

Job Description

Job Title: Senior Registered Nurse	Band 6
---	---------------

Accountable to: REACT Service Lead
Responsible to: Clinical Team Lead
<p>Role Summary:</p> <p>To effectively manage and develop a nursing team and provide professional and clinical leadership in the delivery of high quality, safe, cost effective care of patients, families and staff.</p> <p>To effectively triage patient calls to ensure that care needs are met in order of priority/ clinical need.</p> <p>To work across the clinical area with nurses on a one to one/group basis to develop and enhance clinical skills and practice</p> <p>To deputise for the team manager to ensure appropriate senior cover at all times</p> <p>To work predominantly 11-11 shifts with occasional nights and some shorter shifts if service requires</p>

Principal Objectives

- To meet the needs of the Trust with regard to Induction, mandatory and statutory training
- To work within the framework for Clinical Governance to provide effective, high quality individualised nursing care to patients and relatives/carers and to contribute to the continuing development of nursing practice.
- To lead and ensure high standards of patient care at all times, in line with Trust policies and guidelines
- To lead as an effective member of the nursing and wider multi-professional healthcare team
- To work and ensure the wider team adhere to the Trust's Competency Framework for Registered Nurses, the Ward/ Department Philosophy and the NMC Code of Conduct/ Professional Standards for the Protection of Patients.

Clinical, Communication & Leadership

- Assumes responsibility, as delegated by the team manager, for the management of both human and financial resources within the team in an effective and efficient manner, liaising with sister/charge nurse, speciality matron, lead matron and directorate managers as required.
- Uses clinical expertise and works in a collaborative way to extend the role of nursing and wider MDT to meet the needs of the patient, carer and family.
- Acts as a role model to develop and encourage harmonious working relationships and professional rapport within the department and with other disciplines, departments and external agencies.
- Adopts a team leadership style that motivates and empowers staff in attaining and developing high standards of patient care and professional development.
- Ensures that the communication system flows with current information to and from meetings, link nurses forums and greater healthcare economy for all.
- Ensures compliance with all Trust policies local and legal requirements relating to clinical care and Health & Safety.
- Ensures that all staff are aware of the responsibilities placed on them under the Health & Safety at Work Act (1998) and that the agreed safety procedures are carried out and a safe environment is maintained for staff, patients and visitors.

Clinical Risk Management

- Manages clinical risk by ensuring all nurses and clinical practitioners take individual responsibility for the assessment of patient care needs and the development, planning, implementation and evaluation of programmes of care within patient own homes.
- Takes the responsibility for setting and implementing evidenced based standards of care in co-operation with the appropriate clinical nurse specialist and/or practice development nurse.
- Participates actively in clinical benchmarking and organisational audit, ensuring the standards of professional performance are set, monitored and corrective action is taken when necessary in the spirit of a no blame culture.

Patient Experience

- Ensures that all nurses take a customer service approach to maintain an excellent communication system with patients, relatives and other visitors and initiates a review of adverse patient experiences within the team in order to improve the service.
- Initiates investigations and monitors change to nursing practice following complaints and/or clinic incidents.
- Ensures all clinical equipment is safe to use, in good working order and those that are using it are competent to do so.

Practice Development

- Ensures that nurses take individual responsibility and are competent for ensuring a systematic approach to care using approved assessment tools.
- Ensure that staff are competent in the use of benchmarking techniques and are utilising an evidence base approach to care.
- Ensures that patient experience informs practice development.
- Ensures a culture whereby staff research and review systems of working and approaches to care.
- Networks closely with the practice development and clinical skills nurses to ensure that all nurses become clinically competent
- Shares clinical knowledge and expertise's through teaching sessions for staff

Professional Development

- Assists the sister/charge nurse and team to develop ward objectives, which complement and support the Trust's Nursing Strategy. Ensures that these objectives are embedded in turn within individual professional development plans
- Organises and appraises the performance of nursing staff in liaison by the ward manager to ensure the provision of relevant training and development with the aim of achieving the highest standard of professional and personal contribution to the nursing team.
- As clinical lead for the team, identifies ward training requirements via professional plans enabling sister/charge nurse to communicate this information to training department and education development manager.
- Ensures that confidential information is not disclosed to any unauthorised member of staff or public according to Trust policy.
- Ensures that the team provides an appropriate learning environment for all staff groups.

Retention & Recruitment

- Participates in the interviewing and selection, orientation and development of new staff within the team and ensures that mandatory training and other training needs are met.
- Provides a supportive learning environment for students, NVQ candidates and other staff attending post registration courses.
- Supports the Improving working Lives Agenda as an integral part of team management.
- Adheres to the Retention Pathway developed within the Nursing Strategy.

Resource Management

- Makes effective use of information and technological systems to actively monitor and manage the day to day nursing workload.
- Utilises all resources and manpower effectively within team budget and business plan.
- Ensures that all pharmaceutical supplies are ordered and administered and controlled drugs checked in accordance with the policy of the Trust.
- Ensure that teams stores are maintained at economical levels within the budgets set and that repairs and replacement of equipment are undertaking in accordance with the Trust Policy.

General

- To be responsible for complying with Trust and local Safeguarding policies and procedures.
- To be responsible for the quality of data recorded. The data should be accurate, legible (if hand written), recorded in a timely manner, kept up to date and appropriately filed.
- All employees must comply with the East Suffolk and North Essex NHS Foundation Trust's Equality and Diversity Policy and must not discriminate on the grounds of sex, colour, race, ethnic or national origins, marital status, age, gender reassignment, disability, sexual orientation or religious belief.
- Employees have a responsibility to themselves and others in relation to managing risk and health and safety, and will be required to work within the policies and procedures laid down by East Suffolk and North Essex NHS Foundation Trust. The Trust seeks to establish a safe and healthy working environment for its employees and operates a non-smoking policy.
- All employees have the right to work in an environment which is safe and to be protected from all forms of abuse, violence, harassment and undue stress. All employees are responsible for helping to ensure that individuals do not suffer harassment or bullying in any form. All employees will be personally accountable for their actions and behaviour in cases of complaint of harassment or bullying.
- All staff have a responsibility to contribute to a reduction in the Trust's carbon footprint and should pro-actively reduce and encourage others through own actions to reduce their contribution to carbon emissions. This includes switching off electrical appliances that are not in use, turning down heating, closing windows, switching off lights and reporting carbon waste etc.

Prepared By:

Debbie Gilardi-Denny

Date:

September 2023

Person Specification

Job Title: Senior Registered Nurse

Band: 6

Criteria	Essential	Desirable	Measure (e.g. Application form/interview)
Experience	<ul style="list-style-type: none"> • Experience leading teams • Clinical expertise • Coaching/Mentoring • Managing change • Evidence of managing and improving the patient experience • Previous acute, primary care or community experience • Triage experience 	<ul style="list-style-type: none"> • Previous experience at Band 6 • Evidence of involvement in research and audit • Evidence of teaching/assessing • Interviewing recruitment skills 	
Qualifications	<ul style="list-style-type: none"> • Registered Nurse First Level • Post registration qualification relevant to area up to post graduate diploma level • Student assessor 	<ul style="list-style-type: none"> • Nursing / Management degree • Willingness to undertake further academic study • NVQ assessors qualification • Leadership modules/ course undertaken 	
Knowledge	<ul style="list-style-type: none"> • Sound evidence of clinical ability • Articulates understanding role of Band 6 • Articulates understanding of prioritising clinical issues • Articulates understanding of managing clinical risk • Provides evidence of ability to make changes in nursing practice • IT skills • Ability to recognise a deteriorating patient and escalate the patient to the relevant professionals/ agencies/ 	<ul style="list-style-type: none"> • Sickness absence management • Rota management • Knowledge of the different teams/ services within REACT • Knowledge and understanding of the 2 hour urgent community response 	

	<p>services in a timely manner.</p> <ul style="list-style-type: none"> • Good knowledge and understanding of diabetes management • Good knowledge and understanding of End of Life Care (EOL)/ management 	<p>(UCR)</p> <ul style="list-style-type: none"> • Knowledge of community databases such as SystmOne and EVOLVE • Able to request and translate blood results • Ability to undertake audits 	
Skills	<ul style="list-style-type: none"> • Leadership • Good organisational skills • Good people skills • Time management and prioritisation skills • Critical analysis skills • Ability to work to strict deadlines • Ability to motivate • Professional role model • Ability to lead and delegate • Ability to work well under pressure- triage can be fast paced at times • IV Competencies- as there will be times where you will be expected to deliver IV antibiotics as part of your role • Excellent communication skills • Ability to drive confidently in all weathers and on all roads due to the large geographical area across East suffolk (including Ipswich) the service covers. • Must be competent in the following clinical skills: <ul style="list-style-type: none"> - Catheterisation - Diabetes care - Medicine administration - Venepuncture - Taking and recording observations 	<ul style="list-style-type: none"> • Ability to teach • Ability to influence at all levels • Management of drains • Cannulation • Able to report and investigate datix's 	