

Candidate Brief

Nursing Associate (Renal wards)

August 2023



Welcome to Epsom and St Helier University Hospitals NHS Trust

Thank you for showing an interest in working with us at Epsom and St Helier – a family of more than 7,000 colleagues.

We are truly an integrated health and care Trust. In simple terms, that means that as well as the services we provide at our acute care hospitals (Epsom in Surrey and St Helier nearby in south west London) we work with local GPs, mental health services, community providers and local authorities, with the joint aim of preventing local people from becoming unwell, and when they do, that they receive the right care, in the right place, with the right support.

So, as well as great hospital care, together we offer an increasing range of services. These include adult community health, sexual health and children's therapies. Many of these community services are run by the partnerships we host, Surrey Downs Health and Care and Sutton Health and Care.

Continuing the partnership theme, we also host and run some exceptional hospital-based services including the South West London Elective Orthopaedic Service – rated 'Outstanding' by the Care Quality Commission (CQC) – and we also have the largest nephrology (care around kidney disease) service in the UK, that isn't co-located with a transplant service.

We also work as part of the St George's, Epsom and St Helier Hospital and Health Group, with a shared leadership and increasing collaboration to develop stronger clinical and corporate services between two major providers serving Surrey and South West London.

These partnerships are at the forefront of joining together health and care for local people, and part of the national NHS ambition to provide the best care locally.

In autumn 2019, as an entire Trust, we moved up to become rated 'Good' by the CQC and we seek to continually improve. As part of that, we have secured £500m as part of the government's Hospital Infrastructure Plan to enable us to build a brand new Specialist Emergency Care Hospital in Sutton and finish the refurbishment of the existing buildings on the Epsom and St Helier hospital sites.

We are committed to making all of our work places great places to work, with the right support and culture to help you excel. We spoke with more than 3,000 colleagues about what makes a good day at work and as a result introduced a new core value – 'Respect'. And as a result 'Respect' is at the heart of everything we do. This means we want everyone who works with us to be able to do the best that they possibly can with opportunities available for everyone to grow and develop. It also means that there is no place for bullying, racism, discrimination or other poor behaviours.

We continue to develop as a Trust and with our partners. There is lots to do and we welcome you to help us on that journey, starting with the following job description, which we hope inspires you to be part of our success.

Our shared purpose

Developed by our patients and staff in the Your Voice Your Values project, 2018.



All of us who work at Epsom and St Helier

Choosing to work at Epsom and St Helier means I choose to sign up to our values, behaviours and expectations.

-  Respect and value other people's views, experience and skills
-  Develop myself to be a great role model of our behaviours
-  Treat patients with respect and as equal partners in their care
-  Treat everyone fairly regardless of protected characteristics, profession, role or level
-  Speak up whenever I have a concern, give feedback respectfully, receive feedback gracefully, admit mistakes, resolve issues together
-  Respect myself, looking after my own health and wellbeing
-  Create a respectful environment free from disrespectful behaviour
-  Respect my role, doing a good job to meet my objectives as they change, and doing the best I can with available resources.

Our ambition is to provide an outstanding level of care to our patients and communities.

Above all we value respect. This means everyone at the Trust – whether a member of staff, a patient or their loved ones – can expect to be treated with respect, whatever their role or background. This ensures kind, positive, professional teamwork, delivering great care to every patient, every day.

By choosing to work here, you also choose to value and role model respect. This means having respect for the Trust and your roles and responsibilities, as well as colleagues, patients and anyone who interacts with the Trust.



Epsom and St Helier University Hospitals NHS Trust offers an extensive range of services, including cancer, pathology, surgery, and gynaecology to over 490,000 people in south west London and north east Surrey. We operate two busy general hospitals, Epsom Hospital and St Helier Hospital, and run services from other locations, including Sutton Hospital.

St Helier Hospital is home to the South West Thames Renal and Transplantation Unit and Queen Mary's Hospital for Children, while Epsom Hospital is home to the South West London Elective Orthopaedic Centre (SWLEOC). Both Epsom and St Helier hospitals have Accident and Emergency departments (A&E) and Maternity services (Obstetrics).

The Trust also plays an active role in the local healthcare economy. Surrey Downs Health and Care brings together our staff, CSH and the GP groups in Surrey Downs, and Surrey County Council in a partnership to improve care for local people. Also health and care teams from organisations (the London Borough of Sutton, Epsom and St Helier University Hospitals NHS Trust, Sutton GP services, The Royal Marsden NHS Foundation Trust and South West London & St George's Mental Health Trust) across Sutton that provide care to Sutton's older population are coming together to work as one team. The team will ensure people have the right support in place for them to maintain their independence and live healthily and safely at home for as long as possible.

Job Description

Job Title:	Registered Nursing Associate (Renal Wards)
Grade:	Band 4
Reports to:	Manager for Clinical Area
Accountable to:	Senior Nurse (Clinical Nurse Manager) for Clinical Area

The Nursing Associate is a registered practitioner with the NMC and will act in accordance with the NMC Nursing Associate Standards of Proficiency and the NMC code.

The South West Thames Renal Unit, Carshalton, Surrey has 47 inpatient beds, a Peritoneal Dialysis unit, a busy in-house haemodialysis unit plus a network of 8 satellite dialysis units.

The main base for this post will be on the Renal Ward A6, which is situated based on the St Helier site.

Job summary

Provide optimum quality of care to patients, offering support to the multi-professional team, will take responsibility for an identified area on regular shift.

Administer medications in alignment with NMC standards of proficiency and Trust policy and procedure.

The post holder will be required to play an integral role in the delivery of Care Benchmarking activities and Trust specific CQUINS targets and participate in audits.

Duties of the Post

Being an accountable professional

Act in the best interests of the people you care for.

Put people first and provide nursing care that is person centred, safe and compassionate.

Act professionally at all times.

Use knowledge and experience to make evidence based decisions and solve problems.

Recognise and work within the limits of their competence.

Be responsible /accountable for their actions.

Providing and Monitoring Care

Provide compassionate, safe and effective care and support to people in a range of care settings.

Monitor the condition and health needs of people within their care on a continual basis in partnership with people, families, and carers.

Contribute to ongoing assessment and evaluation of care recognising when it is necessary to refer to others.

Recognise signs of deterioration and escalate appropriately.

Communicate effectively with colleagues, providing clear verbal, digital or written information and instructions when sharing information, delegating or handing over responsibility for care.

Maintain clear concise and legible documentation adhering to standards in accordance with Trust Policies.

Recognise and report/escalate any situations, behaviours or errors that could result in poor care outcomes.

Working in teams

Play an active role as members of interdisciplinary teams.

Collaborate and communicate effectively with nurses, a range of other health and care professionals and lay carers.

Support and supervise others e.g. health care support workers, apprentices.

Delegate to others in the team e.g. health care support workers, apprentices.

Improving safety and quality of care

Improve the quality of care by contributing to the continuous monitoring of people's experience of care.

Identify risks to safety or experience and take appropriate action, putting the best interests, needs and preferences of people first.

Participation in audit and data collection.

Promoting health and preventing ill- health

Support people to improve and maintain their mental, physical, behavioural health and wellbeing.

Active involvement in the prevention of and protection against disease and ill health.

Engage in public health, community development, and in the reduction of health inequalities.

Working in integrated teams

Contribute to the provision of care for people, including those with complex needs.

Understand the roles of a range of professionals and carers from other organisations and settings who may be participating in the care of a person and their family.

Undertake responsibilities in relation to communication and collaboration.

Professional and personal development

Maintain responsibility for the identification of own continuing educational needs and development. Reflect on own practice to identify development goals and formulate a Personal Development Plan and take part in annual appraisal.

Maintain competence in Resuscitation, Moving, Handling, and Fire training and other Trust annual mandatory training in adherence to Trust Policy.

Adhere to Trust Uniform Policy

Maintain and adhere to Trust Zero Tolerance policy

Promote and value the rights and responsibilities and diversity of individuals.

Band 4 Nursing Associate

Person Specification

SKILLS	ESSENTIAL	DESIRABLE	ASSESSMENT
Qualifications	Foundation Degree in Nursing. GCSE/Functional skills in English & Maths level 2 Trained Nursing Associate Registered with the NMC. Understands and acts in line with NMC professional standards for practice contained within The Code, and NMC Nursing Associate Standards of Proficiency.	Knowledge of Clinical Audit and Clinical Governance	Application Form and interview.
Knowledge	Has an understanding of the scope of the role of the Nursing Associate in context of the nursing and interdisciplinary team and the organisation, and how the role may contribute to service development Knowledge of when to seek advice and escalate to the appropriate professional for expert help.	Professional Portfolio and Interview	Application Form and Interview

	Understand requirements for NMC professional revalidation		
Skills	Good verbal, written and Interpersonal & communication skills. Willingness to develop own practice	Computer skills	Interview
Management	Understanding of the principles of working within a team		Application form & Interview
Personal	Self awareness. Committed to team working. Motivated and enthusiastic	Creative and lateral thinker.	Interview

