

Job description

POST

Registered Nurse - Haemodialysis
Reporting to Care group lead

SALARY

£28,407 - £34,581 per annum
(pro rata where applicable)

CARE GROUP

Kent and Canterbury and Royal Victoria Care Group

BASE

Dover Renal Satellite Unit – Buckland Hospital

CONTACT

dominicmodley@nhs.net

Welcome to East Kent Hospitals

We are looking for a caring and enthusiastic Nurse to join our Renal team, providing dialysis to 47 patients a week, from Dover and the surrounding area. Ideally the post holder would have experience working in a dialysis unit, however we have a comprehensive training schedule for the right candidate and full training will be given. We currently have a part-time vacancy for a Band 5 Haemodialysis Nurse at the Dover Renal Satellite Unit, the post is for 37.5 hrs per week. The shifts are from Monday to Saturday long days utilising early and late shifts if required. Part of the role is to be part of the on-call dialysis service which after extensive training is given you will be part of the on-call rota.

We offer a full package of benefits, including a car lease scheme; on-site childcare; generous annual leave in line with NHS terms and conditions; high street and public transport discounts; a 24/7 staff support service - and the little things that make life easier, like on-site Amazon lockers and fresh fruit and veg stalls.

About us

We are one of the largest hospital trusts in England, with three acute hospitals and community sites serving a local population of around 700,000. We also provide specialist services for Kent and Medway.

We care about our patients and our people. We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. With our emphasis on staff training and development, a staff support scheme that's second to none, and a healthy package of benefits, it's easy to put down roots in East Kent Hospitals.



Registered Nurse

Role specific duties

Professional

Provide professional leadership, advice and guidance to junior nurses and healthcare assistants and foster collaborative partnerships with other disciplines.

Communicate effectively with patients and their relatives, ensuring accurate and seamless information is conveyed and documented

Assist in the maintenance and monitoring of agreed standards, ensuring that any shortfall is brought to the attention of the line manager.

Ensure that all quality initiatives within the nursing environment are adhered to and that the highest standards of care are maintained at all times.

Assist in the development of clinical protocols ensuring that these are reviewed in accordance with the needs of the service in conjunction with the Ward/Unit manager

Ensure that accurate and legible patient records are kept in line with professional and legal requirements.

Promote and maintain effective working relationships and communications with consultants, medical staff, nurse colleagues and other multi-agency professionals.

Clinical

Undertake nursing assessments competently.

Act as the identified nurse for a group of patients by assessing, planning, implementing and evaluating their care/dialysis.

Supervise more junior members of staff in giving and maintaining high standards of care.

Regularly take charge of the ward/unit in the absence of a more senior member of staff.

Demonstrate leadership in supporting the patient pathway. Act as the patients' advocate.

Liaise with all members of the multidisciplinary team

Participate in taking an active role in planning effective, timely, and safe discharges. Be clinically competent in all areas of advanced practice relevant to the post.

Participate in the renal on call rota once dialysis competency achieved Give intravenous drugs related to haemodialysis as per



department/trust protocol

Research and Training

Assist in developing a research and evidence based approach to all nursing practice linking with Trust-wide colleagues.

Seek opportunities to create changes, which will enhance standards of care and practice.

Help to facilitate the development of reflective practice.

Participate in research projects within the ward/unit

Participate in the development and delivery of appropriate training materials / programmes to promote professional development.

Provide training and support to new and junior staff in accordance with Trust policies and procedures.

Act as mentor to student nurses and / or NVQ assessor

Quality

Support and promote all clinical governance activity within the department.

Take part in regular audits of nursing standards and practice. Take a lead role in monitoring the quality of care in your local area.

Assist in the investigation and resolution of complaints in relation to patient care, reporting to the ward/unit manager

Monitor all aspects of clinical governance locally including clinical incident reporting.

Regularly assess and act on the views of patients, relatives and staff about the standards of care experienced by recipients of the service

Management

Remain 'cost aware' and utilise equipment and resources in a cost effective way.

Make recommendations where it is evident that appropriate changes may improve efficiency.

Be aware of the sickness / absence control procedures and participate in any initiatives to reduce sickness absence.

Participate in department meetings when required and join the 'exchange of information' necessary to be involved in decision making processes at the relevant level.

Keep abreast of relevant information which may affect your area of responsibility and act as a resource for other members of the team.

Act as an innovator for the department to facilitate the provision of a flexible and responsive nursing service.



Personal Development

To keep abreast of current professional issues and maintain the knowledge and skills necessary to perform your role effectively.

Develop and maintain a professional portfolio

Ensure compliance with professional expectations as outlined in the NMC Code of Professional Conduct.

To participate in an annual appraisal with relevant reviews and to follow your personal development plan as agreed with your line manager.



Your commitments

We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. This is why we ask you to:

- maintain the confidentiality of information about patients, staff and other health service business and adhere to data protection law
- comply with the Trust's policies and procedures, including infection prevention and control, risk management, health and safety, safeguarding children and adults, financial management and use of resources
- act at all times in accordance with the professional Codes of Conduct and Accountability relevant to your role
- participate in annual mandatory training.

We are a smoke-free Trust, and offer staff support to stop smoking.

Values

We care about our values of caring, safe, respect and making a difference. We'll ask you to

demonstrate these values during the recruitment process and throughout your appointment – and you can expect us to do the same.

Our NHS People Promise

We are committed to the NHS People Promise. We want our culture to be positive, compassionate, and inclusive – and we all have our part to play.

Living and working in East Kent

Our large district general hospitals, specialist units and community sites provide a vibrant and diverse working environment with the extensive opportunities and teaching facilities you would expect of a large trust.

East Kent offers stunning countryside, beautiful beaches and charming places of historic interest, with easy access to London. With excellent schools, a wealth of leisure facilities and easy family days out on your doorstep, alongside beautiful and affordable housing stock, the perfect work-life balance couldn't be easier to achieve.

How to apply

For more information or to arrange to visit us

please contact Dominic Modley Dialysis Unit Manager at dominicmodley@nhs.net



Person specification

Requirements	Essential	Desirable	Method of assessment
Qualifications and training	Register Nurse	Mentor Qualification or ENB 998 Completion of Preceptorship	Application form
Clinical skills and experience	Venepuncture Cannulation Basic IT skills Well-developed verbal & written communication skills Ability to develop working relationships with others Time management and personal organisation skills	Cannulation of Arterial/Venous Fistulae/Graft Connection/disconnection of temporary dialysis catheters for dialysis purposes intravenous drugs	Application form Interview Professional profile
Governance	NMC Code of Conduct Essence of Care Clinical Governance	Local nursing standards National Patient Survey	Application form Interview
Personal/professional attributes	Calm under pressure Ability to work flexibly and collaboratively Good interpersonal skills Understanding of own limitations and seeks management support when appropriate	Ability to work on own initiative using sound decision-making and problem solving skills	Interview
Other requirements	Upholds and models the Trust values Knowledge of Shared Purpose Framework Able to travel by their own means in a timely manner to support other HD units and attend meetings as require		

The small print

Band	Band 5
Salary Scale	<p>£28,407 - £34,581 per annum (pro rata, if applicable)</p> <p>Progression through the pay scale will be determined on an annual basis. It will be subject to the post holder demonstrating the required standards of performance, conduct and completion of statutory and role specific training.</p>
Hours of work	37.5 hours per week
Annual Leave Entitlement	<p>Annual leave entitlements are based upon the following lengths of NHS service (pro rata if applicable):</p> <p>On Appointment = 27 days After five years = 29 days After ten years = 33 days</p>
Pension Scheme	<p>As an NHS employee you will be entitled to join the NHS Pension scheme and will be enrolled from your first day of service, if you meet the eligibility criteria. Employees who are not eligible to join the NHS Pension Scheme may instead be enrolled in the Trust's Alternative qualifying scheme, NEST.</p> <p>Your remuneration will be subject to the deduction of superannuation contributions in accordance with the relevant scheme.</p>
Contractual Notice	<p>Bands 1-4 = 1 Month notice Bands 5-6 = 2 Months notice Band 7-9 = 3 Months notice</p>
Probationary Period	<p>New staff appointed to East Kent Hospitals University NHS Foundation Trust in this post will be subject to a 6 month probationary period. During this time you will be required to demonstrate to the Trust your suitability for the position in which you are employed. This period may be extended at the Trust's discretion and is without prejudice to the Trust's right to terminate your employment before the expiry of the probationary period. In the event that a decision is taken to terminate your contract of employment during or at the end of your probationary period, you will be entitled to a notice period in line with the statutory timescales, which for employees with less than one year's service is one week.</p>



Dimensions

Financial and Physical	Manages	To have an understanding of local resource management and the cost implications of service delivery
	Impacts	Manual Handling /Emotional Well-Being Staffing Levels
Workforce	Manages (Bands and WTE)	Responsibility for supporting junior nursing colleagues and healthcare assistants within the nursing team
	Located	Renal unit Maidstone Hospital
	Impacts	Flexible Working Patterns
Other		

Communications and working relationships

Internal	Patients Relatives Clinical Ward team Ward manager Ward clerk Medical staff Matron Nursing staff in same directorate and in other wards and departments Site Clinical Managers Clinical Nurse Specialists Directorate Lead Nurse Business manager / Clinical Services Manager Nursing and Quality Physiotherapists Occupational therapists Domestic staff Porters
External to NHS	Care Managers Primary Care staff Canterbury Christchurch University Link Lecturers
Other	Private Hospital



Environment

Category	Description/Definition	Frequency/Measures
Working Conditions	Frequent contact with body fluids when providing personal care	Frequent
Physical Effort	This post involves walking or standing for most of the shift, pushing or pulling trolleys or commodes, bending and twisting when attending Patients/machines during dialysis, and manoeuvring patients.	Frequent
Mental Effort	Frequent concentration is required i.e. checking documents, calculating drug dosages and programming dialysis prescriptions into dialysis Machines.	Frequent
Emotional Effort	Dealing with distressed relatives, caring for patients who are extremely unwell, caring for the terminally ill. Looking after end stage patients on chronic haemodialysis three times a week.	Occasional

Most challenging part of the job

We confirm that the details of the above post as presented are correct. This is a description of the duties of the post as it is at present. This is not intended to be exhaustive. The job will be reviewed on a regular basis in order to ensure that the duties meet the requirements of the service and to make any necessary changes.

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