

Agenda for Change: Job Description

Post Title:	Staff Nurse – Band 5
Directorate/Department:	Paediatric Intensive Care Unit Division C, Child Health
Agenda for Change Band	Band 5
Accountable to: Report to:	Matron Senior Sister
Main Purpose:	To be a skilled member of the nursing team caring for critically ill patients in a highly complex environment. To provide a high standard of individualised care to the patients in accordance with agreed policies and within available resources.
Key Working Relationships:	PICU multidisciplinary team, PICU matron, clinical specialist teams visiting the unit.
General Duties:	<p>PROFESSIONAL & CLINICAL</p> <ol style="list-style-type: none"> 1. Maintain high standards of nursing care ensuring that nursing objectives are achieved using a systematic approach to nursing care. 2. Assess, plan, delivery and evaluate individualised care and provide support and advice to other staff as appropriate. 3. Receive patients and their relatives in accordance with recognised policies and ensure that they are kept informed of treatment and progress. 4. Arrange the care of patient's property, in accordance with unit policies and within the limitations of hospital responsibilities. 5. Liaise with all members of the multi-professional team to ensure that all treatments are correctly carried out in accordance with given policy. 6. Give and receive regular reports on the progress of patients, reporting immediately any changes in the patients' condition to the senior qualified nurse on duty or the medical staff as appropriate. 7. Maintain accurate records of observation, treatment and care. 8. Participate in the checking and administration of prescribed drugs (including controlled drugs) and other substances in accordance with Trust policy. Demonstrate competence in administration of complex intravenous therapies. 9. Inform the nurse in charge of shift of any untoward incidents or problems affecting patients/staff/relatives and visitors. 10. Inform nurse in charge of shift of any complaint received verbally from patients or relatives. 11. Adhere to the NMC Code of Conduct and Trust policies and procedures. Be familiar with the location of current files and maintain up-to-date knowledge of Resuscitation, Health and Safety, Fire,

	<p>Infection Prevention & Control, Major incident, Child Protection and Risk Management procedures.</p> <p>12. Act as a positive role model, demonstrating sound clinical judgement.</p> <p>13. Co-ordinate the requirements and take part in the transfer of patients to other departments within the Trust.</p> <p>14. Maintain good liaison with other nursing units and other hospital departments.</p> <p>15. Be familiar with and ensure all medical equipment is functional, reporting any faults or potential hazards and arranging for replacement as necessary.</p> <p>16. Actively contribute to ideas for enhancing patient care using evidence-based practice.</p> <p>EDUCATION & TRAINING</p> <p>1. Help create an environment that is conducive with learning and development.</p> <p>2. Participate in teaching of newly qualified or unqualified staff as appropriate.</p> <p>3. Support other trained nurses in the Continuous Assessment of Practice for learners and the assessment of competencies.</p> <p>4. Assume an active role in professional self-development in order to achieve the minimum of NMC PREP requirements for trained nurses.</p> <p>5. Keep up-to-date with clinical developments and participate in innovation and change concerned with improving the standards of care for patients.</p> <p>6. To co-operate fully in all PICU, Trust and University based developmental programmes and take responsibility for personal growth in an enthusiastic manner.</p> <p>7. Attend meeting on matters relating to the ward/unit during work hours.</p> <p>8. Participate in the inter-hospital transfer of patients to meet training needs.</p> <p>9. All employees must abide by the guidance set out in the NHS Code of Conduct and Standard Business Conduct for NHS Staff (HSG 93/5), as amended or replaced from time to time. Managers must also comply with the NHS Code of Conduct for Managers.</p>
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IMPORTANT ADDITIONAL INFORMATION RELATING TO YOUR EMPLOYMENT

Duty of Care	<p>You are responsible for ensuring that the patient, family and carers are at the centre of everything you do.</p> <p>Be open, honest and willing to acknowledge when something has gone wrong. Make timely apologies and take action to report incidents, including near misses; to ensure that as an organisation we learn.</p> <p>You should continuously seek to reduce harm by speaking up to managers and leaders if you believe that a lack of skills, knowledge or resources place</p>
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	<p>patients at a risk of harm or if your concerns are not being listened to. Managers and leaders must listen to others when they raise concerns and take action.</p> <p>Wholeheartedly commit to learning about safety, continually striving to improve excellent care. Develop your own ability to detect and correct defects.</p>
NHS Standards of Business Conduct and Professional registration	<p>All employees must abide by the guidance set out in the NHS Code of Conduct and Standard Business Conduct for NHS Staff (HSG 93/5), as amended or replaced from time to time. Managers must also comply with the NHS Code of Conduct for Managers.</p> <p>All clinical professionally regulated staff must abide by the codes of conduct issued by their respective regulatory bodies (e.g. NMC, GMC, HPC) and ensure that they maintain updated registration as required by the role.</p>
Living our values every day	<p>All staff are expected to strive to make the Trust values 'what we do' – to inspire, develop and support every one of us to live our values; every patient, every colleague, every day.</p> <p>Each post holder is expected to ensure they live the values of:</p> <ol style="list-style-type: none"> 1. Patients First 2. Always Improving 3. Working Together <p>These values are about us all helping each other to deliver great patient experience more consistently – involving people who use our services, their families, carers, staff and partners in continuing to improve the experience people have using and delivering our services</p>
Health and Safety:	<p>Staff are reminded of their responsibility to take care of their own personal safety and others whilst at work. In addition, no person shall interfere with, or misuse anything provided in the interests of health, safety and welfare</p>
Infection Prevention and Decontamination of Equipment:	<p>All staff are reminded of their responsibility to adhere to Trust and Departmental Infection Prevention Policies, including policies for the cleaning and decontamination of equipment, in order to protect their own health and that of other employees, visitors and patients.</p>
Child Protection/Safeguarding	<p>All staff providing services to patients and children are reminded of their responsibility to adhere to Trust and Departmental Child Protection and Safeguarding policies including employment checks.</p>
Confidentiality	<p>All employees of Southampton University Trust are reminded of the need to treat all information, particularly clinical and management information, as confidential.</p> <p>Any employee who wilfully disregards Trust and Departmental policies may be liable to serious disciplinary action including dismissal.</p> <p>This job description will be reviewed yearly as part of the annual appraisal, to ensure that it reflects the responsibilities of the post. No changes will be made without full consultation with the postholder.</p>
Mental Capacity Act 2005	<p>All Staff are required to ensure knowledge regarding the Mental Capacity Act 2005 (MCA) at a level deemed essential for their role. The level of training required will be specified to members of staff and is dependent on their role. It is important that staff understand and comply with local policies and procedures relating to MCA to ensure the Trust can act in an individual's best</p>

	interest when providing care. This helps to ensure ongoing adherence to our legal obligations and ensuring we put the needs of our patients first.
Last Updated	25 January 2018

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