

Staff Nurse Band 5

Job description

Context

Barts Health NHS Trust is one of Britain's leading healthcare providers and the largest trust in the NHS. It was created on 1 April 2012 by bringing together three trusts: Barts and The London NHS Trust, Newham University Hospital NHS Trust and Whipps Cross University Hospital NHS Trust. The new trust has a turnover of approximately £1.1 billion and approximately 15,000 employees.

Together our hospitals - Newham University Hospital in Plaistow, St Bartholomew's (Barts) in the City, The Royal London in Whitechapel, The London Chest in Bethnal Green and Whipps Cross in Leytonstone - deliver high quality clinical care to the people of east London and further afield.

The hospitals offer a full portfolio of services that serve the needs of the local community, and are home to some of Britain's leading specialist centres including cancer, cardiac, trauma and emergency care. Barts Health also has one of the UK's busiest children's hospitals and internationally renowned surgical facilities.

Our vision is to create a world-class health organisation that builds on strong relations with our partners and the communities we serve – one dedicated to ending the historic health inequalities in east London. We will build an international reputation for excellence in patient care, research and education. And as members of UCLPartners, the largest academic health sciences system in the world, we will ensure that our patients are some of the first in the country to benefit from the latest drugs and treatments.

We are looking for the best talent to lead our ambitious new healthcare organisation. In return, the Barts Health will provide unsurpassed professional development opportunities, enabling investment in a range of new initiatives that would mean:

- doctors and nurses in training will be able to gain experience in different hospitals along the whole patient pathway;
- there would be greater opportunity for career progression – we could retain good staff who might otherwise leave to gain promotion;
- becoming world-class will enable us to recruit some of the best doctors and researchers in the world – who can share their knowledge and experience;
- joining forces with other partners in an Academic Health Science System will mean that staff would be better able to secure funds and pool their talents to develop new technology, techniques and treatments.

Job description

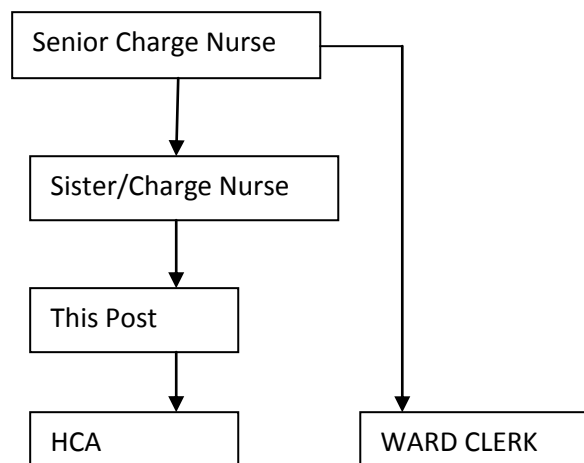
Job title:	Staff Nurse	
Clinical academic group:	ECAM	
Board/corporate function:	TRAUMA	
Salary band:	Band 5	
Responsible to:	Senior Sister, Junior Sister	
Accountable to:	Directorate Head of Nursing	
Hours per week:	37.5	
Location:	Trauma Unit Ward 12d, The Royal London Hospital	
Budgetary responsibility:	N/A	
Manages:	Direct reports:	Senior Sister
	Indirect reports:	Matron

Aim of the role

To work as part of a multi-disciplinary team, to provide high quality holistic and individualised care to patients admitted via the trauma service.

Key working relationships

The post holder will regularly liaise with internal and external individuals and agencies; e.g. Matron, Trauma Liaison, clinical nurse specialists, site manager, surgeons and doctors, social services regularly as well as other professions and services.



Key result areas

- Assesses patients, plans, implements and evaluates care
- Provides Advice
- Maintains healthcare records in keeping with professional and organisational guidance
- Carries out nursing procedures
- Provides clinical supervision

Main duties and responsibilities

1. Be **readily understandable** to potential applicants for the post – avoid jargon and unexplained acronyms and abbreviations.
2. Use **active verbs** not passive verbs. For example explain further “Support the implementation of the National Standards Framework” with “by developing policies for the service, ensuring staff are aware of the standards and by monitoring outcomes”.
3. **Avoid ambiguity** about responsibilities and be clear about the postholder’s accountability for resources, staff etc. For example:
 - Responsible for the day to day management of a group of staff including work allocation, performance/attendance issues, participating in recruitment, appraisal and development; or
 - Supervision of reception staff, including work allocation and checking.
4. To help structure the main tasks and responsibility section further the **key areas of the job should be broken into smaller sections** such as:
 - Professional / Clinical responsibilities
 - Management and Leadership
 - Financial responsibilities
 - Information management
 - Education & Professional Development
 - Operational Delivery
 - Project Management
 - Risk & Governance Management
 - Service Development
5. **Agenda for Change job factor plan terminology should be avoided** where possible and avoid the use of factor names as your subheadings unless they are relevant to your role.

The job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances and after consultation with the postholder.

The post holder might be required to work across the Trust at any time throughout the duration of his/her contract, which may entail travel and working at different hospital.

Effort, skills and working conditions

Physical skills	Highly developed physical skills Dexterity and accuracy required e.g. <ul style="list-style-type: none"> • Intravenous infusions • Cannulation • Catheterisation • Application of traction • Application of orthotics and prostheses • Wound dressings • Suture and clip removal • Standard keyboard skills The post holder will be required to lift, push and pull objects, e.g. using hoists trolleys
Physical effort	Frequent/occasional moderate effort for several short periods Moving and handling of patients/equipment e.g. <ul style="list-style-type: none"> • Bathing patients

	<ul style="list-style-type: none"> • Moving and positioning patients in bed • Moving patients from bed • Positioning patients in chairs • Assisting patients with mobilisation • Providing direct patient care <p>Moving patients in beds with assistance; e.g. to/from theatre</p>
Mental effort	<p>Frequent concentration, work pattern predictable/unpredictable</p> <p>Concentration required with possible interruptions</p> <ul style="list-style-type: none"> • Safe administration of medicines • Safe preparation of intravenous medicines • Continually assessing patient needs • Acting on changes in patient needs and conditions • Dealing with patient/relative/staff complaints and issues. • Supervision of staff while managing own patient load and at times co-ordination of the clinical area • Working in a frequently changing environment • Telephone interaction with patients/staff <p>The work is often unpredictable and the post holder may have to adapt to change in short timeframes and be able to deliver outcomes</p>
Emotional effort	<p>Occasional/frequent distressing; occasional highly distressing or emotional situations</p> <ul style="list-style-type: none"> • Deals with distressed patients or relatives • Care if the terminally ill • Consequences of terminal illness • Supporting patients admitted with trauma and polytrauma • Managing conflict <p>The post holder has to be able to work successfully under pressure of time and resources</p>
Working conditions	<p>Frequent unpleasant, occasional/frequent highly unpleasant conditions</p> <ul style="list-style-type: none"> • Smell • Noise • Body fluids • Vomit • Faeces • Disposal of body waste, e.g. bed pans, urinals, catheter bags • Managing traumatic and postoperative wounds • Frequent and usually short exposure to VDU screens • May be exposed to verbal abuse

Performance management and appraisal

All staff are expected to participate in individual performance management process and reviews.

Personal development and training

Barts Health NHS Trust actively encourage development within the workforce and employees are required to comply with trust mandatory training.

Barts Health's education academy aims to support high quality training to NHS staff through various services. The trust is committed to offering learning and development opportunities for all full-time and part-time employees.

No matter where you start within the NHS, you will have access to extra training and be given every chance to progress within the organisation. You will receive an annual personal review and development plan to support your career progression and you will be encouraged to develop your skills and experience.

Health and safety at work

The postholder has a duty of care and personal obligation to act to reduce healthcare-associated infections (HCAIs). They must attend mandatory training in infection prevention and control (IP&C) and be compliant with all measures required by the trust to reduce HCAIs. All post holders must comply with trust infection screening and immunisation policies as well as be familiar with the trust's IP&C policies, including those that apply to their duties, such as hand decontamination, personal protective equipment, aseptic techniques and safe disposal of sharps.

All staff must challenge noncompliance with infection, prevention and control policies immediately and feedback through the appropriate line managers if required.

Confidentiality and data protection

All employees are expected to comply with all trust policies and procedures related to confidentiality and data protection and to work in accordance of the Data Protection Act 1998. For those posts where there is management or supervision of other staff it is the responsibility of that employee to ensure that their staff receive appropriate training (e.g. HISS induction, organising refresher sessions for staff when necessary).

Conflict of interest

The trust is responsible for ensuring that the service provided for patients in its care meets the highest standard. Equally it is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The trust's standing orders require any officer to declare any interest, direct or indirect with contracts involving the trust. Staff are not allowed to further their private interests in the course of their NHS duties.

Equality and diversity

The trust values equality and diversity in employment and in the services we provide. It is committed to promoting equality and diversity in employment and will keep under review our policies and procedures to ensure that the job related needs of all staff working in the Trust are recognised. The Trust will aim to ensure that all job applicants, employees or clients are treated fairly and valued equally regardless of sex, marital status, domestic circumstances, age, race, colour, disablement, ethnic or national origin, social background or employment status, sexual orientation, religion, beliefs, HIV status, gender reassignment, political affiliation or trade union membership. Selection for training and development and promotion will be on the basis of the individual's ability to meet the requirements for the job.

You are responsible for ensuring that the trust's policies, procedures and obligation in respect of promoting equality and diversity are adhered to in relation to both staff and services.

NHS managers' code of conduct

As an NHS manager, you are expected to follow the code of conduct for NHS managers (October 2002). www.nmc-uk.org/

Safeguarding adults and children

Employees must be aware of the responsibilities placed on them to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e. line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager, consultant (October 2002). www.nmc-uk.org/

Budgetary management

If you have responsibility for a budget you are expected to operate within this and under the trust's standing financial instructions (available in the intranet's policies section) at all times.

Smoke Free Trust

Barts Health NHS Trust is a smoke free health provider. This means that smoking or vaping and charging electronic cigarettes is not permitted anywhere on our hospital grounds or premises. Our Smoke Free Policy aims to support smokers who are ready to stop and create a smoke free environment. As a healthcare provider it's important we do everything we can to reduce smoking among patients, visitors, staff and the risk of harm to others. All employees are expected not to smoke in their uniform or with Trust ID cards on public display. Frontline clinical staff are expected to advise patients about the risks of smoking and support them by offering a referral to the smoking cessation service and for inpatients also offer nicotine replacement therapy (e.g. nicotine patches) or medicines; to help alleviate the discomfort of nicotine withdrawal. Smokers are up to four times more likely to stop smoking successfully with support than by going it alone and are more motivated to stop smoking whilst in hospital.

Barts Health values based leadership

Our leaders ensure a focus on health where patients are at the centre of all we do. They work to create a culture where innovation is promoted and encouraged. They lead by example and demonstrate value based decision making as being integral to the ways of working within the Trust.

Barts Health leaders are role models who demonstrate those attitudes and behaviours which will make us unique. Our leaders are passionate about delivering high quality patient care, take pride in the work that they do to and are committed to the delivering the Barts Health NHS Trust 10 pledges of:

1. Patients will be at the heart of all we do.
2. We will provide consistently high quality health care.
3. We will continuously improve patient safety standards.
4. We will sustain and develop excellence in research, development and innovation.
5. We will sustain and develop excellence in education and training.
6. We will promote human rights and equalities.
7. We will work with health partners to improve health and reduce health inequalities.
8. We will work with social care partners to provide care for those who are most vulnerable.
9. We will make the best use of public resources.
10. We will provide and support the leadership to achieve these pledges.

Our leaders are visible leaders who believe in spending time listening and talking our staff, patients and partners about the things that are important to them and the changes they would like to make to continuously improve patient care.

Barts Health leaders work with their teams to develop organisational values, embed them in our ways of working and create the cultural changes required to ensure that we consistently provide an excellent patient experience, regardless of the point of delivery, in an environment where people want to work, regardless of where they work or what they do.

Person specification

Post	Staff Nurse	Band	5
Dept/ward	Ward 12D Trauma Unit		

Essential = E Desirable = D		E or D	Application form	Interview
Qualifications and knowledge	Registered Nurse BSc in Nursing or interest in working towards BSc Intravenous accreditation Mentorship course Relevant course in speciality	E D D D	X X X X	X
Experience	Experience in clinical specialty A minimum of six months experience in an acute clinical setting	D E	X X	
Skills	Moving and handling Basic Life support Knowledge of infection prevention and control Computer/ITC skills	E E E E	X X X X	
Personal and people development	Ability to take an active role in agreed learning activities and keeps a record of them. Ability to self reflect, carry out tasks of own job and identify what s/he needs to do to do current job better Understanding of own Knowledge and Skills Framework and ability to identify learning needs and interests. Ability to demonstrate enthusiasm towards teaching and sharing knowledge.	E E E E		X X X X
Communication	Ability to work as part of a multidisciplinary team The ability to communicate with patients in an empathetic manner Can demonstrate an enthusiastic and approachable manner Ability to communicate effectively both written and oral	E E E E	 X	X X X
Specific requirements	Sufficient to perform the duties of the post with any aids and adaptations Ability to work flexible hours to meet service requirements	E E		X X