

## Job Description – General Bank

<b>Job Title:</b>	Staff Nurse
<b>Division:</b>	All divisions.
<b>Department:</b>	Nurse Bank.
<b>Reporting To:</b>	Caroline Sivyver – Clinical Support Manager – Temporary Staffing
<b>Location:</b>	This will be a zero hour contract working in a variety of clinical areas within both Gloucestershire Royal and Cheltenham General Hospitals. There is an expectation to move around different clinical areas within your level of competency according to changing service requirements. There may be a requirement to work across both hospital sites.
<b>Pay Band:</b>	RN General
<b>Hours:</b>	Full and part time hours considered. The expectation is that all Bank Nurses have a minimum of 6 months acute ward experience and if newly qualified have completed Role Transition.
<b>Date:</b>	Reviewed April 2018

### Job Purpose

- To assess, plan, deliver and evaluate the nursing care of patients in accordance with UK law, the NMC code of conduct and the Trust values.
- To work effectively as a member of the multidisciplinary team
- To manage a patient / caseload of patients within defined clinical area

### Key Dimensions

- To organise own time and that of unqualified staff, students and other learners as appropriate
- To support the senior members of staff in the management and supervision of the defined clinical area

### Organisational Arrangements

Matron
Senior Sister / Line Manager
Junior Sister
<b>Registered Nurse</b>
Lead HCA
Nursing Assistants and Student Nurses

### Knowledge, Skills & Experience Required

- Registered Nurses with the Nursing and Midwifery Council
- Must have 6 months acute ward experience which must be within the last 6 months.
- A willingness to develop knowledge and skill is essential
- An ability to perform clinical skills with dexterity
- Knowledge of clinical governance, policy and procedure
- An understanding of evidence based practice
- IT skills which can be built upon to incorporate the use of hospital administration, information and training systems
- Organisation and time management skills

### **Communication, interpersonal skills and personal qualities**

- The ability to work cohesively with all members of the clinical team
- The ability to communicate with patients and their relatives with sensitivity and empathy
- Be able to work under pressure
- Be pro-active and take initiative
- Act as a good role model for others to follow

### **Key Results Areas**

As a Staff Nurse the expectation is that, with adequate training, supervision and assessment, you will be able to;

- Assess, plan, deliver and evaluate the nursing care of patients who present with complex nursing care needs
- Deliver safe care within a challenging and changing clinical environment, using equipment and resources safely and appropriately
- Administer medications, including multiple continuous infusions, within the Procedure for the Ordering, Prescribing, and Administration of Medications (POPAM) guidelines
- Disseminate contentious and delicate information appropriately and sensitively
- Participate in mentorship and educational programmes for students and other members of the team
- Adhere to Trust policies and procedures and work in a manner to promote the Trust values and core objectives
- Work within the NMC code of conduct to include the responsible supervision of staff and students when required
- Utilise the Hospital computer systems such as the intranet, Trakcare and PAS
- Maintain clear and accurate written records relevant to practice

## **Communications & Working Relationships**

- Multidisciplinary team
- Patients and relatives
- General public
- Community Support Services

## **Physical, Mental & Emotional Effort & Working Conditions**

- Will be required to utilise recognised manual handling techniques and guidelines
- May be expected to frequently manoeuvre patients / objects over 15 kg using appropriate aids
- Will have frequent exposure to unpleasant working conditions and will be required to follow policies and procedures pertaining to infestations, bodily fluids, infection control and COSHH regulations
- Frequent exposure to distressing and emotionally demanding situations involving patients and relatives
- Some exposure to patients displaying verbal and physical abuse
- The work pattern may be unpredictable and there is a frequent requirement for long periods of concentration, for example; when caring for a critically ill patient receiving supportive therapies for organ dysfunction, being continuously monitored and with multiple infusions, drug calculations and titration.
- You will be expected to work within both Gloucestershire Royal and Cheltenham General Hospital if the demand of the service requires you to move sites.
- There is the on-going requirement to maintain excellent standards of care whilst working under pressure in an ever-changing and challenging environment

## **Job description agreement**

Signed by post holder:.....Date:.....

Name of post holder:.....

Signed by line manager:..... Date:.....

Name of line manager:.....