



# Job Description and Person Specification

## Job Description

<b>Job Title</b>	Staff Nurse
<b>Band</b>	Band 5
<b>Hours</b>	37.5 hrs
<b>Department</b>	Cardiology Cath Lab
<b>Division</b>	Specialist Division
<b>Location / Hospital Site</b>	RSCH Brighton
<b>Responsible to</b>	Cath Lab Nurse Manager
<b>Accountable to</b>	Divisional Lead Nurse
<b>DBS Level</b>	Enhanced
<b>DBS Barring</b>	Adults and Children
<b>DBS Workforce</b>	Adults

## Role Summary

The post holder will work as part of the Cardiac Cath Lab Multidisciplinary team assisting medical staff with diagnostic and interventional procedures, angiogram, PCI, Pacing and EP- study. We also provide a very complex Electrophysiology service and busy structural heart service. In this Theatre style environment, the nurse will have both scrub and circulating duties. There is a requirement to wear a lead PPE during the procedures.

You will be required to promote, maintain and deliver patient-centred care and highly professional standard of nursing, meeting the needs of the patients during cath lab procedures. You will act as a professional role model and provide an effective, safe environment to care for individual patients and to promote a positive experience for the patient, their relatives and carers.

As a tertiary centre, this incorporates an extensive referral area. We provide 24hrs Primary PCI service and the post holder will be expected to be part of the emergency on call team after a training period has ended. You will be required to maintain and continually develop nursing practice relevant to clinical area.

## Key Working Relationships

**Cath Lab Nurse Manager**  
**Cardiology Matron / Directorate Lead Nurse**  
**Consultant Cardiologists/Cardiology Nurse Consultant**  
**Cath Lab Radiographers**  
**Cardiac Physiologists and Lead**  
**Cath lab/Cardiac Surgery Stock Controller**  
**Cardiac Coordinator**  
**Cardiac Care Unit Leader**  
**Level 10 Leader**  
**Cardiology Practice Educator**  
**Cardiac Research Team**

## Structure Chart

**Cardiology Matron**

**Cath Lab Nurse Manager**

**Cath Lab Band 6 Charge Nurse**

## Main Duties and Responsibilities

### Clinical

1. Responsible for the assessment, planning and implementation of care and assists in the interpretation of data relevant to the patient's condition and progress.
2. Assist in the identification of patient problems and needs with the patient, their cares, and all other members of the multidisciplinary staff as appropriate.
3. Participate in the control, storage and competent administration of drugs and treatments as prescribed according to the NMC guidelines and the Trust's Guidelines for the Safe and Secure Handling of Medicines.
4. Demonstrate skills in the care and management of the critically ill patient.
5. Work closely with all members of the care team to ensure the needs of the critically ill patient are met.
6. Demonstrate proficiency in the care of CVP lines and the administration of IV Therapy in accordance with Trust Policy.
7. Maintain accurate documentation to facilitate the continuity of care for patients transferred to other areas.
8. Promote a safe clinical environment for all patients, visitors and staff.

9. Maintain the patient's respect, dignity and privacy, and to act with kindness and courtesy to all members of the public.
10. Be aware of essential procedures and take appropriate action in the event of fire or major incident.
11. Ensure practice is evidence based and is in line with local policies and procedures.
12. To be competent in the safe removal of arterial and venous sheaths, following the set training. To take the appropriate action in the event of complications.
13. Provide competent nursing skills in direct current cardioversion procedures and ensure policy is followed.
14. Provide competent nursing skills in airway management and observations of vital signs for conscious and unconscious patients under general anaesthetic and sedation.
15. Able to confidently & competently provide nursing skills in transoesophageal echocardiogram procedure and ensure best practice is maintained.
16. Able to confidently & competently scrub in all diagnostic & interventional cardiology procedures.
17. Participates effectively & safely in the events of cardiac arrest.
18. Basic knowledge & understanding of non-invasive cardiac monitoring & provides appropriate care for the patient.
19. Able to confidently & competently care for the patient with closure device (femoral sheath, closure pad, angioseal, trans radial band).
20. Transfer and escort patients to and from other departments' pre and post procedure. Give accurate information on patient's condition & treatment.
21. Able to safely administer medicines, monitor its clinical effectiveness & provide appropriate actions when required.
22. Safely perform venepuncture and cannulation.
23. Act as Runner Nurse in all diagnostic & interventional cardiology procedures.

## Communication

1. Communicate effectively with patients, their carers and co-workers where barriers to communication may exist and where there may be varying levels of ability to understand.
2. Demonstrate good practice in the handling of bad news to patients, carers and junior staff according to the Trust's Guidelines for the Handling of Bad News.
3. Attend unit meetings to ensure effective communication of unit/Trust issues.
4. Respond effectively to call buttons from patients to avoid distress and anxiety.

## **People Management and Development**

1. Adhere to all local standard operating procedures and policies.
2. Participate in co-ordinating the activities for the whole ward area managing staff placement, ensuring safe placement of patients in the ward area.
3. Organise time, equipment and staff to deliver nursing care. Delegate and assign activities and tasks appropriately, working as a team to improve overall performance.
4. Act as an advocate for the patient/client ensuring the provision of appropriate information and support services.
5. Ensure the health, safety and welfare of the department staff, taking action where necessary and report issues of concern to the Sister.
6. Identifies incidences of concern to either patients or staff and deals effectively with the consequences, completing appropriate documentation (for example, Safe code reporting forms).
7. Raise concern and escalate appropriately where unsatisfactory practice is identified.

## **Leadership**

1. Act as a role-model and provide a positive mentoring experience for new and junior staff.
2. Promote effective teamwork within the ward or department.

## **Audit/Research**

1. Participate in review/audit of practice.
2. Participate in the benchmarking process for the clinical area (e.g. Essence of Care).
3. Participate in audits related to Link Nurse/ Health Professional Activity and disseminate findings.

## **Learning and Development**

- Attend mandatory training updates as required.
- Undertake training as necessary in line with the development of the post and as agreed with the line manager as part of the personal development process.
- Achieve and demonstrate agreed standards of personal and professional development within agreed timescales.
- Identify own learning needs and jointly plan training requirements with your line manager
- Participate in the Trust's appraisal process to discuss how your role will help deliver the best possible care to our patients and help to deliver any changes in service.

This job description is an outline of the role and responsibilities. From time to time due to the needs of the service, we may ask you to flexibly undertake other duties that are

consistent with your role and banding, including project work, internal job rotation and absence cover.

The job description and person specification may be reviewed on an ongoing basis in accordance with the changing needs of the department and the organisation.

## Mission and values

The mission of University Hospitals Sussex – what we are striving to achieve – is to provide:

***‘excellent care every time’***

All our efforts to do this put the interests of our patients first and foremost, and are underpinned by our values:

- Compassion
- Communication
- Teamwork
- Respect
- Professionalism
- Inclusion

These values were selected by our staff, patients and public when we were talking about the merger and the sort of organisation we want University Hospitals Sussex to be.

Our mission and values are extremely important to us and we expect everyone who works at University Hospitals Sussex in any capacity to share and uphold them.

## Patient First

- Patient First is our Trust-wide approach to improving the quality of care for patients and to build and embed a culture where staff can be confident that their views matter and will be heard.
- The aim is to empower all staff to lead change, raise issues, concerns, identify and implement areas for improvement within the workplace and find solutions collectively as part of a team.
- Staff will be equipped with skills to identify improvement opportunities and supported to see those through
- It encourages all staff to be innovative and drive forward quality improvement and positive changes in their areas.
- The philosophy behind this is centred on:
  - Standardisation, system redesign and the improvement of patient pathways to eliminate error and waste and improve quality
  - The patient being at the heart of every element of change
  - Embedding cultural change across the organisation, where everyone is passionate about delivering exceptional quality every time and “where better never stops”.
  - Continuous improvement of our services through small steps of change

- Constantly testing the patient pathway to see how we can develop
- Encouraging frontline staff to lead the redesign processes
- Equal voices for all
- Engagement of staff is a big factor in job performance.
- Good engagement leads to improved quality, mortality and safety measures

## Safeguarding Children and vulnerable adults

UHSussex is committed to safeguarding and promoting the welfare of children and adults and to protecting them from the risks of harm. The Trust recognises its responsibility to ensure that safe working conditions and systems are in place for staff working with children, adults, and families in their care. Staff are required to comply with Trust policies on Safeguarding and to undertake the appropriate level of mandatory in-service training in this area.

## Equality, Diversity, and Inclusion

Inclusion and respect are core values at UHSussex, and we are committed to diversity and equality. This means treating colleagues and patients with professionalism, ensuring everyone feels welcome and included, valuing different backgrounds and experiences, and challenging inequalities.

Having all our staff feel safe, supported, included and valued will lead to better care and outcomes for our patients – our True North Objective.

All staff have a duty to report any behaviours which contravene this to their managers.

## Workplace and Environmental Factors

<b>Physical</b>	Physically fit to undertake the duties of the role. Standing and wearing Lead Apron during procedures in the Cath Labs. Ability to move and handle patients and inanimate loads using appropriate equipment in accordance with Trust Policy. Able to stand and sit for long periods of time and able to undertake all nursing duties.
<b>Emotional</b>	Proven ability to cope with distressing situations and challenging behaviours. Able to respond to emergencies in an effective way.
<b>Mental</b>	Ability to work under pressure/stress tolerance.
<b>Working Conditions</b>	Frequent unpleasant; occasional/frequent highly unpleasant conditions –smell, noise, dust, body fluids, faeces, vomit, managing samples including urine, blood and faeces

## Person Specification

Requirements	Level required	How assessed	Level required	How assessed
	Essential		Desirable	
<b>Professional Registration</b>	Nursing and Midwifery Council Registration as a Registered Nurse – Level 1	AF		
<b>Experience/Qualifications</b>	Demonstrates excellent nursing skills and clinical skills	AF I	Cath Lab Experience Cardiology experience  Relevant specialist skills and abilities for the department, Defibrillation, intravenous drug administration, phlebotomy and cannulation skills	AF
<b>Skills</b>	Evidence of having undertaken own development to improve understanding of equalities issues	I	ILS Relevant specialist skills and abilities for the department, Defibrillation, intravenous drug administration, phlebotomy and cannulation skill	AF
<b>People Management and Development</b>	Good standard of written, verbal and interpersonal skills Experience of clinical supervision and reflective practice (as supervisee essential) Ability to work as part of a multidisciplinary team. Ability to vary communication style according to audience and clinical situation	AF I		
<b>Equality, Diversity, and Inclusion</b>	Evidence of having championed diversity in previous roles (as appropriate to role).	I		



<b>Specific Requirements</b>	Physically fit to undertake the duties of the role. Ability to move and handle patients and inanimate loads using appropriate equipment in accordance with Trust Policy Manual dexterity Able to work shifts as defined by staff rota and ward To wear lead coats for scrubbing and running for each procedure Undertake on call commitments once training achieved	AF I		
<b>Freedom to Act</b>	Works on own initiative within NMC/HPC guidelines, policies and established practice.	AF I		

