

**Maidstone and Tunbridge Wells NHS Trust
Job Description**

Job Title: Bank Intensive Care Nurse

Band: Band 5

Directorate: Critical Care

Site: Cross site

Hours: 0 hours

Reports to: Sister/Charge Nurse ICU

Accountable to: Head of Staff Bank

Job Summary: Responsible for the assessment of needs, development, implementation and evaluation of programmes of care and the delivery of a high quality service to the critically ill patient and their relatives, in conjunction & supervision with senior bands. The post holder will be expected to contribute to the development of Junior Staff with the department and to ensure that they develop/enhance their own skills and knowledge appropriately within their band.

Working relationships: Liaison with multidisciplinary team members and all hospital in patient departments.

Budget Responsibilities: Nil

Key Result Areas:

Clinical

(Practitioners will be expected to perform the following duties in this job description according to their seniority and ICU experience):

- Assess care needs and develop, implement and evaluate ongoing programmes of care for critically ill patients with relevant supervision from senior nursing staff.
- Identify and respond appropriately to changes in patient condition, reporting changes promptly to the shift leader and other members of the MDT.

- Implement therapeutic treatments as directed by other professional disciplines within the critical care environment, reporting back on progress and making appropriate modifications to care as necessary.
- Ensure that all patient's documentation and paperwork is completed accurately and kept up to date. Acts appropriately if discrepancies/errors are noted.
- Utilise knowledge of the needs of critically ill patients and apply specialised skills in critical care procedures and practices to the care of patients within the critical care environment.
- Demonstrate awareness and participate in national and local programmes of patient quality of care audits and participate in the Essence of Care benchmarking process.
- Develop in conjunction with the nurse manager, clinical educator and unit sisters/charge nurses, new ideas to improve the quality of nursing care.
- Participate, where appropriate and as directed by the persons with continuing responsibility, in the trials of new equipment and working methods, audit and clinical trials within the department. Demonstrate safe and effective use of specialised equipment used in ICU.
- Maintenance of competence with regards to medical devices, clinical ability and enhanced roles.
- Assist medical staff and ensure appropriate care is implemented.
- Carry out all relevant forms of care with/or without direct supervision depending upon level of ICU experience and knowledge.
- Safely and effectively carry out care for the critically ill, including the confused and agitated patient.

Educational

- Participate (where appropriate) in the teaching and supervision of students allocated to the critical care area and participate in their practice assessments.
- Act as a positive role model to junior members of the team.

- Be actively involved in the teaching programme and mentor system within the department (where appropriate).
- Assist in orientation for new team members (where appropriate).
- Participate in Health Promotion with patients and their relatives
- Where appropriate act as resource nurse within defined areas of topics of choice and develop a link nurse role within a relevant topic area e.g infection control.
- Develop clinical and leadership skills (where appropriate) to the clinical area.

Professional Development

- Work within the framework of the NMC Code of Professional conduct at all times.
- Work towards the successful completion of the Units Core and specialists competencies thus ensuring safe and appropriate practice.
- Be guided by NMC directives, eg Administration of Medicines, Scope of Professional Practice, Standards of Records, and record keeping.
- Maintain own professional practice by developing specialist skills and keep abreast of current developments and research in accordance with the post holders level of ICU experience & knowledge.
- Identifies and pursues own continuing development.
- Develop and enhance nursing skills within the Clinical Area.
- Participate in the Trusts IPR Programme. Ensure that personal development plan has been developed in conjunction with sisters and clinical educator.

Managerial

- Comply with all relevant National and Trust Policies.
- Follow all relevant unit operational policies, protocols, and guidelines when implementing nursing care/interventions.

- Responsible for the safe use of highly complex equipment reporting any actual or potential hazards and taking appropriate action to prevent harm as necessary.
- Ensures the efficient and economical use of all resources within the department and develop an understanding of the effective management of resources.
- Maintain a duty of care when handling patients property and valuables.
- Work in conjunction with other wards and departments, promoting good relationships.
- Demonstrates knowledge of Risk Management (clinical/non clinical) and the ability to translate into practice, to ensure safe environment for patients, self, and colleagues.
- Demonstrates knowledge and understanding of the Trusts Major Incident policy and emergency planning issues relevant to critical care practice.

Communication

- Receive and deliver complex and sensitive information from other members of the multi-disciplinary team, ensuring full understanding.
- Work in conjunction with all members of the MDT to ensure two way dissemination of information to provide accurate, comprehensive and up to date verbal and written reports relating to patient care.
- Maintain legible accurate records of patient care in the nursing care plan and all other relevant documentation, meeting legal requirements.
- Maintain a welcoming atmosphere for all relatives and visitors to the Unit, and a standard of conduct and dress to sustain public confidence and trust.
- Communicate with patients and relatives in a sensitive and empathic manner, providing reassurance and support as necessary.
- To keep relatives informed of any changes in patients conditions and progress demonstrating an awareness of the sensitive and potentially distressing nature of such information.

- Report any complaints / accidents / incidents to nurse in charge in accordance with local and Trust policies.
- Attend Unit staff meetings as required and contribute appropriately.
- Maintain at all times respect for confidentiality and, in particular, the confidentiality of electronically stored personal data in line with the requirements of Data Protection Act.
- Expected to develop relevant IT skills, eg, PAS, Allscripts, PACS, NHS e-mail.
- To be an active and effective team player respecting and valuing the contributions of others.

Infection control & hand hygiene

- All Trust employees are required to be familiar with, and comply with, Trust policies for infection control and hand hygiene in order to reduce the spread of healthcare-associated infections.
- Clinical staff with direct patient contact, this will include compliance with Trust clinical procedures and protocols, including uniform and dress code, the use of personal protective equipment policy, safe procedures for using aseptic techniques, and safe disposal of sharps.
- All staff are required to attend mandatory training in Infection Control and be compliant with all measures known to be effective in reducing healthcare-associated infections.
- Staff are to challenge other hospital staff who fail to comply with infection control policies and hand washing to safe-guard patient care

Other Responsibilities

- The post holder may be required, at the discretion of the Nurse Manager, to work anywhere within the Trust to meet the needs of the service.
 - The job base may be relocated as a result of organisational change.
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Job Description Agreement:

Signature of post holder: _____ Date: _____

Name: _____

Signature of Manager: _____ Date: _____

Name: _____

Statement:

1. This job description is a broad reflection of the current duties. It is not necessarily exhaustive and changes will be made at the discretion of the manager in conjunction with the post holder.
2. Time scales for achievement and standards of performance relating to the duties and responsibilities identified in this job description will be agreed via the annual appraisal process with the post holder.
3. As an employee of Maidstone & Tunbridge Wells NHS Trust, the post holder will have access to confidential information. Under no circumstances should this be disclosed to an unauthorised person within or outside the Trust. The post holder must ensure compliance with the requirements of the Data Protection Act.
4. As an employee of the Trust, the post holder will be required to adhere to all Trust policies including Equal Opportunities where all employees are expected to accept individual responsibility for the practical implications of these policies.
5. The post holder is required to take reasonable care for the health and safety of themselves and others that may be affected by what they do while at work.
6. This post may require the post holder to travel across the Trust sites in the course of fulfilment of their duties.
7. The Maidstone & Tunbridge Wells NHS Trust has a no smoking policy.
8. Clinical Governance: You will be expected to take part in the processes for monitoring and improving the quality of care provided to patients. This includes risk management and clinical audit. If you engage in clinical research you must follow Trust protocols and ensure that the research has had ethical approval. You will be expected to ensure that patients receive the information they need and are treated with dignity and respect for their privacy.
9. All staff should be aware of their responsibilities and role in relation to the Trust's Major Incident Plan.
10. INFECTION CONTROL AND HAND HYGIENE - All Trust employees are required to be familiar with, and comply with, Trust policies for infection control and hand hygiene in order to reduce the spread of healthcare-associated infections. For clinical staff with direct patient contact, this will include compliance with Trust clinical procedures and protocols, including uniform and dress code, the use of personal protective equipment policy, safe procedures for using aseptic

techniques, and safe disposal of sharps. All staff are required to attend mandatory training in Infection Control and be compliant with all measures known to be effective in reducing healthcare-associated infections.

11. All staff are required to fully participate in learning and development opportunities and ensure they remain compliant with statutory and mandatory training requirements throughout their employment with the Trust
12. All staff are required to fully comply with the NHS Code of Conduct.
13. **SAFEGUARDING CHILDREN** - Everyone employed by the Trust regardless of the work they do has a statutory duty to safeguard and promote the welfare of children. When children and/or their carers use our services it is essential that all child protection concerns are both recognised and acted on appropriately. You have a responsibility to ensure you are familiar with and follow the child protection procedures and the Trust's supplementary child protection guidance which is accessed electronically on the Trust's Intranet site. You have a responsibility to support appropriate investigations either internally or externally. To ensure you are equipped to carry out your duties effectively, you must also attend child protection training and updates at the competency level appropriate to the work you do and in accordance with the Trust's child protection training guidance.
14. **SAFEGUARDING ADULTS** - Everyone employed by the Trust regardless of the work they do has a duty to safeguard and promote the welfare of vulnerable adults. When patients and/or their carers use our services it is essential that all protection concerns are both recognised and acted on appropriately. You have a responsibility to ensure you are familiar with and follow Trust policies in relation to safeguarding vulnerable adults. You have a responsibility to support appropriate investigations either internally or externally. To ensure you are equipped to carry out your duties effectively, you must also attend vulnerable adult protection training and updates at the competency level appropriate to the work you do and in accordance with the Trust's vulnerable adult protection training guidance.
15. All staff are required to provide the highest levels of service in their work and to adopt the highest standards of behaviour as stated and implied in the Trust Values of PRIDE.

Date written 21/11/19

Maidstone and Tunbridge Wells NHS Trust

**Staff Nurse
Person Specification**

AREA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • RN – Adult Branch • Evidence of continuing professional development 	<ul style="list-style-type: none"> • Accredited Intensive Care Course/HDU course. • ILS/ALS/ALERT • IV drugs • Epidural study day • Preparation for Mentors Course or equivalent
Experience/ Knowledge	<ul style="list-style-type: none"> • Acute care experience. 	<ul style="list-style-type: none"> • 6 months post registration experience ideally within Intensive Care • Previous placement in Critical Care area
Skills	<ul style="list-style-type: none"> • Understand the importance of positive Interpersonal skills • Ability to think logically • Adaptability and flexibility • Evidence of assertiveness • Ability to use own initiative • Ability to deal with distressed relatives, care for the terminally ill and deal with the emotional consequences of critical/terminal illness for patients/relatives • Understand the importance of being a good team player • Ability to reflect, accept constructive criticism and act accordingly • The ability to maintain a continuous concentration, and be flexible and adaptable, to the complex and unpredictable needs of the patient allocated to their care during the shift. • IT Keyboard Skills • Reliable and honest • Be highly motivated 	

<p>Attributes</p>	<ul style="list-style-type: none"> • Be approachable • Demonstrate a professional manner • Clarity of speech • Dexterity and co-ordination to enable manipulation of intravenous injections, syringe drivers, volumetric pumps, infusions, endotracheal suctioning, insertion of urinary catheters and other similar procedures • The ability to participate in moderate physical effort (moving patients/equipment with the assistance of manual handling aids) frequently during a shift • The ability to work in conditions where frequent exposure to body fluids is common. These may include (but are not limited to) blood, sputum, faeces, urine and vomit 	
<p>Additional requirements</p>	<ul style="list-style-type: none"> • Flexible shift patterns 	