

Hull University Teaching Hospitals NHS Trust

REGISTERED NURSE - CRITICAL CARE

Job Title	Registered Nurse
Band	Band 5
Reports To:	Sister/Charge Nurse
Responsible To:	Matron

Job Statement

The post holder will be responsible for the assessment, planning, implementation and evaluation of patient care. They will act as a resource in supervising and teaching students. They will contribute to the development of professional nursing practice on the unit.

Knowledge and Skills

Communication and Relationship Skills

- Supports patients and their families, through communicating difficult and complex information using a variety of methods to ensure effective understanding.
- Demonstrates empathy and compassion when explaining treatments, motivating recovering patients and following the breaking of bad news.
- Develops effective relationships with patients to assist them in making decisions about care.
- Ensures effective communication is maintained between members of the multi-disciplinary/professional team during their span of duty
- Ensures information is conveyed to the patient and family in a timely and understandable manner, using a variety of communication methods to clarify understanding.
- Offers reassurance to patients / families as required

Knowledge, Training & Expertise

- Follows evidence based treatment plans, working within agreed policy and procedures.
- Develops specialist knowledge to assess, plan, implement and evaluate care interventions for patients.
- Continues to update knowledge of specialist field in order to meet professional requirements for NMC revalidation.

- Supervisor/assessor for students.
- Participate in link nurse role for a specified area of practice
- Becomes proficient in Manual Hyperinflation for chest physiotherapy, also passive limb exercises and chest auscultation./percussion, under the supervision of senior nurses or physiotherapy personnel

Analytical and Judgement Skills

- Liase with the Clinical Co-ordinator to initiate emergency treatment for unanticipated situations such as cardiac arrest or fire.
- Monitors patient's reactions to treatment and informs relevant person of any changes to their condition.
- Discusses action to be taken with senior nurse, based on knowledge and skill to adjust treatment plans within unit protocols.

Planning and Organisational Skills

- Provides direct patient care to an allocated workload for span of duty
- Responsible for managing and prioritising own workload under minimal supervision against needs of patients for the span of duty.
- Responsible for assessing and reacting to changing needs of patients.
- Assist in the implementation of corporate and nursing objectives

Physical Skills

- Develops core and specialist clinical skills to enable them to carry out a range of nursing duties, which may include:-
 - Administration of medication
 - Administration of intravenous injections
 - Respiratory support, both invasive and non-invasive
 - Care of Invasive lines
 - Continuous Renal Replacement Therapy
 - Assisting patients with hygiene
mobility
nutritional needs

Responsibility

Patient/Client Care

- Providing direct nursing care
- Responsible for ensuring that nursing care standards are maintained
- Ensure standards are evidence based

- Enable patients to meet their daily requirements according to plans of care e.g. activities of daily living
- Ordering diagnostic tests e.g. ECG's, Bloods and participating in the interpretation of results within agreed units protocols.
- Participates in the regular checking equipment used in the course of a clinical shift
- Adheres to infection control policy

Policy and Service Development Implementation

- Responsible for adhering to the NMC professional code of conduct
- Responsible for following Trust policy and procedures.

Financial and Physical Resources

- Responsible for liaising with the Sister and stores team to ensure appropriate supplies are available to support direct delivery of patient care, enabling team members to carry out their duties.
- Responsible for ensuring equipment within the working environment is maintained and in working order.
- Responsible for reporting and removing faulty equipment from the clinical area until repaired

Human Resources

- Help monitor junior staff performance and actively participate in clinical supervision
- Allocates and supervises the work of junior staff during their span of duty
- Participates in the supervision and mentorship of students and junior staff within the department
- Works as part of a team to deliver optimum patient care
- Maintains a professional approach in practice, demonstrating a mutual respect for colleagues

Information Resources

- Responsible for providing accurate and timely records on patient care and performance using paper and IT based systems in accordance with Trust Policy.

Research & Development

- Participates in audits and research based studies to evaluate effectiveness of care interventions.
- Contributes to benchmarking and the sharing of best practice.
- Responsible for ensuring practice is up to date, utilising evidence from national policy and research.

Freedom to Act

- The post holder plans their own workload with minimal supervision and uses guidance and policies in accordance with their professional code of conduct, and needs of the patient group.
- The post holder is required to use their own judgement to define day to day work priorities affecting patient care.

Effort and Environment**Physical Effort**

- The post holder will have direct patient contact, delivering care within the intensive care setting in accordance with the needs of patients. A frequent part of the job involves the need to move adult patients around in bed, from bed to chair or from ICU to ward area/theatre. Weights involved are usually 50kg or more.

Mental Effort

- Responsible for producing accurate patient records.
- Responsible for calculating drug dosages, rates of infusions, administering medications for post holder duration of shift.
- Monitoring life supporting machinery.
- Frequent interruptions from third parties.
- Twenty four hour rotation applies

Emotional Effort

- The post holder is required to support the patient through a range of treatments and experiences. Many of these can be highly distressing/challenging and the post holder may be supporting junior staff in the process.

Working Conditions

- The post holder will usually work in the intensive/critical care setting but may be required to work within a variety of settings (not usual/infrequent), which will include caring for patients in MRI and CT scan and hospital transfers.
- They are frequently required to maintain close patient contact including the handling all bodily fluids.

Health & Safety

In addition to the Trusts overall responsibility for health and safety you have a personal responsibility for your own health and safety. As such you are required to inform your line manager of any safety issues that you identify that could affect you or others in your workplace. You must co operate with management and colleagues at all times in achieving safer work processes and work places, particularly where this can impact on others.

As a Trust employee you will be trained in the correct use of any equipment provided to improve safety and health within the Trust. You are required to use the equipment when necessary and as instructed which will include checking the equipment is safe to use, prior to its use and must report any defects immediately to your line manager.

Infection Control

Under the Health Act Code of Practice for the Prevention of HCAI 2006 for your safety, you have a personal responsibility to ensure that your work adheres to this Code in the delivery of safe patient care within the organisation

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PERSON SPECIFICATION

JOB TITLE: REGISTERED NURSE

DEPARTMENT: CRITICAL CARE

AREAS	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • RN (ADULT) 	<ul style="list-style-type: none"> • Completion of Critical Care Course • Teaching / mentorship certificate • ILS /ALS • Intravenous accreditation • Evidence of continued professional development
EXPERIENCE	<ul style="list-style-type: none"> • Recent acute ward experience • Recent ICU experience 	<ul style="list-style-type: none"> • Previous critical care experience • Experience of caring for critically ill patients
KNOWLEDGE SKILLS AND ABILITY	<ul style="list-style-type: none"> • Team worker • Effective written and verbal communication skills • Good organisational skills • Able to work in a changing environment • Demonstrates an understanding of current developments in the speciality 	<ul style="list-style-type: none"> • Computer skills • Evidence of practical and theoretical skills • Demonstrate an understanding of preceptorship/ mentorship • Show an awareness of risk assessment
PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> • Good interpersonal skills • Display insight into effective team work • Demonstrates flexibility 	
OTHER REQUIREMENTS	<ul style="list-style-type: none"> • Prepared to develop responsibility and scope of nursing roles • Demonstrates a caring manner to people from all cultural backgrounds 	

	<ul style="list-style-type: none"> • Able to care for both physical and emotional needs of others • Prepared to adhere to uniform policy 	
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