

JOB DESCRIPTION

1. JOB DETAILS

Job Title: Senior Staff Nurse:
Anaesthetics, Critical Care & Theatres (ACCT)

Band: 6

Care Group: Anaesthetics, Critical Care & Theatres

Location: Critical Care Unit, RCHT

2. JOB PURPOSE

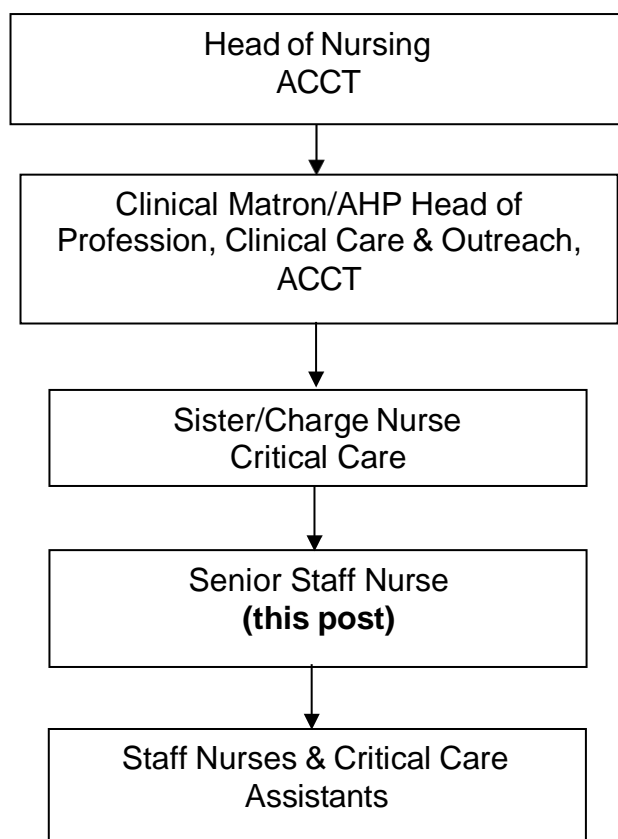
- To work as a skilled member of the nursing team, to provide a high standard of holistic patient centred care, recognising the physical, emotional and mental effort required when dealing with critically ill patients and families/carers.
 - To perform in an expanded role and be required to initiate emergency intervention to sustain haemodynamic and respiratory stability for the critically ill patient in Critical Care.
 - Ability to promote patient centred care and establish good relationships with patients and families/carers.
 - To communicate effectively at all levels within the multi-disciplinary team.
 - To be able to take charge of the ward in the absence of senior nursing staff.
 - To act as role model and expert practitioner.
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3. DIMENSIONS

The scheme of delegation does not apply to this post.



4. ORGANISATIONAL CHART



5. KNOWLEDGE, SKILLS & EXPERIENCE REQUIRED

Please see person specification for details.

6. KEY RESULT AREAS

CLINICAL:

- To provide the highest standard of specialist nursing care, for both critically ill adult and paediatric patients.
- To plan, assess, implement and evaluate programmes of care for individual patients and to supervise other staff in this activity. This will necessarily involve the safe moving and handling of patients to varying degrees dependant on their condition and care needs.
- To ensure an on-going welcoming, caring and safe environment is provided for the patient and their carer's.
- To act as an advocate for the patient and family, providing them with information and support and directing them to the relevant support services where appropriate.



- Ensure the communication of sensitive, complex and contentious information to patients, families/carers is provided with empathy and reassurance.
- To start planning discharges from admission, liaising with the multidisciplinary team, other departments and 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 demonstrate skill / knowledge in the interpretation of results and investigations and when appropriate take action in accordance with unit guidelines.
- To monitor the critically ill patients condition anticipating possible complications and to intervene as appropriate or refer to the appropriate individual/team.
- To be competent in the administration of medication via any route prescribed.
- To ensure clinical practice is evidence based or peer reviewed best practice.
- Assist with on-going education and training other team members.

MANAGERIAL:

- To supervise and support members of the ward team and ensure that all patients receive appropriate care.
- To co-ordinate the multidisciplinary team. To ensure that prescribed treatments are carried out, and that multidisciplinary team members are informed of changes in the patient's condition.
- To ensure effective communication between all members of the multi - disciplinary team and other wards / departments.
- 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 maintaining the correct skill mix of staff for patient dependency, bed management, utilisation of time, pharmacy stocks, equipment and maintenance / repairs.
- 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.
- Ensure that any complaints are dealt with in line with Trust policy.
- In the absence of senior staff take charge of the shift.
- Demonstrate IT skills in the input and retrieval of data.
- To lead an agreed area of unit management e.g. infection control, tissue viability, teaching etc.
- To supervise and manage staff within a team (including performance reviews).



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 patient'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 PREP requirements. To identify own learning needs and ensure own professional development is maintained by keeping up to date with practice developments within Critical Care Nursing.
- Maintain mandatory training requirements.
- 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 in Critical Care and other wards / departments.
- To supervise and orientate learners and new staff.
- To act as a mentor for junior staff.
- To be a resource for students and junior colleagues.
- Developing and promoting good practice in developing research-based protocols.
- Undertake and complete a recognised specialist qualification where available.

HEALTH AND SAFETY:

- In carrying out these duties the employee is required to take responsible care to avoid injury or accident, which may be caused by work. These duties must be performed in accordance with the Directorate/Trust's health & Safety Policy, which is designed to secure safety in working practice and in handling materials and equipment.
- The position involves frequent exposure to unpleasant working conditions e.g. unpleasant smells, excessive noise, highly emotional and distressing situations.
- The position may involve an increased risk of exposure to infectious diseases e.g. meningococcal meningitis / septicaemia, ESBL, SARS.
- The position involves frequent manual handling of the critically ill patient and the equipment required for their care.



7. COMMUNICATIONS & WORKING RELATIONSHIPS

- Patients
- Carers and families
- Line Manager
- Team Leader Practitioners
- Divisional Management team
- Own and other units/wards/department teams
- Multi-professional team
- Other trust departments such as pharmacy, radiology, sterile services

8. MOST CHALLENGING PART OF THE JOB

- Work motivationally in partnership and inviting collegiality between multi - disciplinary teams.
- Ability to rapidly identify problems, respond and synthesise appropriate solutions in perioperative patient care.
- Group motivation and harmonised working in adverse circumstances such as personality conflicts and variations in clinician working practices.
- Flexibility to adapt to the needs and demands of patients, staff and the Care Group.
- Achievement of shift objectives and timescales in line with the Care Group expectations.
- Rapidly responding to the frequent changes within this evolving organisation

9. 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

10. JOB DESCRIPTION AGREEMENT

Job holder's Signature:

Date:

Head of
Department Signature:

Date:

Title:

****Please only include the following paragraph in job descriptions relating to vacancies that require DBS – please refer to DBS policy if you are unsure:**

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: Senior Staff Nurse

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

	REQUIREMENTS		METHOD OF ASSESSMENT
	ESSENTIAL	DESIRABLE	
QUALIFICATIONS	<p>NMC registration</p> <p>Qualification in Critical Care Nursing (60 credits)</p> <p>Relevant degree (or working towards)</p> <p>Evidence of on-going dynamic continuing professional development within the specialty linked to demonstrable clinical competencies (STEPS Level 3)</p> <p>ILS/ALS</p>	<p>Assessing and mentoring qualification</p> <p>PLS/APLS</p> <p>Paediatric High Dependency / Intensive Care Course</p>	Application form
EXPERIENCE	<p>Comprehensive post-registration experience in the specialty within past 12 months</p> <p>Ability to independently shift lead on Critical Care</p> <p>Experience of supervising, teaching and assessing students</p>	<p>Previous ward management experience</p>	Application form and interview

PRACTICAL AND INTELLECTUAL SKILLS (INCLUDING ANY SPECIAL KNOWLEDGE)	<p>Understanding of professional and current issues in nursing</p> <p>Understanding of the importance of research and evidence based practice</p> <p>Awareness of cultural needs</p> <p>Basic computer skills</p> <p>Excellent verbal and written communication skills</p> <p>Good time management and organizational skills</p> <p>Ability to work well both in a team and on own initiative</p> <p>Relevant specialist skills and abilities for Critical Care Nursing</p> <p>Effective teaching, training, and mentoring skills</p>		Interview
DISPOSITION/ ADJUSTMENT/ ATTITUDE	<p>Good interpersonal skills</p> <p>A professional approach to work</p> <p>Enthusiastic, motivated and approachable</p> <p>Willing to support others</p> <p>Demonstrates ability to use initiative</p> <p>Committed to providing excellent Family Centred Care</p> <p>Ability to work as part of a multi – disciplinary team</p> <p>Accountability – Takes</p>		Interview

	<p>responsibility for own actions and promotes good team working</p> <p>Openness – Shares information and good practice appropriately</p> <p>Mutual respect – Treats others with courtesy and respect at all times</p> <p>Ability to plan and prioritise care for patients</p> <p>Committed to patient-centred care</p> <p>Ability to cope in distressing situations</p> <p>Able to problem solve and initiate change</p>		
TRAINING	Mandatory training		
ADDITIONAL CIRCUMSTANCES	<p>A DBS check satisfactory to the organisation</p> <p>Ability to undertake duties confirmed by Occupational Health</p> <p>Post-holder must comply with professional code of conduct and/or code of conduct for NHS managers where applicable.</p>		

NHS KNOWLEDGE AND SKILLS FRAMEWORK FORM FOR DEVELOPING AN NHS KSF OUTLINE FOR A POST (KSF1)

Title of Post:

NHS KSF DIMENSIONS	Needed for Post	Level for post				Areas of application
		1	2	3	4	
CORE DIMENSIONS – relates to all NHS posts						
1 Communication	Y				X	
2 Personal and people development	Y			X		
3 Health, safety and security	Y			X		
4 Service improvement	Y			X		
5 Quality	Y				X	
6 Equality and diversity	Y				X	
SPECIFIC DIMENSIONS						
HEALTH AND WELLBEING						
HWB1 Promotion of health and wellbeing and prevention of adverse effects to health and wellbeing	Y				X	
HWB2 Assessment and care planning to meet people's health and wellbeing needs	Y				X	
HWB3 Protection of health and wellbeing	Y				X	
HWB4 Enablement to address health and wellbeing needs	Y				X	
HWB5 Provision of care to meet health and wellbeing needs	Y				X	
HWB6 Assessment and treatment planning	Y				X	
HWB7 Interventions and treatments	Y				X	
HWB8 Biomedical investigation and intervention	Y			X		
HWB9 Equipment and devices to meet health and wellbeing needs	Y				X	
HWB10 Products to meet health and wellbeing needs	Y				X	

AGENDA FOR CHANGE: THE NHS KNOWLEDGE AND SKILLS FRAMEWORK

NHS KSF DIMENSIONS	Needed for Post?	Level for post				Areas of application
		1	2	3	4	
ESTATES AND FACILITIES						
EF1 Systems, vehicles and equipment	Y			X		
EF2 Environments and buildings	Y			X		
EF3 Transport and logistics	Y			X		
INFORMATION AND KNOWLEDGE						
IK1 Information processing	Y			X		
IK2 Information collection and analysis	Y			X		
IK3 Knowledge and information resources	Y			X		
GENERAL						
G1 Learning and development	Y				X	
G2 Development and innovation	Y				X	
G3 Procurement and commissioning	Y			X		
G4 Financial Management	Y			X		
G5 Services and project management	Y			X		
G6 People management	Y			X		
G7 Capacity and capability	Y			X		
G8 Public relations and marketing	Y			X		