

“A great place to be cared for; a great place to work”



University Hospitals of Morecambe Bay

NHS Foundation Trust

JOB DESCRIPTION

Job Title:	Registered Nurse
Band:	5
Responsible to:	Ward/Dept Manager
Accountable to:	Senior Divisional Nurse
JOB SUMMARY:	<ul style="list-style-type: none">• Able to actively assess, plan, implement & evaluate patient care with the multidisciplinary team, incorporating the whole of the patients' pathway.• Aware of the structure and organisation of the N.H.S. and regulatory body's code of practice implementing this into nursing practice.• Participate in Clinical Governance by participating in auditing effectiveness of practice and incorporating findings.• Act as mentor or assessor in supervising and teaching of junior staff and unregistered staff.• Act as shift leader or manage a team in the absence of the Ward/Dept Manager.

KEY WORKING RELATIONSHIPS:

- Multidisciplinary teams and other support services
- Ward/Dept Managers
- Specialist Nurses
- Senior Nurses
- External Agencies

CORE ROLE & RESPONSIBILITIES

Professional Leadership/Management

- Work effectively with the multidisciplinary team in order to achieve desired outcomes that promote the well being of patients.
- Act as mentor or assessor in supporting and developing junior staff e.g. student nurses, return to practice nurses registered and unregistered staff through mentorship/preceptorship and induction.

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- Act as an effective role model for all ward staff.
- Identify problems which effect planning and delivery of patient care and actively work towards solving them empowering others to make decisions.
- Lead the ward as team leader or taking charge of a shift.
- Assist less experienced staff in setting priorities.
- Ensure patient/carers views are sought and incorporated into the development and improvement of practice.
- Take a lead in specific areas of designated responsibility within the ward/dept team (clinical and non-clinical).
- Ensure effective dissemination of information to multi-disciplinary team is maintained.
- Observe the standards of cleanliness within the ward area and report deficits to the Ward/Dept Manager.

Clinical Practice

- Develop and maintain own competence in agreed appropriate/specific clinical skills in designated area.
- Give information and advice about health promotion.
- Participate in an area of clinical expertise providing a clinical resource for the ward/department
- Teach, inform and coach others as appropriate in the designated basic clinical skills.
- Able to work as an effective team member promoting team cohesion.
- Ensure patient dignity and individual needs are met.
- Ensure the effective documentation of all patient care in accordance to national and local standards.
- Care for a defined case load showing an ability to prioritise care from admission to discharge.
- Coordinate nurse led initiatives pertaining to specific areas according to Trust policies/protocols.
- In conjunction with senior ward staff, participate in the development of managed care as a framework for patients MDT care from admission to discharge.
- Ensure that ward/department is able to provide effective care for patients with a variety of conditions, relevant to the specific speciality and other specialities.

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Clinical Governance

- Participate in the Trust Appraisal and Personal Development Plan process by identifying your own development needs and agreeing development plans for these needs with supervisor
- Develop knowledge and competence of local incident reporting and complaints procedures.
- Ensure safe clinical practice is maintained.
- Assist in the national clinical benchmarking standards, in conjunction with the senior staff.
- Ensure mandatory and competency based training is kept up to date.
- Actively look for ways to develop the service.
- Assist Senior Nurses in the implementation of competency based training programmes that ensure all equipment is used safely and maintained.
- Assist senior staff and actively participate in developing programmes of education for all staff, including development needs of students.
- Assist the ward/department manager in appraisal process by undertaking meetings with ward staff identifying their development needs.
- Participate in audit and research.
- Participate in the investigation of complaints/litigation/adverse incidents and ensure all documentation is completed.
- Promote risk management systems within own area and ensure untoward incidents are reported according to trust policy.

Nurses Responsibility

Registered Nurses at University Hospitals of Morecambe Bay NHS Foundation Trust have a responsibility to:

- Maintain active status on NMC register
- Adhere to Trust Policy and Procedures
- Maintain up to date skills and knowledge and maintain awareness of professional issues.
- Maintain a professional portfolio

This job description is not exhaustive and will be reviewed and amended, with the post holder, when necessary.

TERMS AND CONDITIONS

This post will be subject to the terms and conditions of the University Hospitals of Morecambe Bay NHS Foundation Trust.

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CONFIDENTIALITY

Information relating to patients, employees and business of the Trust must be treated in strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. All staff must operate within the requirements of the Freedom of Speech policy.

SAFEGUARDING & PROTECTING CHILDREN

Everyone shares responsibility for safeguarding and promoting the welfare of children and young people, irrespective of individual roles. As an employee of the trust you will need to be aware of your responsibility in relation to safeguarding and protecting children. You will need to be aware of trust/local LSCB procedures and know how to contact named professionals, within the safeguarding team for advice and support.

ENVIRONMENTAL IMPACT

It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers, monitors and equipment when not in use and it is safe to do so, minimising water usage and reporting faults promptly.

HEALTH AND SAFETY

The Health and Safety at Work Act stipulates that it is the responsibility of each employee to observe all rules governing safety and conduct and as such safety equipment and Personal Protective Equipment provided must be used.

INFECTION CONTROL

The Trust is committed to protecting the health of all staff, patients and visitors to the Trust. As such all staff is personally responsible for compliance with all Trust and department infection prevention and control policies. Failure to comply with such policies and associated procedures is likely to lead to disciplinary action and may result in dismissal.

MANUAL HANDLING

The post holder will be provided with adequate training in correct lifting techniques by a recognised lifting instructor.

NO SMOKING POLICY

A No Smoking Policy operates across all Trust sites.

QUALITY OF SERVICE

The trust is committed in its use of available resources to obtaining the best possible service for patients and staff. The Post holder must share this objective and seek to maintain and improve the quality of service provided.

EQUAL OPPORTUNITIES

The Trust is pledged to equal opportunities for all and is committed to ensure that no job applicant or employee receives less favourable treatment on the grounds of gender, marital status, age, race, colour, sexual orientation, creed, nationality, ethnic or national origin or disability. We promote flexible working opportunities wherever possible to enable staff to balance their work with their private lives.

TRAINING AND DEVELOPMENT

Maintain your professional standards in respect of education and training and ensure that you are aware of your specific area specialty training and needs analysis.