

## Job description and person specification

**Job title:** Bank - Staff Nurse Critical Care Services

**Band:** Band 5

**Accountable to:** Unit Managers, Critical Care Services

**Responsible to:** Associate Director of Operations

Thank you for considering a role at the [West Suffolk NHS Foundation Trust](#)

### First for our patients, staff and the future



Our **patients** are at the centre of everything we do. The quality of care that we provide is our driving force. We strive to deliver the best patient outcomes and experience in the most appropriate setting available. We are committed to joining up services locally, collaborating with our partners and supporting our staff to make continuous improvements – no matter how big or small – that challenge us all to raise our standards.

We believe our **staff** must take good care of each other, so together we can take good care of our patients. We aim to build a fair, open and learning culture that is inclusive and supports all staff to develop their careers. We

want to be recognised as a great place to work.

Advancing our digital and technological capabilities to better support the health and wellbeing of our communities is vital. We want to be at the forefront of these changes and have an opportunity to progress this through the planning of a new healthcare facility. Together with patients, public and staff, we will shape health and care services that are fit for current and **future** needs, helping people to stay well and get well.

### Our values

We believe that how we do things is just as important as what we do.

Our Trust values of fairness, inclusivity, respect, safety and teamwork (FIRST) are the guiding principles and behaviours expected of our staff and which run through our organisation.

We use them to improve the services we provide to our community and the way that we work as a team and with our partners. As a member of our team, you will need to live these values, placing them at the heart of everything you do.



[You can find out more about our vision and values by reading our five-year strategy \*\*First for patients, staff and the future\*\* here.](#)

## Job summary

Critical Care Services within the West Suffolk Hospital care for approximately 600 patients every year. We currently run a 9 bedded unit, but following recent refurbishment, now have the ability to provide up to 14 bed capacity with 6 isolation side rooms. We provide care to a mix of Level 3, Level 2 and Level 1 patients requiring varying levels of support due to critical illness

In this post, you will deliver excellent, individualised care to our patients and their families. You will be fully supported to achieve this through our comprehensive education strategy.

All successful candidates will benefit from an orientation and induction programme supported by our dedicated Critical Care Educators. Staff follow an education pathway which is competency based using the Critical Care National Competency Framework. You will have access to expert clinical mentors and higher education programmes such as the Critical Care Course at degree or master's level.

You will work within a Clinical Specialist team and contribute to activities and projects with of goal of professional and practice development. You must have an understanding of the current health agenda and national guidance which informs critical care practice

If you are looking for a challenge and are eager to provide a high-quality service to patients, relatives and carers then this is the opportunity for you.

## Job responsibilities

- Responsible for the assessment of care needs and the development of programmes of care and/or the implementation and evaluation of these programmes.
- Expected to carry out all relevant forms of care under appropriate supervision.
- Recognition of deterioration in the physical or mental condition of a patient and taking appropriate action.
- Recognising, responding to, and managing emergency situations.
- Checking and using specialised equipment such as ventilators and monitors
- Recognising limitations and escalating concerns
- May be required to demonstrate procedures to and supervise qualified and unqualified staff.
- Assist shift co-ordinator as appropriate.

### KEY TASKS: - with the Shift Co-ordinator.

#### 1. Assessing

- 1.1 Ensures the maintenance of accurate clinical observations of patient's condition.
- 1.2 Ensures the significance of data to patient's condition and progress is interpreted and acted upon ie reported to shift co-ordinator.

1.3 Ensures nursing problems or needs are identified and discussed with patients, their relatives and with appropriate members of the multi-professional team.

## **2. Planning**

- 2.1 Identifies the priorities of nursing care for patients.
- 2.2 Identifies realistic goals.
- 2.3 Organises time and equipment to enable delivery of care.

## **3. Implementing**

- 3.1 Provide skilled care to patients.
- 3.2 Administer drugs and treatments as prescribed adhering to agreed procedures.
- 3.3 Communicate effectively between patients (and/or relatives) and with all staff involved in the care of the patients concerned, including Community Staff and other relevant agencies.
- 3.4 Liaise with Medical, AHP and other staff in the delivery of all necessary care.

## **4. Evaluates**

- 4.1 Evaluate all care to assess quality and outcomes.
- 4.2 Measure goal achievements with patients and with nursing and all other staff involved in patient care.
- 4.3 Update plans of care and goals taking into account the results of the evaluation and any changing needs of the patient.

## **5. Teaching (patients)**

- 5.1 Participate in assessing the learning needs of individual patients and/or relatives.
- 5.2 Instruct and demonstrate procedures to patients and/or relatives.
- 5.3 Evaluate these instructions and take necessary action to achieve objectives.

## **6. Professional - Exercising professional accountability ensuring that:**

- 6.1 Completes critical care services competency package with support from professional development sister.
- 6.2 The interests of the patient or client are paramount.
- 6.3 The privacy of the interests of the patient or client is respected.
- 6.4 High standards are achieved and maintained.
- 6.5 Advocacy on behalf of patients and clients is an essential feature.
- 6.6 The role of other persons delivering health care is recognised and respected.
- 6.7 Public trust and confidence is not jeopardised.
- 6.8 Any action or decision to or not to act taken in the course of professional practice can be justified.

- 6.9 Identify own needs for professional development education and in-service training.
- 6.10 Applies research finding to nursing practice.
- 6.11 Abides by the legal and statutory rules relating to practice.
- 6.12 Be fully conversant with all policies and procedures.
- 6.13 Ensure effective and efficient use of all resources.

### Person specification

Requirements	Essential	Desirable	Evidence
<b>Education and qualifications</b>	<ul style="list-style-type: none"> <li>Current NMC Registration</li> <li>Evidence of ongoing Professional Development</li> <li>Utilised reflective practise</li> </ul>	<ul style="list-style-type: none"> <li>Nursing degree or equivalent</li> </ul>	
<b>Experience and knowledge</b>	<ul style="list-style-type: none"> <li>Insight into Critical Care Nursing.</li> <li>Understanding of the Band 5 role</li> <li>Completion of National Critical Care Competency Framework Step 1's</li> </ul>		
<b>Skills and abilities</b>	<ul style="list-style-type: none"> <li>Willingness to learn and participate in self-directed study</li> <li>Organised</li> <li>Good communication skills</li> <li>Quick to grasp new concepts</li> <li>IV medication competence</li> <li>Able to prioritise care</li> <li>Able to use initiative</li> <li>Able to work under pressure and keep calm in stressful situations</li> <li>Good time management skills</li> </ul>		
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>Enthusiastic</li> <li>Punctual</li> <li>Identifies role within the multi-professional team</li> <li>Good team player</li> <li>Patient, conscientious and caring</li> <li>Able to cope with change</li> <li>Trustworthy</li> <li>Flexible</li> </ul>		



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