



JOB DESCRIPTION

Job Details:

Job Title:	Clinical Professional (Registered)
Band:	Band 5
Location:	Various
Department:	Norfolk and Waveney NHS Reserve
Professionally Accountable to:	Senior staff on assignment / Clinical Lead Norfolk & Waveney NHS Reserve
Managerially Accountable to:	Norfolk & Waveney NHS Reserve

NHS Reserve Overview:

The NHS Reserve is a ground-breaking scheme for NHS England and exists to create a dedicated pool of workers to complement existing system-wide NHS workforces.

The NHS Reserve harness many years of knowledge and experience to support targeted health campaigns such as COVID-19 vaccination, flu vaccinations, continuous care assessments and discharge to assess, and task orientated roles.

The NHS Reserve is a compelling alternative to working on bank with work-life flexibility and limited commitment. We offer the opportunity to work with like-minded health and social care professionals to support both planned and surges in workforce demand through seasonal variation and emergency priorities.

Job Purpose:

To work with all members of the clinical team within the multi-disciplinary framework and maintain a high standard of patient care under the direction of the Ward/Department Sister/Charge Nurse or Clinical Lead.

To act as a leader in the clinical area, in the absence of a more senior member of staff.
To work in accordance with the principles laid down by the Nursing/Midwifery professional bodies and Trust Policies.

To support the delivery of a high quality, safe and compassionate healthcare service, all staff are expected to act as a role model to others in all aspects of their work and consistently demonstrate NNUH's 'PRIDE' values of People focused, Respect, Dedication, Integrity and Excellence.



Overview of Essential Responsibilities:

CLINICAL

1. Ensure practice is in accordance with your relevant Code of Professional Conduct and work within limits of competence.
2. To have successfully completed the Trust's preceptorship programme
3. Maintain a high standard of patient care and clinical interventions, applying evidence-based practice.
4. Carry out assessment, planning, delivery and evaluation of patient care without supervision.
5. Carry out the daily personal care of patients.
6. Maintain accurate records of all care given.
7. To effectively use information technology for the benefit of patient care in accordance with the Trust's Cyber Code of Conduct.
8. To maintain confidentiality of information (written, verbal, electronic), whilst being aware of the Freedom for Information Act.
9. To promptly and effectively communicate relevant changes in patient status to the multi-disciplinary team.
10. Communicate effectively with patients, relatives, carers, significant others, the multi-disciplinary team and support services.
11. Communicate with patients, clients and relatives on emotional and sensitive issues.
12. To ensure the safe custody, supply and administration of drugs and therapeutic substances in accordance with Trust policy.
13. To participate in clinical audit or reviews of patient care, as required.
14. To participate in benchmarking activity in the clinical area.
15. To promote health education to patients, carers and significant others.
16. To act as the patient's advocate.
17. To promptly deal with equipment failure in accordance with Trust procedure.
18. To demonstrate competency and teach others in the safe and effective use of equipment in the clinical area.
19. To ensure Trust policies are adhered to by all staff and report as necessary.



20. To be competent in managing emergency situations including directing other members of the team.
21. To be competent in clinical skills including enhanced practice relevant to the clinical area.
22. To safeguard the health and welfare of patients, visitors and staff in all circumstances. Including management of situations of violence or aggression.
23. Liaise with the PALS service on patient care issues.
24. To comply with the complaint's procedure of the Trust in respect of own area.
25. Promptly report all incidents or accidents involving patients, visitors or staff and take appropriate action according to Trust Policy.
26. Ensure the safekeeping of patients' property and valuables.
27. Contribute to the philosophy and continuous development of the clinical area.

MANAGEMENT AND LEADERSHIP

1. Effectively assess and delegate workload according to staff competencies in order to meet patient needs.
2. To assist in leading and monitoring the performance and work of the nursing team and support workers.
3. To act as a professional role model and provide leadership to junior members of staff.
4. To support and direct the voluntary workforce in the clinical area.
5. Actively participate in meetings related to own clinical area.
6. To participate in the appraisal process for junior staff as directed by the Ward/ Department Sister / Charge Nurse.

EDUCATIONAL RESPONSIBILITIES

1. Act as a mentor and provide supervision to junior staff and other learners.
2. To assist with induction for new staff.
3. Teach, support and share clinical knowledge with registered and non-registered staff

PROFESSIONAL DEVELOPMENT

1. Maintain Continuous Professional Development in line with Trust Policy, the Knowledge and Skills Framework and professional bodies.
2. Ensure own practice is up to date and evidence based and demonstrate an awareness of current, relevant research.
3. To further develop knowledge and skills relevant to the clinical area by undertaking appropriate training and courses of study.
4. To develop practice to that of an experienced clinical practitioner with guidance from senior staff, colleagues and through the personal development review process.
5. Any hours worked with the NHS Reserve are included in your professional registration hours for revalidation.
6. We can offer clinical support and guidance to assist with your professional registration.

Functional Requirements			
Direct face to face patient contact	Yes	Blood/body fluid exposure	Yes
Exposure prone procedures (EPP)	If role requires.	Prevention and management of aggression	Yes
Manual handling	Yes	Crouching/stooping or kneeling	Yes
Night working/shift work	Yes	Frequent hand washing/wearing gloves	Yes
VDU user	Yes	Chemical sensitisers	Yes
Driving patients	No	Noise	Yes
Other (please state)	-		

Job Specification:

	Means of Assessment	
	Essential/Desirable	Application Form /Interview/Test/Ref
Qualifications/training and professional development		
Registered Healthcare professional on appropriate Register (NMC, GMC, GDC, HCPC etc).	E	A/I
Completion of the Mentorship preparation programme	D	A/I
Post registration qualification relevant to the clinical area	D	A
Must hold a relevant health-related degree	E	A/I
Evidence of Continuing Professional Development and maintenance of a Personal, Professional Profile	D	A/I
Willingness to further develop knowledge and skills	E	A/I
Willingness to develop IT and computer skills appropriate to the role	E	I
Experience		
Recent experience working in the relevant Health or care Professional in an acute hospital environment	D	A
Experience of managing / leading a team and co-ordinating workload	D	A/I
Experience of mentoring, supervision, teaching and assessment	D	A/I
Experience of working with patients with complex needs including mental health	D	A/I

Skills, abilities, and knowledge Excellent communication and inter-personal skills Ability to maintain high standards of care Competency in clinical skills including enhanced practice relevant to the level of experience and clinical area Time management skills Evidence of participation in clinical audit /patient review	E	I/R
	E	I/R
	E	A/I
	E	I/R
	D	I
Attitude, aptitude Effective role model, demonstrating NNUH's PRIDE values of People focussed, Respect, Integrity, Dedication and Excellence	E	A/I

Reasonable adjustments can be considered to support disabled candidates in respect of the requirements of this role.

For further information or an informal discussion before submitting your application, please contact nhsreserveeastofengland@nnuh.nhs.uk .

This job description indicates the main responsibilities of the post. It is not a complete list and may be amended and developed as necessary in consultation with the manager and post holder. We would aim to reach agreement on any changes, but if agreement is not possible, the Norfolk and Waveney Reservist Programme reserves the right to make changes to this job description.