

# Recruitment information pack



PERSONALISED CAREER DEVELOPMENT

SUPPORTIVE TEAM

ROTATIONS AND TRANSFERS



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# WHO WE ARE

Join Imperial College Healthcare and become part of a community of 12,000 staff working with a wide range of partners to offer 'better health, for life'.

Formed in 2007, we are one of the largest NHS trusts in the country – providing acute and specialist care to over a million patients each year in central and north London and beyond.

With a global reputation for ground-breaking research and innovation as well as excellence in education, we offer huge expertise across a wide range of clinical specialities.

Alongside our five hospitals – Charing Cross, Hammersmith, Queen Charlotte's & Chelsea, St Mary's and the Western Eye – we have a growing number of community and digital services, reflecting our commitment to developing more integrated care with our partners. We also provide private healthcare at all of our hospitals (in dedicated facilities).

Together with Imperial College London and two other NHS trusts, we form one of six academic health science centres in the UK – focussed on translating research into better patient care. We also host one of 20 National Institute for Health Research biomedical research centres in partnership with Imperial College London.

Our mission is to be a key partner in our local health system and to drive health and healthcare innovation, delivering outstanding care, education and research with local, national and worldwide impact.

# OUR VALUES AND BEHAVIOURS

With our staff and partners, we have developed a clear and ambitious vision as well as a set of core values that shape everything we do. Together they guide our organisational strategy and our behaviours framework:

- **Kind:** we are considerate and thoughtful so everyone feels valued, respected and included
- **Collaborative:** We actively seek others' views and ideas so we can achieve more together
- **Expert:** We draw on diverse skills, knowledge and experience so we provide the best possible care
- **Aspirational:** We are receptive and responsive to new thinking, so we never stop learning, discovering and improving

# OUR HOSPITALS

## Our hospitals and services

We have five hospitals on four sites, as well as a growing number of community and digital services across central and west London:

### Charing Cross Hospital, Hammersmith.

Charing Cross Hospital offers outstanding day surgery and cancer care, award-winning dementia services and medicine for the elderly, and is a renowned tertiary centre for

**Reach your potential in hospitals that make history**

Charing Cross | Hammersmith | St Mary's |  
Queen Charlotte's & Chelsea | Western Eye

neurosurgery with a hyper-acute stroke unit. It is also a hub for integrated care in partnership with local GPs and community providers.

#### **Hammersmith Hospital, Acton**

Hammersmith Hospital is a specialist hospital renowned for its strong research connections and haematology service. It is home to a dedicated heart attack centre and Europe's largest renal transplant centre.

#### **Queen Charlotte's & Chelsea Hospital, Acton**

Queen Charlotte's & Chelsea Hospital is a maternity, women's and neonatal care hospital. It is a tertiary referral centre and looks after women with high-risk, complicated pregnancies, as providing a midwife-led birth centre.

#### **St Mary's Hospital, Paddington**

St Mary's Hospital is a large, acute hospital and hosts one of the four major trauma centres in London, alongside a 24-hour A&E department. With one of the most renowned paediatric services in the country, St Mary's is also home to Imperial Private Healthcare's Lindo Wing.

#### **Western Eye**

Text to come

## **WHY JOIN US?**

### **Reach your potential through outstanding learning and development opportunities**

Every year we welcome hundreds of doctors, nurses and other healthcare professionals to train with us. We support staff to pursue formal education, conduct research and take part in courses, seminars and training programmes – including giving study leave. Wherever you are in your career, we offer opportunities for continuing professional development (CPD). If you are starting in an entry-level role, we also offer NVQ level two and level three qualifications. We also have a number of leadership development programmes to support you as you progress, alongside cross-specialty and cross-profession clinical education.

### **Experience the rich heritage of hospitals that have made history**

Some of our clinicians' achievements continue to transform healthcare practice and make a lasting impact on the world. In 1928, Alexander Fleming discovered the antibiotic penicillin at St Mary's revolutionising medicine and earning himself a Nobel prize – this is just one in a long line of many discoveries and developments that have put us on the map as at the forefront of innovation.

### **Draw on huge expertise as part of a strong international community**

Get ready to work with colleagues from all over the world with a sense of community, wellbeing and shared endeavour. We look after children, adolescents and adults – caring for tiny babies through to patients who need end of life care. We have a global reputation for our expertise in areas like: cardiology, haematology, renal and transplantation, infectious diseases, neurology and trauma care – to name just a few. We are part of the prestigious [Shelford Group](#) – the top ten NHS multi-specialty academic healthcare organisations dedicated to excellence in research, education and patient care.

### **Reach your potential in hospitals that make history**

Charing Cross | Hammersmith | St Mary's |  
Queen Charlotte's & Chelsea | Western Eye

## Feel supported by a positive culture

You can expect leadership and the chance to do your best in an open, respectful working environment supported by a shared set of values. Our leadership team ensure they are accessible – meeting staff at monthly CEO sessions and on ward walk rounds. Every employee has an annual personal development review to discuss their progress and development needs. We have a number of thriving staff networks at the Trust for you to join including: the leadership network; the women's network, the LGBT+ network and the nursing and midwifery BAME network.

## Recognition and career progression

We value our staff and recognise the unique contributions they make to their patients and colleagues with our [Make a Difference](#) recognition scheme and annual awards ceremony. We encourage patients, members of the public, visitors, carers as well as colleagues to nominate our staff when they go the extra mile and celebrate the dedication of long-serving staff. Every year you'll have a personal development review where you'll identify objectives and development needs for the next year. Together you and your manager will establish a plan to help you fast-forward your career and gain the experience and skill you need to progress to the next level.

## Conduct research here

Our clinicians work alongside biomedical scientists, chemists, physicists and engineers from Imperial College London to develop new ways of diagnosing, treating and preventing disease. As part of an academic health science centre, we aim to apply research discoveries to healthcare as quickly as possible so we can improve the lives of NHS patients and populations around the world. Our culture is about identifying research opportunities and supporting our staff to pursue them. One of our goals is to encourage many more healthcare professionals outside of medicine to pursue academic careers by providing research skills training sessions, grant-writing support and access to fellowship opportunities. As of 2018/19 we have 600 active research projects.

## Access brilliant benefits and enjoy a new social life

Join the NHS pension scheme – one of the most generous schemes in the UK. Have the opportunity to work flexibly. Benefit from on-site accommodation and employee travel. Voluntary benefits include: season ticket loan, on-site nurseries, childcare vouchers, cycle to work scheme, fitness facilities and well-being initiatives including yoga and meditation classes. Join the Trust's choir or orchestra, running club or football club, or become a member of the Charity's Arts Club to receive exclusive access to free exhibitions at the Tate Modern and shows. You can even enter the Royal Albert Hall ballot and win tickets to music events! Experience the best that London can offer on your doorstep – benefit from generous London weighting supplements that will help you make the most of it!

# JOB DESCRIPTION

Job Title	<b>Staff Nurse (RSCN) – Paediatric Emergency Department</b>
Band	<b>Band 5</b>
Directorate/ Department	<b>Medicine and Integrated Care</b>
Division	<b>Urgent and Emergency Care</b>
Location of work	<b>Paediatric Emergency department. St Marys Hospital</b>
Hours	<b>Full time</b>
Reports to	<b>Lead Nurse Paediatric Emergency Department</b>
Accountable to	<b>Lead Nurse for Urgent and Emergency Care</b>

## 1. Job purpose

- Following the preceptorship period the post holder is expected to carry out all relevant forms of care without direct supervision and is required to demonstrate procedures, supervise unqualified and adaptation staff whilst maintaining a safe environment.
- To provide high quality, effective, individualised care to all patients that is compassionate and caring.
- To assess care needs and develop, implement and evaluate them without supervision
- To assist in leading and monitoring the performance of the nursing team
- The post holder will work with the ward manager and multi-disciplinary team members in monitoring and maintaining policies, standards of nursing care and staff development, as part of the ward team.
- To be flexible in the approach to the clinical area and provide cover for any area specified within the Emergency Department.

## 2. Key stakeholders

- Nurse Manager Paediatric Emergency Care
- Medical and multi-disciplinary teams

- Lead Clinicians, Paediatric Consultants
- Patients and visitors
- Support staff, Emergency Team Assistants and student nurses
- Lead Nurse Emergency Care
- Clinical site management team
- Police, Social Services, Ambulance Services, Mental Health teams and Safeguarding Children teams

### 3. Key areas of responsibility

- To deliver efficient and compassionate nursing care to patients attending the department.
- To support the shift leader and senior nursing management in the delivery of excellence.
- To minimise risk and maintain the safety of patients within the scope of their practice.
- To practice evidence based nursing and actively participate in the progression of emergency nursing.
- To be flexible in working practices to meet the needs of the service.

### 4. General Responsibilities

#### 1. Communication and relationship skills

- To demonstrate politeness, courtesy and sensitivity in dealing with patients/clients, visitors/relatives and colleagues, maintaining good customer relations.
- Contribute towards sharing good practice within the ward/department and Trust wide.
- To promote a positive image of Imperial College Healthcare NHS Trust at all times.
- To work cohesively with all members of the ward team in ensuring that the very best services to patients are provided at all times.
- Adhere to and actively promote to others Imperial College Healthcare's People to People Expectations six point guide



## **2. Responsibility- Patient/ Client care**

- Carry out planned care for a group of patients without direct supervision
- Ensure the assessment, planning, implementation and evaluation of evidence based, individualised patient care in the progression of emergency paediatric nursing
- Assist and advise staff, both registered and unregistered in the delivery of patient care
- Maintain accurate clinical observations of the patient and act accordingly
- Undertake nursing procedures
- Have responsibility for the correct administration and custody of medicines according to Trust policy
- Monitor patients progress, work towards safe and timely discharge plans and ensure barriers to discharge are identified and acted on appropriately
- Act as the patient's advocate

## **3. Responsibility- Policy and service**

- Plan organise and deploy staff according to ability and workload in order to meet patient needs
- Assist in the orientation of new staff and students
- Ensure that nursing practices comply with Trust policies and procedures
- Communicate effectively at all times and maintain a harmonious working environment
- Be responsible for the accurate documentation and care of patients records
- Maintain a safe and healthy environment
- Assist in ensuring the availability of resources for patient care
- Ensure equipment is in good working order and report appropriately when defective
- Participate in audit and suggest any change to improve standards in achieving targets

## **4. Responsibility- Financial and physical**

- Demonstrate an awareness of the economical use of resources and contribute to the overall control of the ward or departmental budget

## **5. Responsibility Staff/ HR/ leadership, training**

- Actively manage own annual leave in line with Trust and local Policy and Procedure.
- Maintain, update and develop personal and professional knowledge and skills by participating in the Trust's 1:1 process and PDP development.
- Participate in the programme for clinical supervision as required.
- Maintain a personal, professional profile, identifying role and skill developments in line with the Scope of Professional Practice.
- Participate fully as a team member, sharing knowledge and information and supporting colleagues, including support staff to promote a cohesive ward team and the achievement of team objectives
- To engage actively with rostering in clinical ward or departments and to work towards participating in planning the duty rota taking into consideration the needs of the service and in conjunction with the parameters set by the Ward / department manager.
- To contribute to the development and maintenance of a positive learning environment for colleagues, patients and visitors.
- To participate in staff education and development, including utilising appropriate learning opportunities and to act as a mentor and resource for student nurses, adaptation and unqualified members of the nursing team.

## **6. Responsibility- Information resources**

- To be involved actively in maintaining data quality on PAS or similar systems in the future.
- Undertake relevant training for electronic information systems in place & under development.
- Following Trust / local guidelines order relevant tests and access results reported on Web OCS.
- To have an active e-mail account

## **7. Responsibility- Research and development**

- Demonstrate through a holistic approach to nursing care and day to day clinical issues an understanding of evidence based practice.



- Participate in the collection of audit and research data as required.
- At first under supervision, participate in conducting nursing audit to achieve the agreed standards.
- Under the supervision of the Sister/Charge Nurse contribute and participate in the process of setting goals and benchmarking standards of care.
- Participate in Trust wide research awareness sessions for nurses and midwives and recommend innovations for clinical practice.

## **5. Scope and Purpose of Job Description**

A job description does not constitute a 'term and condition of employment'. It is provided only as a guide to assist the employee in the performance of their job. The Trust is a fast moving organisation and therefore changes in employees' duties may be necessary from time to time. The job description is not intended to be an inflexible or finite list of tasks and may be varied from time to time after consultation/discussion with the postholder.

## PERSON SPECIFICATION

Tile of post	<b>Staff Nurse (RSCN)</b>	<b>Band 5</b>
Department/ Directorate	<b>Paediatric Emergency Department/ UEM</b>	

Criteria Relevant to the Role	Essential	Desirable
Education/ Qualifications	<ul style="list-style-type: none"> <li>Registered Sick Children's Nurse</li> <li>Graduate Nurse</li> </ul>	<ul style="list-style-type: none"> <li>Paediatric ILS course</li> </ul>
Experience	<ul style="list-style-type: none"> <li>Minimum of 6 months post registration acute paediatric nursing</li> </ul>	<ul style="list-style-type: none"> <li>Post registration Paediatric Emergency Department experience</li> </ul>
Skills/Knowledge/ Abilities	<ul style="list-style-type: none"> <li>Good written and verbal communication skills.</li> <li>Able to prioritize and meet deadlines</li> <li>Ability to work within the team independently</li> <li>Ability to solve problems and contribute new ideas</li> <li>Ability to present own view point in a calm and reasonable way.</li> </ul>	<ul style="list-style-type: none"> <li>Able to demonstrate sound knowledge of patient group</li> <li>Knowledge of research and audit</li> </ul>

	<ul style="list-style-type: none"> <li>• Able to recognise and report conflict and tense situations.</li> <li>• Knowledge of quality, standard setting and audit</li> <li>• Awareness of current developments in nursing</li> <li>• Knowledge of the NMC Code</li> <li>• Knowledge of speciality</li> </ul>	
Values and Behaviours	<ul style="list-style-type: none"> <li>• Demonstrable ability to meet Trust values</li> </ul>	
Other Requirements	<ul style="list-style-type: none"> <li>• Able to fulfil the physical requirements of the post with any aids and adaptations.</li> </ul>	

## Additional information

### 1. Health and safety

All staff are required to make positive efforts to maintain their own personal safety and that of others by taking reasonable care, carrying out requirements of the law whilst following recognised codes of practice and Trust policies on health and safety.

### 2. Medical Examinations

All appointments are conditional upon prior health clearance. Failure to provide continuing satisfactory evidence if required, e.g. of immunization, will be regarded as a breach of contract.

### 3. Equal Opportunities

The Trust aims to promote equal opportunities. A copy of our Equality Opportunities Policy is available from the Human Resources department. Members of staff must ensure that they treat other members of staff, patients and visitors with dignity and respect at all times and report any breaches of this to the appropriate manager.

### 4. Safeguarding children and vulnerable adults

Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of specific duties relating to their role.

### 5. Disclosure & Barring Service/Safeguarding Children & Vulnerable Adults

Applicants for many posts in the NHS are exempt from the Rehabilitation of Offenders Act 1974. Applicants who are offered employment for such posts will be subject to a criminal record check from the Disclosure & Barring Service before appointment is confirmed. This includes details of cautions, reprimands and final warnings, as well as convictions. Further information can be found via: <https://www.gov.uk/government/organisations/disclosure-and-barring-service>. Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of specific duties relating to their role. Staff are obliged to disclose to the Trust during employment any pending criminal convictions, including cautions, and any other information relevant to the safeguarding of children or vulnerable adults.

## **6. Professional Registration**

Staff undertaking work which requires professional registration are responsible for ensuring that they are so registered and that they comply with any Codes of Conduct applicable to that profession. Proof of registration must be produced on appointment and at any time subsequently on request.

## **7. Work Visa/ Permits/Leave to Remain**

If you are a non-resident of the UK or EEA you are required to have a valid work visa and leave to remain in the UK, which is renewed as required. The Trust is unable to employ or continue to employ you if you require but do not have a valid work visa and/or leave to remain in the UK.

## **8. Conflict of Interests**

You may not without the consent of the Trust engage in any outside employment and in particular you are disqualified from an appointment as a chair or Non-Executive Director of another NHS Trust whilst you are employed by this Trust. In accordance with the Trust's Conflict of Interest Policy you must declare to your manager all private interests which could potentially result in personal gain as a consequence of your employment position in the Trust. The NHS Code of Conduct and Standards of Business Conduct for NHS Staff require you to declare all situations where you or a close relative or associate has a controlling interest in a business or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. You must therefore register such interests with the Trust, either on appointment or subsequently.

## **9. Infection control**

It is the responsibility of all staff, whether clinical or non-clinical, to familiarise themselves with and adhere to current policy in relation to the prevention of the spread of infection and the wearing of uniforms.

**Clinical staff** – on entering and leaving clinical areas, and between contacts with patients, staff should ensure that they apply alcohol gel to their hands and wash their hands frequently with soap and water. In addition, staff should ensure the appropriate use of personal protective clothing and the appropriate administration of antibiotic therapy. Staffs are required to communicate any infection risks to the infection control team and, upon receipt of their advice, report hospital-acquired infections in line with the Trust's Incident Reporting Policy.

**Non clinical staff and sub-contracted staff** – on entering and leaving clinical areas and between contacts with patients all staff should ensure they apply alcohol gel to their hands and be guided by clinical staff as to further preventative measures required. It is also essential for staff to wash their hands frequently with soap and water.

**Flu vaccination** – the Trust's expectation is that all patient-facing staff have an annual flu vaccination, provided free of charge by the Trust. Staffs have a responsibility to encourage adherence with policy amongst colleagues, visitors and patients and should challenge those who do not comply. You are also required to keep up to date with the latest infection control guidance via the documents library section on the intranet.

## **10. No Smoking**

The Trust operates a smoke free policy.

## **11. Professional Association/Trade Union Membership**

The Trust is committed to working in partnership with Trades Unions and actively encourages staff to join any Trade Union of their choice, subject to any rules for membership that the Trade Union may apply.