.
- Working with the team of Nurses and health care assistants and meeting them on a regular basis.
- The post holder will help to create an environment that promotes excellence in nursing practice and empowers staff to develop high levels of clinical skill and allows staff to develop to their full potential.
- Ensuring maintenance of professional competence to practice safely and competently.

- Acting as the patient's advocate supporting them to navigate and make informed choices at all stages.
- Responsible for supporting training, mentorship of junior staff.
- Assisting and contributing to quality assurance activities.
- The post holder will support in the day to day management of the unit in the absence of the Band 6 sisters.
- Supporting the senior endoscopy team in the development of the endoscopy service.
- Ensuring that patient data are collected to meet National and local trust requirements.
- Assist & support with the on-going audits & research of the Unit
- To be aware of the need to adhere to the Trust's policy on valuing equality and diversity in the workplace, which incorporates the patients' / visitors' and staff perspective.
- To have due regard for each patient's cultural and religious beliefs and to respect each patient's privacy, dignity, gender and sexuality.
- To acknowledge personal limitations in patient care and seek advice from senior staff members.
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- To rotate to other departments within the speciality as required or as identified as a personal development need in the appraisal process.
- To report adverse incidents which occur in the department as per policy. To assist in the investigation of such incidences.
- To ensure contemporaneous record keeping at all times and in line with the Trust policy on documentation.
- Ensure clear and accurate written and verbal information is given at all times, including patient handovers.

Education and Research

- Participate in Trust and Care Group initiatives to develop nursing practice and support change.
- To be aware of current research and the possible implications for the ward specialty.
- To update knowledge in the light of current research and practice.
- To act as a practice supervisor for student Nurses / adaptation nurses/HCA's.
- To act as a preceptor/mentor to newly qualified staff.
- To actively participate in the training process by demonstrating and directly supervising and by negotiating learning contracts.
- To liaise with appropriate members of teaching staff, link lecturer/lecturer.

Financial Responsibility

- No direct budget responsibility, but awareness of the effective use of resources and cost implications.
- Assist in the maintenance of stock levels;
- Be aware of the cost and usage of highly specialized expensive equipment.
- Participate in being cost effective in the delivery of high quality care.
- Assist sister with budgetary control in the most effective and efficient use of resources both in manpower and finance.
- Assist sister with reviewing and planning the staff duty roster.

Service Development and Improvement

- Keep up to date with professional issues relevant to nursing practice within their area of clinical practice.
- Develop own Endoscopy skills to openly question and challenge nursing practice in a constructive way so that standards of patient care are continually evaluated and improved, embrace new ideas and facilitate changes for the benefit of patient care.
- Negotiate an area of clinical interest with the senior sister and be proactive in developing own expertise and learning resources for all staff. Act as clinical resource within the ward team.
- Act as a mentor/assessor to students and colleagues, guiding practice, assessing competence, enabling and supporting learning.
- To facilitate/participate in the induction programmes for each member of staff newly employed.
- Continually monitor standards of care and contribute to improvement of care through audit and research.
- To be aware of objectives and strategies at Local and government level.

Responsibility for Dealing with Difficult Situation

- Maintain and then develop skills to set standards of practice, conduct decision making in conjunction with the nursing team/sisters, being clear about reporting mechanisms
- Promote evidence based decision making
- Report any incidents or complaints to the appropriate senior staff.
- Provide support and advice to patients and relatives when faced with distressing situations.
- The post holder is expected to support junior members of staff.
- Recognize the emotional demands of dealing with large numbers of patients and the multidisciplinary team.
- Recognize areas of conflict and assist in the management of this and promote a healthy working environment.

Physical Working Conditions and Environment

- Recognize situations that may be detrimental to the health and well-being of the individual, and take appropriate action
- To implement the Health and Safety at work act and comply with the COSHH regulations.
- Staff will walk and stand for most of their shifts.
- Manoeuvres patients and equipment, pushes and pulls trolleys and beds, as part of a team.
- Staff will be expected to do on call.
- Staff will be expected to assist radiologic procedures.
- To maintain highly specialized equipment in a safe and satisfactory condition and report any malfunctions immediately.
- To ensure compliance with Trust and local policies and procedures for self and others.

Knowledge, Training and Education

- RN with current NMC registration
- Six months general nursing experience as a qualified nurse on entry to Band 5. With previous endoscopy experience you may enter at the appropriate level within the band.
- To develop the use the technical equipment and understand the care and maintenance of highly specialized equipment and assist with complex procedures.
- Undertake personal development to meet identified needs.
- Have a willingness to undertake appropriate courses relevant to endoscopy nursing or have undertaken recognised endoscopy courses.
- Willing to undertake or have undertaken an assessors/mentors teaching qualification.
- Attend mandatory training for Resuscitation, manual handling, infection control and fire training.

Any other Aspects of the Role

- Ensure own compliance and compliance of others with regard to mandatory training and professional development.
- Ability to use the endoscopy computer system, Endovault after training given.
- Support peoples equality, diversity and rights.
- Handle patient's valuables with care.
- Support learners in the Endoscopy Environment.

General

- To maintain strict confidentiality of staff and patient records, in line with Trust Policy: any unauthorised breach of confidentiality will result in disciplinary action.
- To ensure that acceptable standards of data protection are maintained, in accordance with the Data Protection Act.
- To observe the rules, policies and procedures in place at King's College Hospital.
- To carry out duties as an employee and service-provider with due regard to the Trust's Equal Opportunities Policy.
- To participate in team meetings as required by your team leader.
- Under the Health & Safety at Work Act, the post holder has a general duty of care for the health, safety and wellbeing of oneself.

Working Conditions

- You have a general duty of care for the health, safety and well-being of yourself, work colleagues, visitors and patients within the hospital in addition to any specific risk management or clinical governance accountabilities associated with this post.
- To observe the rules, policies, procedures and standards of King's College Hospital NHS Trust together with all relevant statutory and professional obligations. To observe and maintain strict confidentiality of personal information relating to patients and staff.

- To be responsible, with management support, for your personal development and to actively contribute to the development of colleagues.
- This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive.
- It is expected that some of the duties may change over time and this description may be subject to review after discussion with post holder.

Infection Control Statement

- The post holder has an important responsibility for and contribution to infection control and must be familiar with the infection control and hygiene procedures and requirements when in clinical areas.
- These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures which will be made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.

PERSON SPECIFICATION

Staff Nurse – Band 5

	Essential	Desirable
Education and Qualifications		
Registered Nurse (RN1) with active NMC registration at time of starting appointment.	X	
Mentorship programme or equivalent teaching qualification.		X
Knowledge and Experience		
Awareness and understanding of current acute health issues.	X	
Understanding of NMC Code of Professional Conduct.	X	
Experience in endoscopy or recent experience of working in an acute NHS trust.	X	
Skills and Competencies		
Able to manage a deteriorating patient.	X	
Awareness and understanding of current health issues	X	
Interest to develop knowledge of the clinical specialty and own practice.	X	
Ability to manage and prioritise conflicting workloads.	X	
Express an interest in Gastrointestinal nursing and a willingness to learn new skills and knowledge.	X	
Ability to be flexible and adapt to changing situations.	X	
Communication skills – able to relate and communicate with patients and staff at all levels and from different professions. Adapts communication style as necessary and is able to work with and through others.	X	
Able to manage patients emotional needs and demonstrate empathy and caring.	X	
Ability to solve and escalate problems and issues.	X	
Show drive and determination to achieve objectives.	X	
Focused on continual personal development.	X	
Ability to identify and implement improvements to service.	X	
Enthusiasm for and belief in patient healthcare.	X	
Ability to work collaboratively with other staff members.	X	
Proven record in teaching/mentoring/supervising others.		X
Computer literacy skills.		X
Able to lead a team to achieve results.		X