

Job description

Position	Registered Nurse
Grade	Band 5
Location	All inpatient medical and surgical wards
Hours	Full-time and part-time
Responsible to	Ward/unit manager
Accountable to	Head of Nursing

Our Organisation

The Princess Alexandra Hospital NHS Trust (PAHT) provides a full range of general acute, outpatient and diagnostic services at The Princess Alexandra Hospital in Harlow, the Herts and Essex Hospital in Bishop's Stortford, and St Margaret's Hospital in Epping.

We employ 3,500 staff and serve a local population of around 350,000 people living in west Essex and east Hertfordshire, centred on the M11 corridor and the towns of Harlow, Bishop's Stortford and Epping. Our extended catchment area incorporates a population of up to 500,000 and includes the areas of Hoddesdon, Cheshunt and Broxbourne in Hertfordshire.

Our Values

The Princess Alexandra Promise to our patients as identified by our 3 values which will contribute to improving our patient experiences:

Patient at heart – Always holding the patient and their wellbeing at the centre of our thoughts and efforts

Everyday excellence – Sharing and celebrating our successes, being honest when we get it wrong, giving us the ability to learn from both

Creative collaboration – Knowing strength comes from diversity, we combine our experiences, skills and talents, working together to find new and better ways to care

The Trust believes in investing in all our staff and rewarding high standards of care whilst building for excellence and in return we expect our staff to uphold the Trust values to the highest level.



Job summary

To provide effective clinical and holistic individualised patient centred care to the patients and families, ensuring delivery is to the highest standard. Maintaining evidenced based practice is performed at all times, being responsible for updating own knowledge and skills in line with the Trust policies, multidisciplinary team and the NMC Code. Developing leadership skills, actively participating in service development.

For newly qualified nurses, it is vital to consolidate own practice, completing relevant clinical and mandatory competences. Utilising the support from the MDT and relevant colleagues within your arena of practice.

Duties and responsibilities

Clinical:

- To practice in accordance with the NMC Code of Professional Conduct and Trust Policies, Procedures and Guidelines
- To ensure high quality, evidence-based care is provided to patient in collaboration with the multidisciplinary team
- Responsible for carrying out clinical practice within designated clinical areas. Ensuring high quality, current evidence-based nursing assessment, planning, implementation, interventions are delivered from admission to discharge
- Delegating care to unregistered carers and retaining responsibility for care
- To be flexible and willing to be redeployed to an area within the sphere of their clinical expertise to provide clinical support and assist with facilitating safe staffing across the Trust when required
- To ensure that all patients' have a safe and effective discharge plan. To collaborate with the integrated discharge team for complex discharges.
- To undertake the Shift Co-ordinator (nurse in charge) role on a shift basis once competency is achieved
- To consistently organise and deliver individualised patient care, ensuring patient physical, social and psychological needs are met
- Liaise with a multidisciplinary approach to care in collaboration with carers, health care professionals and other agencies
- Recognise the significance of observations made, and use them to develop and initiate nursing assessments and devise a plan of care.
- Recognise the signs of "deterioration" and take action as required without delay
- Manage clinical emergencies, ensuring that he/she is up to date with hospital life support
- Responsible for the correct administration of prescribed medication including controlled drugs, blood transfusion and blood products
- Essential care – PU prevention and falls
- Health promotion and prevention – smoking cessation, healthy eating etc



Communication

- Privacy and Dignity
- Compassion in care
- Maintain all patient information to the required standard in relation to the admission, planning, implementation and evaluation of patient care using the inpatient records
- Communicate with families and carers ensuring they are involved with the planning and delivery of care
- To establish good communication with all members of the ward team, including the clinical, administrative and domestic staff
- Effectively communicate with the multidisciplinary team in order to promote efficient and safe patient care
- Ensure the correct storage of all written, digital and spoken word communication at all times. Patient records must be stored in a way that complies with all information governance.
- Communicate with other clinical areas to coordinate transfer of patient care and smooth running of ward / unit / department
- Responding to enquiries / concerns / complaints from patient and visitors in a courteous and timely manner in line with the trust values. Supporting the Ward Manager when appropriate and escalating to senior staff when required³
- Ensure own competence in use of all relevant trust IT systems and email. Ensuring data is entered in an accurate and timely manner, in accordance with trust policies and procedures.

Professional and Education

- Adheres to the Trust Uniform and Corporate Dress Code Policy at all times
- Support quality improvement projects, enhancing the standards of care
- Provide a learning environment conducive for Nursing Students and other learners to train and ensure that it is maintained.
- To attend mandatory training and ensure that this is always up to date
- Act as a mentor / preceptor for all trained and untrained staff and support colleagues when training has been provided
- To develop and maintain own clinical skills and knowledge to provide holistic, evidence-based nursing care
- Is wholly accountable for his / her practice in line with the NMC Code of Professional Conduct and takes every reasonable opportunity to sustain and improve his / her knowledge and professional competence
- Maintain own professional practice and ensure meeting the needs required for NMC revalidation
- Take all precautions to safeguard the welfare and safety of staff, service users, visitors and public by implementing and adhering to all policies relating to health, safety, security and risk
- To actively participate in the appraisal process



Infection Control and Cleanliness:

- Work within the team in supporting the monitoring and sustaining high standards of cleanliness within the clinical area
- Actively participate in all infection control audits undertaken within the clinical area
- To act as a role model complying with all trust policies relating to infection prevention and control.

Safeguarding:

- To be familiar and comply with all safeguarding adult and children policies within the trust
- To take the appropriate actions as directed within the safeguarding adult and children policies if there is a potential or suspicion of abuse
- Attend relevant adult and children safeguarding training appropriate for role

Systems and Equipment

- Use of trust IT equipment and programmes, including Nervecentre, JAC, Cosmic, email system
- Medication administration equipment including infusion pumps
- Patient assessment equipment including vital sign observations

Physical / personal demands of the job:

- Flexible
- Motivated
- Professional awareness reflected in attitude and appearance
- Driven and open to change
- Ability to deal with a number of conflicting priorities in a changing environment
- Moderate physical fitness as there will be a lot of standing and walking
- Ability to perform manual handling as per trust policy

This job description outlines the current main responsibilities of the post; however, the duties of the post may change and develop over time and this job description may, therefore be amended in consultation with the post holder.

This job description may be subject to change according to the varying needs of the service. Such changes will be made after discussion between the post holder and the manager. All duties must be carried out under supervision or within Trust policy and procedure.



Person specification

Position	Registered Nurse
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Evidence for suitability in the role will be measured via a mixture of application form, testing and interview. Essential: E Desirable: D

Trust values	
Patient at heart – Always holding the patient and their wellbeing at the centre of our thoughts and efforts	E
Everyday excellence – Sharing and celebrating our successes, being honest when we get it wrong, giving us the ability to learn from both	E
Creative collaboration – Knowing strength comes from diversity, we combine our experiences, skills and talents, working together to find new and better ways to care	E

Education and qualifications	
Current NMC registration	E
Evidence of recent Continuous Professional Development	E
Nursing degree or working towards a nursing degree	D
Qualifications in mentorship	D

Experience	
Demonstrate knowledge of escalation and recognition the deteriorating patient	E
Flexibility to work in other areas of Princess Alexandra Hospital Trust when/if required to ensure safe patient care	E
Experience of working in an acute care setting	D
Experience of working in general surgical setting	E
Experience of working in an urological care setting	D

Skills and knowledge	
Organisational skills (including time management, prioritising own caseload, initiative, escalation)	E
Awareness of current issues in nursing relevant to your department	E
Interest in own professional development	E
Ability to move patients and equipment in accordance to Trust Moving and Handling Policy	E



Personal qualities	
Able to work well both independently and as part of the wider MDT	E
Clear communication	E
Organised and flexible able to work under pressure	E
Enthusiastic with a passion for nursing, motivated and able to motivate others	E