

# Job description

## POST

Registered Nurse  
Reporting to Ward Manager

## SALARY

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

## CARE GROUP

Surgery and Anaesthetics Care Group

## BASE

Queen Elizabeth The Queen Mother Hospital, Margate

## CONTACT

Alison Besant – Seabathing Ward Manager  
01843-234575

## Welcome to East Kent Hospitals

An exciting opportunity has arisen for a Band 5 RN on Seabathing Ward at the Queen Elizabeth the Queen Mother Hospital in Margate.

The role will be working clinically as a member of the nursing team. You will work in partnership with the Ward Manager to provide professional clinical care for orthopaedic patients.

We are looking for people who have some previous experience of working in the specialty, but we also encourage applications from newly qualified nurses or those from other health care environments and will support and develop you to reach your full potential as a highly skilled and experienced nurse

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.



# Registered Nurse

## Role specific duties

- Perform duties under the supervision of a registered nurse according to clinical protocols, and the appropriate Trust, Directorate and Departmental policies
- Update and change practices in accordance with the needs of the service in conjunction with the Ward/Unit manager
- Maintain safe environments for patients and staff
- Provide advice and guidance to healthcare assistants and foster collaborative partnerships with other disciplines.
- Communicate effectively with patients and their relatives, ensuring accurate and seamless information is conveyed and documented
- Assist in the maintenance of agreed standards, ensuring that any shortfall is brought to the attention of the line manager
- Participate in quality initiatives within the nursing environment and ensure that the highest standards of care are maintained at all times.
- Ensure that accurate and legible patient records are kept in line with NMC professional and legal requirements, ensuring entries are countersigned by a registered nurse
- Maintain effective working relationships and communications with consultants, medical staff, nurse colleagues and other multi-agency professionals

## Clinical

- Undertake patient assessments competently
- Assist in planning, implementing and evaluating the care of patients
- Carry out investigative procedures in accordance with protocols
- Plan own workload prioritising effectively
- Provide support to health care assistants in delivery and maintaining high standards of care.
- Act as the patients' advocate
- Liaise with all members of the multidisciplinary team
- Participate in planning effective, timely, and safe discharges
- Be clinically competent in all areas of advanced practice relevant to the post.



- Provide training and support to new and junior staff in accordance with Trust policies and procedures.
- Act as an NVQ assessor

#### Quality

- Implement and promote nursing standards within the Serious about Standards' programme linked to Essence of Care, share with patients and welcome patient feedback.
- Participate in regular audits of nursing standards and practice.
- Use the clinical incident reporting procedure for reporting untoward incidents
- Invite patient feedback and refer the views of patients, relatives and staff about the standards of care to the registered nurse / line manager



## 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.

## How to apply

For more information or to arrange to visit us, please contact please contact the Seabathing Ward Manager's Assistant via [carol.medhurst@nhs.net](mailto:carol.medhurst@nhs.net)

## 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.

## 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.



## Person specification

Requirements	Essential	Desirable	Method of assessment
Qualifications and training	<p>Recent clinical experience in an acute Trust</p> <p>Delivery of evidence-based practice</p> <p>Demonstrates patient focused approach</p> <p>Mentor Qualification or ENB998</p> <p>Completion of Preceptorship</p>	<p>Previous experience at Band 5 within specialty</p> <p>Evidence of facilitating learning in practice</p> <p>Evidence of on-going personal + professional development</p>	Application / Form Interview
Clinical skills and experience	<p>Patient focused approach</p> <p>Basic IT skills</p> <p>Well-developed verbal &amp; written communication skills</p> <p>Ability to develop working relationships with others</p> <p>Time management and person organisation skills</p>	<p>Venepuncture</p> <p>Bladder scans</p> <p>Catheterisation</p> <p>Cannulation</p> <p>IV medications</p>	Application Form / Interview
Governance	<p>Clinical Governance</p> <p>Knowledge of NMC Code of Conduct</p> <p>Knowledge of Risk management</p>		Application form/interview/professional profile
Personal/professional attributes	<p>Demonstrates patient focused approach</p> <p>Understanding of current issue in nursing</p>		Application Form / Interview
Other requirements	<p>To be aware of and adhere to the Trust's Vision, Mission &amp; Values</p> <p>Current understanding of key issue facing the NHS both locally and Nationally</p> <p>Calm under pressure</p> <p>Ability to work flexibly and collaboratively</p> <p>Good interpersonal skills</p>	<p>Ability to work on own initiative using sound decision-making and problem-solving skills</p>	Application Form/interview/Questioning reference



## The small print

<b>Band</b>	Band 5
<b>Salary Scale</b>	£28,407 - £34,581 per annum (pro rata, if applicable) 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.
<b>Hours of work</b>	37.5 hours per week
<b>Annual Leave Entitlement</b>	Annual leave entitlements are based upon the following lengths of NHS service (pro rata if applicable):  On Appointment = 27 days After five years = 29 days After ten years = 33 days
<b>Pension Scheme</b>	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.  Your remuneration will be subject to the deduction of superannuation contributions in accordance with the relevant scheme.
<b>Contractual Notice</b>	Bands 1-4 = 1 Month notice Bands 5-6 = 2 Months notice Band 7-9 = 3 Months notice
<b>Probationary Period</b>	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.



## Dimensions

<b>Financial and Physical</b>	Manages	Responsible for supporting ward sister in effective budgetary management of clinical area within the agreed budgetary and activity levels
	Impacts	Effective use of ward stock & medicine reconciliation
<b>Workforce</b>	Manages (Bands and WTE)	Supports ward manager in managing post holders within ward establishment including registered nurses and healthcare assistants.
	Located	Queen Elizabeth The Queen Mother Hospital
	Impacts	Ward Staffing Levels and Safe Patient Care
<b>Other</b>		Flexible approach to working patterns to meet service needs. All terms and conditions are in accordance with the Agenda for Change national terms and conditions.

## Communications and working relationships

Internal	<p>Patients            Relatives            Clinical Ward team            Ward manager            Ward clerk            Medical staff            Matron            Nursing staff in same directorate and in other wards and departments            Site Clinical Managers            Clinical Nurse Specialists            Directorate Lead Nurse            Physiotherapist            Occupational therapists            Domestic staff            Porters</p>
External to NHS	<p>Visiting Clergy            Care Managers            Primary Care staff (GPs, Practice nurses, district nurses, community matrons)            University Link Lecturers            Ambulance personnel</p>
Other	<p>Visiting Clergy</p>



## Environment

Category	Description/Definition	Frequency/Measures
<b>Working Conditions</b>	Exposure to highly unpleasant conditions including verbal aggression. Frequent direct contact with body fluids and foul linen when undertaking clinical duties.	Frequent
<b>Physical Effort</b>	This post will involve moderate to intense physical effort for several long periods during a shift as part of the clinical team	Frequent
<b>Mental Effort</b>	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 multi-disciplinary team, ward staff, visitors and telephone inquiries	Frequent
<b>Emotional Effort</b>	Frequent exposure to highly emotional or highly distressing circumstances including clinical situations, and management situations e.g. redeployment, grievance, and disciplinary proceedings. Supporting staff to deal with traumatic incidences and distressed patients and relatives	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.

