

Job description

POST

Day Surgery Ward Practitioner, Channel Day Surgery,
Reporting to Ward Manager

SALARY

£28,407 - £34,581 per annum
(pro rata where applicable)

CARE GROUP

Critical Care, Anaesthetics & Specialist Surgery

BASE

William Harvey Hospital

CONTACT

Natasha Dampier – Ward Manager,
Channel Day Surgery

Welcome to East Kent Hospitals

We are looking for caring and enthusiastic nurses to join our team at Channel Day Surgery, could this be you?

We are looking for individuals who are committed to providing gold standard care for our elective surgery patients, someone who is eager to learn, has a caring and compassionate nature towards patients and colleagues and is a positive team member.

In return we will offer you the full support of our team and a buddy to work with you while you are settling in. We will provide the training and competencies you need to fulfil our nurse led discharge criteria.

We offer a full package of benefits, including a car lease scheme; on-site childcare; generous annual leave in line with NHS terms and conditions; high street and public transport discounts; a 24/7 staff support service - and the little things that make life easier, like on-site Amazon lockers and fresh fruit and veg stalls.

About us

We are one of the largest hospital trusts in England, with three acute hospitals and community sites serving a local population of around 700,000. We also provide specialist services for Kent and Medway.

We care about our patients and our people. We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. With our emphasis on staff training and development, a staff support scheme that's second to none, and a healthy package of benefits, it's easy to put down roots in East Kent Hospitals.



Day Surgery Ward Practitioner

Role specific duties

The post holder will be responsible as a member of the team for the maintenance of a high standard of patient care in response to service needs. To ensure that throughout a 24-hour period, that day surgery and elective services are utilised efficiently and effectively. Assist in the implementation of training and development needs of the multidisciplinary team. Newly qualified staff are required to undertake a Trust Preceptorship period of one year which will be fully supported by the department. As part of the Channel Day Surgery Team you will;

- Undertake clinical assessments and admissions competently within the elective surgery environment.
- Act as the identified practitioner for a group of patients by assessing, planning, implementing and evaluating their care
- Supervise more junior members of staff in giving and maintaining high standards of care.
- Regularly take charge of the ward in the absence of a more senior member of staff.
- Demonstrate leadership in progressing the patient pathway.
- Act as the patients' advocate in decision making regarding their plan of care.
- Liaise with all members of the multidisciplinary team
- Participate in taking an active role in planning effective, timely, and safe discharges.
- Be clinically competent in all areas of clinical practice relevant to the post.
- Work to eliminate all avoidable infection by acting as a role model in Infection prevention and control prevention to all staff, visitors and patients.
- Work in accordance with the Health Act (2006) and comply with national and local infection control policies and procedures and any other related infection prevention policies or procedures.



Your commitments

We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. This is why we ask you to:

- maintain the confidentiality of information about patients, staff and other health service business and adhere to data protection law
- comply with the Trust's policies and procedures, including infection prevention and control, risk management, health and safety, safeguarding children and adults, financial management and use of resources
- act at all times in accordance with the professional Codes of Conduct and Accountability relevant to your role
- participate in annual mandatory training.

We are a smoke-free Trust, and offer staff support to stop smoking.

Values

We care about our values of caring, safe, respect and making a difference. We'll ask you to

demonstrate these values during the recruitment process and throughout your appointment – and you can expect us to do the same.

Our NHS People Promise

We are committed to the NHS People Promise. We want our culture to be positive, compassionate, and inclusive – and we all have our part to play.

Living and working in East Kent

Our large district general hospitals, specialist units and community sites provide a vibrant and diverse working environment with the extensive opportunities and teaching facilities you would expect of a large trust.

East Kent offers stunning countryside, beautiful beaches and charming places of historic interest, with easy access to London. With excellent schools, a wealth of leisure facilities and easy family days out on your doorstep, alongside beautiful and affordable housing stock, the perfect work-life balance couldn't be easier to achieve.

How to apply

For more information or to arrange to visit us, please contact Lynda Marshall via email: lynda.marshall2@nhs.net



Person specification

Requirements	Essential	Desirable	Method of assessment
Qualifications and training	Registered Nurse, ODP III/ODA C&G 752 ODP Diploma/ 1st Degree Ensure registration with the relevant professional body is maintained and to practice within the professional codes of conduct of that body.	Recent experience in an acute Trust. Completion of Preceptorship	Application Form Interview
Clinical skills and experience	Practice Assessor Delivery of evidence-based practice Demonstrates patient focused approach Basic IT skills Well-developed verbal & written communication skills	Previous Ward experience at Band 5 Evidence of facilitating learning in practice Evidence of on-going personal & professional development	Application Form Interview
Governance	Ensure the adherence to the Clinical Governance Framework for nursing by ensuring appropriate policies, protocols and guidelines are followed Where there are areas of concern, ensure that these are escalated appropriately	Understanding of Risk Management and current issues in Nursing.	Application Form Interview
Personal/professional attributes	Ability to develop working relationships with other Time management and personal organisation skills Calm under pressure and an ability to work flexibly and collaboratively Good interpersonal skills.	The ability to converse at ease with patients and relatives and the ability to provide post-operative advice in accurate spoken English is essential for the post	Application Form Interview
Other requirements	To be aware of and adhere to the Trust's Vision, Mission and Values. Current understanding of key issues facing the NHS both locally and Nationally Upholds and models the Trust values	Ability to work on own initiative using sound decision-making and problem-solving skills	Application form Interview

The small print

Band	Band 5
Salary Scale	<p>£28,407 - £34,581 per annum per annum (pro rata, if applicable)</p> <p>Progression through the pay scale will be determined on an annual basis. It will be subject to the post holder demonstrating the required standards of performance, conduct and completion of statutory and role specific training.</p>
Hours of work	37.5 hours per week
Annual Leave Entitlement	<p>Annual leave entitlements are based upon the following lengths of NHS service (pro rata if applicable):</p> <p>On Appointment = 27 days After five years = 29 days After ten years = 33 days</p>
Pension Scheme	<p>As an NHS employee you will be entitled to join the NHS Pension scheme and will be enrolled from your first day of service, if you meet the eligibility criteria. Employees who are not eligible to join the NHS Pension Scheme may instead be enrolled in the Trust's Alternative qualifying scheme, NEST.</p> <p>Your remuneration will be subject to the deduction of superannuation contributions in accordance with the relevant scheme.</p>
Contractual Notice	<p>Bands 1-4 = 1 Month notice period Bands 5-6 = 2 Months' notice period Band 7-9 = 3 Months' notice period.</p>
Probationary Period	<p>New staff appointed to East Kent Hospitals University NHS Foundation Trust in this post will be subject to a 6-month probationary period. During this time, you will be required to demonstrate to the Trust your suitability for the position in which you are employed. This period may be extended at the Trust's discretion and is without prejudice to the Trust's right to terminate your employment before the expiry of the probationary period. In the event that a decision is taken to terminate your contract of employment during or at the end of your probationary period, you will be entitled to a notice period in line with the statutory timescales, which for employees with less than one year's service is one week.</p>



Dimensions

Financial and Physical	Manages	Have an understanding of local resource management and the cost implications of service delivery.
	Impacts	To have an understanding of local resource management and the cost implications of service delivery.
Workforce	Manages (Bands and WTE)	Responsible for supporting junior colleagues and health care assistants within the team. Be ready to provide assistance for medical staff, ensuring all equipment is available and safe to use. Perform essential workplace assessments. Assist with the development of all aspects of care relating to elective surgery and provide specialised advice concerning the post-operative care or treatment of patients to patients and relatives.
	Located	Within own area of the unit, but staff may be required to transfer between Day Surgery units within the Trust to ensure that service delivery is not compromised through lack of multi-skills within the workforce.
	Impacts	Observes personal duty of care in relation to equipment and use in course of work
Other		Flexible Approach to working patterns

Communications and working relationships

Internal	Patients Relatives Clinical Ward team Unit Manager Senior Site Matron Ward clerk Medical staff Matron Clinical staff in same directorate and in other wards and departments Site Clinical Managers Clinical Nurse Specialists Directorate Lead Nurse Director of Surgical Services
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	Nursing and Quality Physiotherapists Occupational therapists Domestic staff Porters	
External to NHS	Primary Care staff (GPs, Practice nurses, district nurses, community matrons) GP's Social Workers	
Other	Canterbury Christ Church University Friends/Relatives/Carers Medical Representatives Public	

Environment

Category	Description/Definition	Frequency/Measures
Working Conditions	Occasional / frequent exposure to highly unpleasant conditions including verbal aggression. Frequent direct contact with body fluids and foul linen when undertaking clinical duties	Occasional/Frequent
Physical Effort	This post will involve moderate to intense physical effort for several long periods during a shift as part of the clinical team	Frequent
Mental Effort	Frequent requirement for intense concentration for delivery of service and decision- making. Work pattern will be variable according to the needs of the service with frequent interruptions from members of the multidisciplinary team, ward staff, visitors and telephone inquiries.	Frequent
Emotional Effort	Frequent exposure to highly emotional or highly distressing circumstances including clinical situations and management situations e.g. redeployment, grievance and disciplinary proceedings	Frequent



Most challenging part of the job

To maintain credibility and flexibility as a competent practitioner in an ever-changing environment, while continuing to develop professionally in line with the demands of a responsive nursing service focused on the needs of patients.

We confirm that the details of the above post as presented are correct. This is a description of the duties of the post as it is at present. This is not intended to be exhaustive. The job will be reviewed on a regular basis in order to ensure that the duties meet the requirements of the service and to make any necessary changes.

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