

JOB DESCRIPTION

Job Title: Staff Nurse

Band: 5

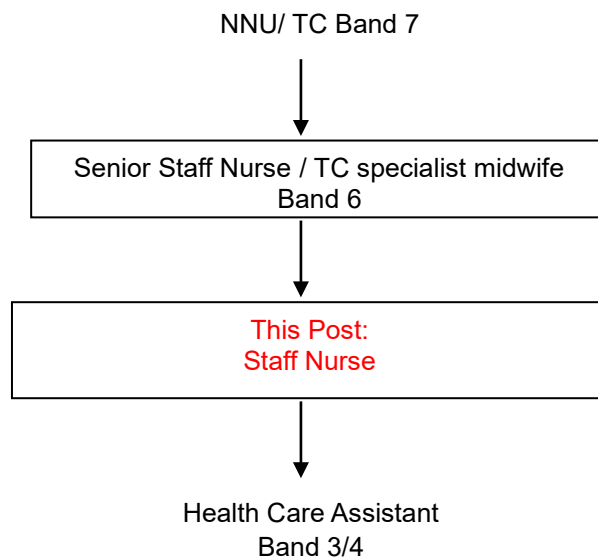
Care Group: Women, Children and Sexual Health

Location: Royal Cornwall Hospital, Truro

JOB SUMMARY

- To work as a skilled member of the nursing team within the Neonatal Unit and Transitional care providing a high standard of holistic family integrated care.
- To act as a role model and clinical expert practitioner
- Ability to promote family centred care and establish good relationships with babies and their families.
- To communicate effectively at all levels within the multi-disciplinary team.
- Work with the Community Neonatal Outreach team to support families in preparation for discharge.
- To promote a progressive attitude to the continual improvement of patient care through research and evidence base practise
- To act as a named nurse for patient care on the Neonatal Unit and Transitional care to support families with a smooth discharge care pathway.
- Ensure safe provision of care through the Neonatal unit and Transitional care
- Delivers high standards of compassionate, dignified care, managing their time accurately and efficiently in cooperation of other staff members, tasks and resources
- Undertakes training, assessment and facilitation of peers and staff
- Works within the boundaries of existing competence, adhering to local and national protocols / standard operating procedures.

ORGANISATIONAL CHART



MAIN DUTIES AND RESPONSIBILITIES

NURSING:

- Work in partnership with parents / carers to support them and guide them in the care of their newborn infant promoting family centred and integrated care.
- To ensure an ongoing welcoming, caring and safe environment is provided for the babies and their families.
- To act as an advocate for the baby and family, providing them with information and support and directing them to the relevant support services where appropriate.
- To start planning discharges from admission, liaising with the multidisciplinary team, other departments and community services as necessary.
- To develop and maintain clinical skills and knowledge necessary to provide holistic, evidence-based nursing care. This includes expanded role responsibilities, following appropriate training.
- To be competent in the administration of medication
- To ensure clinical practice is evidence based or peer reviewed “best practice”.
- Assist with ongoing education and training of families.
- To use the Patient Administration System (PAS) in accordance with Trust policy and procedure.
- To work within the Neonatal unit / Transitional care and Paediatrics
- Communicate effectively, promoting open and trusting relationships.
- To support families as a named nurse in the discharge care pathway
- To be aware of the safety precautions, uses and handling of equipment in the Neonatal Unit

MANAGERIAL:

- To supervise and support members of the ward team and ensure that all patients receive appropriate care
- To ensure that prescribed treatments are carried out, and that multidisciplinary team members are informed of changes in the patient's condition.
- To ensure quality care is given by being familiar with agreed ward and Trust standards of care.
- To manage allocated resources effectively and efficiently. This includes effective utilisation of time and equipment.
- To assist in ensuring the safety of the ward, actively participating in clinical audit, clinical risk and quality issues, including the managing and reporting of incidents.

PROFESSIONAL:

- To demonstrate a professional approach to work, and act in accordance with the NMC Code of Professional Conduct at all times.
- To have knowledge of, and adhere to, ward and Trust policy and professional standards. To ensure that team members do likewise.
- To maintain confidentiality surrounding the child's admission and treatment at all times.
- To ensure documentation is complete and up to date, in line with NMC and Trust guidelines.
- To meet NMC requirements. To identify own learning needs and ensure own professional development is maintained by keeping up to date with practice developments.
- To participate in staff appraisal, staff development and in service training activities.

EDUCATIONAL:

- To actively assist in the education and practical training of learners and junior staff at every opportunity. To work in co-operation with the university in order to provide uniformity and promotion of professional standards.
- To participate in informal and formal teaching.
- To supervise and orientate learners and new staff.
- To act as a preceptor for junior staff nurses.
- To be a resource for students and junior colleagues.
- Developing and promoting good practice in developing research based protocols.

OTHER

- The Post holder must comply with all RCHT Policies and Procedures.
- The Post holder must work within infection control guidelines to ensure that work methods do not constitute a risk of infection either to the health care professional, to the client or to any persons working/visiting in RCHT premises.

- This job description is subject to the Terms and Conditions of service of Royal Cornwall Hospitals NHS Trust, and the post holder will undertake any other duties which may be required from time to time.

THIS JOB DESCRIPTION IS SUBJECT TO REVIEW IN CONSULTATION WITH THE POST HOLDER

Please note:

Rehabilitation of Offenders Act

This post is exempt from the Rehabilitation of Offenders Act 1974. A provisional offer of employment will be subject to a criminal record check from the Disclosure and Barring Service before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions.

The Royal Cornwall Hospitals Trust is a non-smoking organisation. Smoking will not be permitted on any of the sites by staff in trust uniform and/or wearing a trust identification badge in any location, in vehicles owned or leased by the Trust or in the homes (including gardens) of any patients visited at home.

Person Specification for the Post of: Staff Nurse - Band 5

All requirements listed in this specification must be (a) essential to the post and (b) assessable within the selection process.

<u>ATTRIBUTES</u>	REQUIREMENTS		METHOD OF ASSESSMENT
	ESSENTIAL	DESIRABLE	
QUALIFICATIONS	Registered Nurse NMC registration	Mentorship module qualification	AF (application)
EXPERIENCE	Six months previous experience in neonatal nursing or relevant transferrable skills.	Neonatal Intensive Care Qualification	AF
		Community Neonatal nursing experience	AF
PRACTICAL AND INTELLECTUAL SKILLS (INCLUDING ANY SPECIAL KNOWLEDGE)	Ability to plan and care for a group of patients. Good verbal and written communication skills. Committed to family centred care. Good understanding and knowledge of neonates Awareness of professional issues. Basic IT skills		IV (interview) IV/AF IV IV IV

DISPOSITION/ ADJUSTMENT/ ATTITUDE	Ability to work well within a team	An understanding of complex equipment	IV
	To be able to manage own time		IV
	Enthusiastic and motivated		IV/Refs
	Reliable		
	Good interpersonal skills		IV
	Ability to deal with highly emotional situations		AF/IV
TRAINING	Physically able to undertake role including long periods of standing whilst providing critical care		
	Will be required to undertake Neonatal Specialist Intensive Care Modules if required within the scope of practice. All applicants will be required to complete the Neonatal Foundation Platform within 6 months of start date.	Neonatal Intensive Care Qualification	AF/IV

ADDITIONAL CIRCUMSTANCES	<p>An enhanced criminal record check satisfactory to the organisation.</p> <p>Occupational health clearance</p> <p>Ability to work internal rotation to days and nights Monday – Sunday for Clinical shifts</p> <p>Ability to undertake regular hours if working alongside the Outreach Team.</p> <p>Post-holder must comply with professional code of conduct and/or code of conduct for NHS managers where applicable.</p>		
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