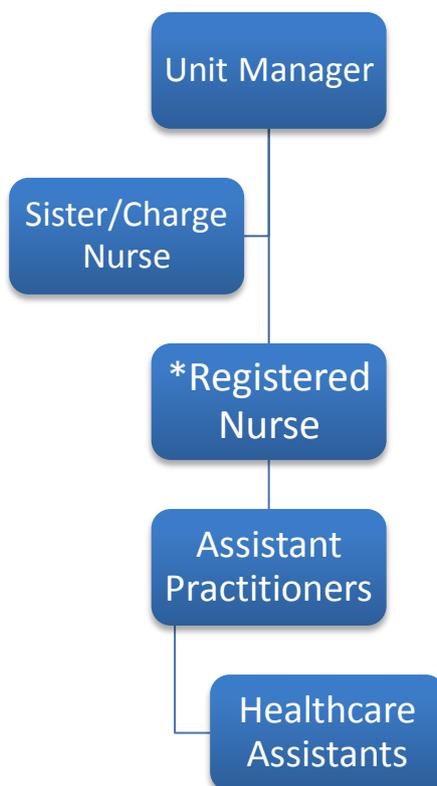


JOB DESCRIPTION

Job Title:	Registered Nurse
Band/Pay:	Band 5
Department:	EAU 4 (to be called Forrest)

Paignton and Brixham ISU



Job overview

- To work as part of a team on the unit as a Registered Nurse to ensure seamless delivery of service
- To participate in the assessment of care needs of the clients and the development, implementation and evaluation of care, promoting high standards, demonstrating a compassionate nature and promoting patient dignity
- To participate as a skilled member of the multi-disciplinary team
- To act as clinical advisor on nursing issues to ensure high standards of care are maintained, utilising evidence-based practice
- To participate in direct care and facilitate sound discharge planning

Main duties of the job

- To ensure high standards of care are given in relation to agreed standards, policies and procedures of Torbay and South Devon NHS Foundation Trust
- To participate in teaching and facilitating a learning environment to ensure all staff on the ward have the skills/knowledge and support
- To be proactive with transfers and discharges, ensuring they are safe and discharge is at the earliest opportunity
- To ensure Junior staff are aware of agreed standards of practice and participate in pursuing agreed ward objectives
- To assist in ensuring new nursing procedures, research and initiatives are evaluated, and where appropriate incorporated into clinical practice
- To participate in the MDT and ensure necessary admission and discharge documentation is completed in a timely manner
- To store and administer prescribed drugs safely in line with legal and Trust requirements
- There will be times where you will be expected to act up as a senior and co-ordinate the shift
- To assess, plan, implement and evaluate patient's problems producing a written plan of care as required
- To report, document and evaluate accidents and unit incidents via Datix reporting, informing manager and updating health and safety register as appropriate
- To participate in development of clinical supervision within the ward
- To participate in educating staff and to be an NMC Supervisor and Assessor for student nurses
- To autonomously request/carry out clinical investigations to aid and confirm the diagnosis, liaise with medical colleagues to ensure deviations from expected clinical findings are monitored/reviewed
- To include:
 - Phlebotomy
 - Male/female catheterisation
 - Cannulation
 - ECG recording
- To develop and maintain effective working relationships with colleagues from other disciplines both within and outside the trust
- To be instrumental in influencing policies and procedures locally and trust wide

About your new team and department

EAU4 (to be called Forrest) ward is at present, the Trusts acute Covid ward but in time with the reduction of Covid numbers the ward will become an Acute General Medical ward with the ability to safely isolate an area for Covid patients if required

Nursing and Nurse leadership has been at the heart of the global response to Covid and the nurses on EAU4 have developed, innovated and implemented best practice guidelines in managing and caring for the COVID patient.

We are looking for highly motivated and innovative Registered Nurses to join our brand-new Team. It is an excellent time to be joining us where you will have the opportunity to learn and develop new skills within a supportive environment

Working on the ward is both exciting and challenging and we work closely with all MDT colleagues. You will be supported by your Band 6 co-ordinator and Medical team and Ward Manager.

We promote a positive working environment where the health and wellbeing of staff as well as our patients is our priority.

Detailed job description and responsibilities

Communication and Working Relationships

- Develops and maintains effective working relationships with a wide range of colleagues across all levels from other disciplines, both within and outside the trust
- Promotes and maintains positive and effective links of communication with patients, their carer's and visitors to the Trust
- Ensure systems are in place to support good communication written and verbal, with colleagues and other members of multi-disciplinary team

Planning and Organisation

- Identify the needs for nursing care presented by each individual client under your direct care
- Plan, develop and evaluate individual nursing needs using evidence – based practice, maintaining dignity and showing compassion for each patient
- Record the nursing care given, evaluating its outcome in terms of achievement of the objectives, modifying care documentation accordingly and become involved in audit / quality setting work of the department

Responsibility and Accountability

- Act at all times in accordance with the NMC Code of Professional Conduct.
- To keep up to date with clinical, professional, managerial developments and relevant NHS initiatives
- To maintain and improve specialist knowledge and expertise in current developments and future trends in relation to nursing practice and management
- To maintain current registration with the NMC and comply with standards set by them
- Demonstrate a high standard of clinical practice ensuring personal professional development. Maintain an awareness of research findings and developments in professional practice as required in accordance with prep.
- Give intravenous medication
- Undertake clinical packages for unit, venepuncture, cannulation, ECG monitoring etc
- Provide support and advice to clients and relatives when faced with distressing situations

Policy and Service Responsibility

- To ensure all Trust procedures and policies are strictly adhered to ensuring patients and staff welfare is paramount
- To assist in the continuous improvement of the quality of care for patients and their families through the implementation of clinical governance activities, ensuring:
 - Clinically effective and research-based practices are implemented.
 - Audits are undertaken and actions taken to make improvements
 - Clinical and non-clinical risks are identified and managed
 - Patients are given opportunity to give feedback on their experiences, are involved in planning and monitoring services and are provided with information
 - Information is used effectively to improve processes and practices
- To assist in monitoring standards within the department, to include: generic standards of care and infection control. Instigating any changes to make improvements as necessary
- To ensure the health and safety of patients, families and colleagues at all times

Responsibility for Finance, Equipment and Other Resources

- Demonstrate an awareness of financial resources
- To ensure equipment is maintained routinely and safely

Responsibility for Supervision, Leadership and Management

- To work collaboratively with other departments to ensure effective deployment of staff within the ISU and trustwide when necessary
- To ensure equipment is maintained routinely and safely
- To delegate staff, where necessary, in an appropriate manner in order to assess plan and implement and monitor care of patient
- Assist in the prevention of complaints through effective communication with patients and families

Information Technology and Administrative Duties

- To ensure Information Governance is adhered to in all aspects of your work
- Ability to use computer programmes, to include PAS, IHCS, Infoflex, Allocate, PACS etc

PERSON SPECIFICATION

Attributes	Essential	Desirable
Qualifications and training	<ul style="list-style-type: none"> • Registered Nurse with current NMC Pin number • Evidence of continual professional development 	<ul style="list-style-type: none"> • Proven relevant experience at band 5
Knowledge and experience	<ul style="list-style-type: none"> • Safe and competent practitioner aware of own limitations and needs • IT skills to include data entry, Microsoft word etc. 	<ul style="list-style-type: none"> • Experienced in giving IV medications
Specific Skills	<ul style="list-style-type: none"> • Interest in Medical care 	<ul style="list-style-type: none"> • Venepuncture and cannulation • ECG taking • Catheterisation male/female
Requirements due to work environment/conditions	<ul style="list-style-type: none"> • Able to work flexibly across the 24-hour rota • Willingness to learn new skills • Shift work 	
Physical skills	<ul style="list-style-type: none"> • Ability to communicate effectively with patients/clients, carers, specialist services and colleagues across all levels 	
Physical effort	<ul style="list-style-type: none"> • Walk and stand for most of the shift 	

	<ul style="list-style-type: none"> • Moving and handling of patients and equipment • Frequent exposure to highly distressing situations, body fluids and odours
Emotional effort	<ul style="list-style-type: none"> • Ability to deal with distressed patients and relatives, which may lead to verbal aggression or heightened anxiety • Frequent exposure to challenging situations requiring a calm and confident approach • Ability to work in a fast-paced pressured environment
Mental effort	<ul style="list-style-type: none"> • Unpredictable workload • Frequent interruptions requiring immediate attention and ability to change planned activity at short notice • Clinical decision making