

**BAND 5**

**Staff Nurse**

**Adult Critical Care Unit**

**Job Description**

**Date:** February 2016

## Context

Barts Health NHS Trust is one of Britain's leading healthcare providers and the largest trust in the NHS. It was created on 1 April 2012 by bringing together three trusts: Barts and The London NHS Trust, Newham University Hospital NHS Trust and Whipps Cross University Hospital NHS Trust. The new trust has a turnover of approximately £1.1 billion and approximately 15,000 employees.

Together our hospitals - Newham University Hospital in Plaistow, St Bartholomew's (Barts) in the City, The Royal London in Whitechapel and Whipps Cross in Leytonstone - deliver high quality clinical care to the people of east London and further afield.

The hospitals offer a full portfolio of services that serve the needs of the local community, and are home to some of Britain's leading specialist centres including cancer, cardiac, trauma and emergency care. Barts Health also has one of the UK's busiest children's hospitals and internationally renowned surgical facilities.

Our vision is to create a world-class health organisation that builds on strong relations with our partners and the communities we serve – one dedicated to ending the historic health inequalities in east London. We will build an international reputation for excellence in patient care, research and education. And as members of UCL Partners, the largest academic health sciences system in the world, we will ensure that our patients are some of the first in the country to benefit from the latest drugs and treatments.

We are looking for the best talent to lead our ambitious new healthcare organisation. In return, the Barts Health will provide unsurpassed professional development opportunities, enabling investment in a range of new initiatives that would mean:

- doctors and nurses in training will be able to gain experience in different hospitals along the whole patient pathway;
- there would be greater opportunity for career progression – we could retain good staff who might otherwise leave to gain promotion;
- becoming world-class will enable us to recruit some of the best doctors and researchers in the world – who can share their knowledge and experience;
- joining forces with other partners in an Academic Health Science System will mean that staff would be better able to secure funds and pool their talents to develop new technology, techniques and treatments.

## **JOB DESCRIPTION: BAND 5 STAFF NURSE**

### **ADULT CRITICAL CARE UNIT**

<b>ESSENTIAL QUALIFICATIONS</b>	At least 6 months Critical Care experience.
<b>REPORTS TO</b>	Senior Sister / Charge Nurse
<b>ACCOUNTABLE TO</b>	Adult Critical Care Matron
<b>HOURS OF WORK</b>	37.5 hours per week with internal rotation to nights and weekends.
<b>SUPERVISES</b>	Junior nursing staff, Health Care Support Workers, pre-registration students and course students
<b>JOB PURPOSE</b>	<p>To provide the highest standard of assessment, planning, implementation and evaluation of individualised, holistic patient care in conjunction with the multi-disciplinary team.</p> <p>The post holder provides care to critically ill patients with supervision and support of senior staff in this area of specialist practice.</p>

### **KEY RESPONSIBILITIES:**

#### **1 Communication**

- 1.1 Communication is a fundamental process to ensure continuity and high standards of care. It includes sharing ideas, information and feedback in order to empower patients and members of the health care team.
- 1.2 Utilises a variety of strategies to communicate effectively with patients and those involved in their care to optimise the patient's journey and ensure an informed decision making process.
- 1.3 Liaises closely with other wards and departments, maintaining good communication to ensure continuity of patient care.
- 1.4 Accepts responsibility for establishing and maintaining productive inter-professional working relationships

## **2 Clinical practice and decision-making**

- 2.1 Assesses, plans, implements and evaluates patient care and makes changes as necessary according to competency level.
- 2.2 Safely administers prescribed medication and monitors effects.
- 2.3 Ensures documentation is accurate and up to date, informing senior clinical staff when abnormal changes are detected.
- 2.4 Demonstrates an enquiring approach towards patient care.
- 2.5 Educates and supports patients and relatives.
- 2.6 Ensures patients' views are taken into account in the decision-making process.
- 2.7 Participates in the development of the ward/departmental *Philosophy of Nursing* and conveys this within practice.
- 2.8 Provides a high standard of nursing care to critically ill patients.
- 2.9 Develops his/her advocacy skills on behalf of critically ill patients.
- 2.10 Demonstrates sound principles of caring for ventilated patients
- 2.11 Identifies actual and potential problems, which can regularly present in ventilated and critically ill patients.
- 2.12 Identifies patient needs using the current nursing model and plans and administers care in an effective manner.
- 2.13 Achieves I.V. Certification for Administration of Drugs to critically ill patients.
- 2.14 Achieves competence in the safe utilisation of the ICU's specialist equipment.
- 2.15 Seeks assistance and reports problems promptly to ensure patient safety.

## **3 Quality of care**

- 3.1 Demonstrates evidence-based practice and always delivers a high standard of nursing care
- 3.2 Demonstrates an awareness of the Trust's programme of nursing and audit and participates as appropriate in the quality audit programme.

#### **4 Personal and professional development and training**

- 4.1 Actively participates in team meetings.
- 4.2 Engages in preceptorship, where appropriate.
- 4.3 Develops an understanding of clinical supervision programmes.
- 4.4 Improves clinical practices through reflection.
- 4.5 Identifies and pursues own educational and professional development.
- 4.6 Undertakes relevant training to build upon competence within Critical Care
- 4.7 With the help of his/her mentor, devises an action plan, which will facilitate the development of patient care skills resulting in the need for decreasing levels of support.
- 4.8 Demonstrates recognition of his/her own limitations in the critical care environment such that a safe patient environment is maintained.
- 4.9 Participates in the individual performance review process as part of individual professional development.
- 4.10 Assists with the development and professional growth of students (pre and post registration) and orientees.
- 4.11 Participates in the Critical Care shared Governance programme.

#### **FURTHER INFORMATION**

- The post holder must at all time work in accordance with the NMC Code of Professional Conduct.
- The post holder is required to familiarise himself/herself with and comply with the Trusts policies and procedures.
- The post holder must at all times respect patient confidentiality and, in particular, the confidentiality of electronically stored personal data in line with the requirements of the Data Protection Act.
- The post holder must at all times carry out duties and responsibilities with due regard to the Trust's Equal Opportunities Policy.

- The post holder must be aware of individual responsibilities under the Health and Safety at Work Act and identify and report, as necessary, any untoward accident, incident or potentially hazardous environment.
- The post holder is expected to develop IT skills.
- The post holder may be required to undertake duties at any location within the Trust, in order to meet service needs.
- This job description is intended as a guide to the main responsibilities of the post and **not** as an exhaustive list of duties and tasks. The post holder may be required to undertake other duties appropriate to his/her grade, which are not listed above, at the direction of his/her manager. The job description may be amended from time to time after consultation with the post holder.
- The Trust operates a No Smoking Policy.

## **Performance management and appraisal**

All staff are expected to participate in individual performance management process and reviews.

## **Personal development and training**

Barts Health NHS Trust actively encourages development within the workforce and employees are required to comply with trust mandatory training.

Barts Health's education academy aims to support high quality training to NHS staff through various services. The trust is committed to offering learning and development opportunities for all full-time and part-time employees.

No matter where you start within the NHS, you will have access to extra training and be given every chance to progress within the organisation. You will receive an annual personal review and development plan to support your career progression and you will be encouraged to develop your skills and experience.

## **Barts Health values based leadership**

Our leaders ensure a focus on health where patients are at the centre of all we do. They work to create a culture where innovation is promoted and encouraged. They

lead by example and demonstrate value based decision making as being integral to the ways of working within the Trust.

Barts Health leaders are role models who demonstrate those attitudes and behaviours which will make us unique. Our leaders are passionate about delivering high quality patient care, take pride in the work that they do to and are committed to the delivering the Barts Health NHS Trust 10 pledges of:

1. Patients will be at the heart of all we do.
2. We will provide consistently high quality health care.
3. We will continuously improve patient safety standards.
4. We will sustain and develop excellence in research, development and innovation.
5. We will sustain and develop excellence in education and training.
6. We will promote human rights and equalities.
7. We will work with health partners to improve health and reduce health inequalities.
8. We will work with social care partners to provide care for those who are most vulnerable.
9. We will make the best use of public resources.
10. We will provide and support the leadership to achieve these pledges.

Our leaders are visible leaders who believe in spending time listening and talking our staff, patients and partners about the things that are important to them and the changes they would like to make to continuously improve patient care.

Barts Health leaders work with their teams to develop organisational values, embed them in our ways of working and create the cultural changes required to ensure that we consistently provide an excellent patient experience, regardless of the point of delivery, in an environment where people want to work, regardless of where they work or what they do.

## **Health and safety at work**

The post holder has a duty of care and personal obligation to act to reduce healthcare-associated infections (HCAs). They must attend mandatory training in infection prevention and control (IP&C) and be compliant with all measures required by the trust to reduce HCAs. All post holders must comply with trust infection screening and immunisation policies as well as be familiar with the trust's IP&C policies, including those that apply to their duties, such as hand decontamination, personal protective equipment, aseptic techniques and safe disposal of sharps.

All staff must challenge noncompliance with infection, prevention and control policies immediately and feedback through the appropriate line managers if required.

## **Safeguarding adults and children**

Employees must be aware of the responsibilities placed on them to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e. line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager and consultant.

(October 2002). [www.nmc-uk.org/](http://www.nmc-uk.org/)

## **Conflict of interest**

The trust is responsible for ensuring that the service provided for patients in its care meets the highest standard. Equally it is responsible for ensuring that staff does not abuse their official position for personal gain or to benefit their family or friends. The trust's standing orders require any officer to declare any interest, direct or indirect with contracts involving the trust. Staffs are not allowed to further their private interests in the course of their NHS duties.

## **Confidentiality and data protection**

All employees are expected to comply with all trust policies and procedures related to confidentiality and data protection and to work in accordance of the Data Protection Act 1998. For those posts where there is management or supervision of other staff it is the responsibility of that employee to ensure that their staff receives appropriate training (e.g. HISS induction, organising refresher sessions for staff when necessary).



## **Budgetary management**

If you have responsibility for a budget you are expected to operate within this and under the trust's standing financial instructions (available in the intranet's policies section) at all times.

## **Equality and diversity**

The trust values equality and diversity in employment and in the services we provide. It is committed to promoting equality and diversity in employment and will keep under review our policies and procedures to ensure that the job related needs of all staff working in the Trust are recognised. The Trust will aim to ensure that all job applicants, employees or clients are treated fairly and valued equally regardless of sex, marital status, domestic circumstances, age, race, colour, disablement, ethnic or national origin, social background or employment status, sexual orientation, religion, beliefs, HIV status, gender reassignment, political affiliation or trade union membership. Selection for training and development and promotion will be on the basis of the individual's ability to meet the requirements for the job.

You are responsible for ensuring that the trust's policies, procedures and obligation in respect of promoting equality and diversity are adhered to in relation to both staff and services.

## **Smoke Free Trust**

Barts Health NHS Trust is a smoke free health provider. This means that smoking or vaping and using electronic cigarettes are not permitted anywhere on our hospital grounds or premises. Our Smoke Free Policy aims to support smokers who are ready to stop and create a smoke free environment. As a healthcare provider it's important we do everything we can to reduce smoking among patients, visitors, staff and the risk of harm to others. All employees are expected not to smoke in their uniform or with Trust ID cards on public display. Frontline clinical staff are expected to advise patients about the risks of smoking and support them by offering a referral to the smoking cessation service and for inpatients also offer nicotine replacement therapy (e.g. nicotine patches) or medicines; to help alleviate the discomfort of nicotine withdrawal. Smokers are up to four times more likely to stop smoking

successfully with support than by going it alone and are more motivated to stop smoking whilst in hospital.

## **NHS managers' code of conduct**

As an NHS manager, you are expected to follow the code of conduct for NHS managers.

**PERSON SPECIFICATION  
STAFF NURSE BAND 5 ADULT CRITICAL CARE UNIT**

<b>Education / Qualifications</b>	<b>Essential</b>	<b>Desirable</b>	<b>Assessment Criteria</b>
Registrant with Nursing and Midwifery Council (NMC) of UK	√		Cert
Completion of Adaptation Course if not UK trained and not eligible for registration with NMC	√		Cert
Preparation for Mentorship Course		√	Cert
Evidence of professional development e.g. Acute Care Skills Training		√	Cert
Intravenous accreditation	√		Cert
<b>Knowledge</b>			
Demonstrated knowledge of acute care issues and management of patients who are acutely unwell	√		App / Ref
Ability to reflect on practice	√		App / Int / Ref
Knowledge of current professional issues	√		Int
<b>Skills and Abilities</b>			
Enjoys caring for patients on a one to one basis	√		App / Int / Ref
Demonstrated ability to communicate in English, both verbally and written	√		App / Int / Ref
Demonstrated ability to maintain communication with in the inter-professional team	√		Int / Ref
Able to use initiative, solve problems and prioritise work	√		Int / Ref
Able to work in a changing environment and to actively support / promote planned change	√		Int / Ref
Willing to work as part of a team	√		App / Int / Ref
Ward Link Nurse for specialist clinical activity		√	App / Ref
Basic Computer Skills		√	App / Ref
<b>Experience</b>			
At least 6 months Critical Care experience	√		App / Ref
Evidence of positive contribution to the ward team	√		App / Int / Ref
<b>Disposition</b>			
Caring manner	√		Int / Ref
Able to form good inter-personal relationships with all members of the inter-professional team	√		App / Int / Ref
Even tempered, tolerant, cheerful, approachable and enthusiastic	√		Int / Ref
Sense of humour	√		Int / Ref
Able to be assertive when required	√		Int / Ref
Prepared to follow Trust uniform policy	√		Int

KEY: Int = Interview, Ref = Reference, Cert = Certificate, App = Application Form

Reviewed February 2016 NR