

Registered Nurse

JOB TITLE: Registered Nurse

BAND: 5

BASE: Castle Hill Hospital / Hull Royal Infirmary

REPORTS TO: Bank Manager

OUR VALUES

CARE

We are polite and courteous, welcoming and friendly. We smile and we make time to listen to our patients and staff. We consider the impact our actions have on patients and colleagues. We take pride in our appearance and our hospitals and we try to remain positive.

We do not treat anyone unfairly. We do not let our mood affect the way we treat people. We don't talk negatively about colleagues or other teams. Offensive language, shouting, bullying and spreading rumours are unacceptable.

HONESTY

We tell the truth compassionately. We involve patients in decisions about their care and we are honest when things go wrong. We always report errors and raise concerns we have about care. Our decisions and actions are based on facts not stories and opinions.

We do not withhold information from colleagues or patients. We never discourage staff from reporting concerns. We are not careless with confidential information. We do not present myths as facts.

ACCOUNTABILITY

We are all responsible for our decisions and actions and the impact these have on care. All staff are responsible for maintaining high standards of practice and we take every opportunity to continuously learn. Everyone is encouraged to speak up and contribute their ideas to improve the care we provide.

We do not unfairly blame people. We positively embrace change and we don't discourage people from having opinions. Controlling behaviours and silo working should not be exhibited in our Trust.

Job Statement:

As a registered nurse, the post holder is responsible for the assessment, planning and implementation and evaluation of patient care during their span of duty.

Knowledge and skills

Communication and Relationship skills

- Actively supports patients and their families, communicating clinical information using a variety of methods, to ensure effective understanding.
- Demonstrates empathy and compassion toward patients and their families,
- Develops effective relationships with Patients to assist them in making decisions about their care.
- Ensures effective communication is maintained between members of the multi professional team during their span of duty.
- Ensures information is conveyed to the patient and family in a timely and understandable manner.

Knowledge, Training and Experience

- Utilises professional knowledge to assess, plan, evaluate and implement care interventions for patients.
- Follows evidenced based treatment plans, working to agreed policy and procedure to implement care,
- Maintains up to date knowledge in their field of practice, ensuring they meet professional requirements
- Utilises opportunity for continuing development in clinical and theoretical skills to provide up to date patient care.

Analytical and Judgemental skills

- Monitors patients health and well being, and informs appropriate personnel of any changes to their condition.
- Initiates emergency treatment plans for unanticipated situations such as cardiac arrest and fire.
- Takes remedial action in resolving problems associated with the day to day running of the department.

Planning and Organisational skills

- Responsible for managing and prioritising own workload against the needs of patients during their span of duty.
- Provides direct patient care to an allocated workload, for the span of duty.
- Assists the ward manager in the implementation of corporate and nursing objectives.

Physical Skills

- Delivers core clinical skills which include a range of nursing duties to ensure the patients comfort at all times, this will include for example:
 1. Administration of medication
 2. Administration of intravenous injections
 3. Assisting patients with their mobility needs
 4. Helping patients with eating and drinking
 5. Assisting with hygiene needs

Responsibility

Responsibilities for Patient/Client care

- Responsible for providing direct nursing care.
- Responsible for ensuring the nursing care plan is followed and updates for the span of duty.
- Assisting patients to meet their activities of daily living requirements.

Responsibilities for Policy and Service Development Implementation

- The post holder is responsible for following Trust policy and procedures.
- Responsible for adhering to the NMC professional code of conducts.

Responsibilities for Financial and Physical Resources

- Responsible for ensuring that appropriate supplies are available to support the delivery of direct patient care, and 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 all faults with equipment, and removing from the clinical area until repaired

Responsibilities for Human Resources

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

Responsibilities for Informal Resources

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

Responsibilities for Research and Development

- Participate in audits and research based studies to evaluate the effectiveness of care interventions.
- Contributes to benchmarking and sharing best practise.

Freedom to Act

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

Effort and Environment

Physical Effort

- The post holder will have to direct patient contact, delivering direct care in a variety of hospital settings in accordance with the need of patients.

Mental Effort

- Responsible for producing accurate patient records.
- Responsible for calculating drug dosages and administering medicines

Emotional Effort

- The post holder is required to support a caseload of patients through a range of treatments and experiences. Many of which can be highly distressing and challenging.

Working Conditions

- The post holder will work with patients who require hospital services to deliver care; they are required to maintain close patient contact, which includes the handling of bodily fluids.

Health and 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 other in your work place. 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 and defects immediately to your line manager.

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Extraordinary place.**

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