

Hello, we are Barts Health

#TeamBartsHealth

bartshealth.nhs.uk

Recruitment information pack





Our Vision To be a high-performing group of NHS hospitals, renowned for excellence and innovation, providing safe and compassionate care to our patients in east London and beyond.

WeCare about our ambition for excellence

Our WeCare values shape everything that we do, every single day. They are visible in every interaction we have with each other, our patients, their families and our partners.

WeCare about everything from the appointment letters our patients receive, to the state of our facilities when they walk through the door, to the care and compassion they receive when they are discharged. WeCare that the people who join our trust will hold the same values as we do, so our values are embedded within our recruitment and selection processes. WeCare that you feel valued working here, so our values also guide our training and development and performance and talent management. WeCare about working with suppliers that live and breathe our values too.

We have come a long way on our journey to delivering safe and compassionate care. By embracing these values as the way we behave around here, we will achieve our ambition for excellence.

	Value	Key behaviours
W	WELCOMING 	<ul style="list-style-type: none"> Introduce yourself by saying "Hello, my name is ..." Smile and acknowledge the other person(s) presence Treat others as you would wish others to treat you <ul style="list-style-type: none"> Ensure the environment is safe and pleasant for our patients, our colleagues and our visitors
E	ENGAGING 	<ul style="list-style-type: none"> Get involved in making improvements and bring others with you Encourage feedback from patients and colleagues and respond to it Acknowledge efforts and successes; say thank you <ul style="list-style-type: none"> Use feedback to make improvements, and empower colleagues to do this without needing to seek permission Appreciate that this may be a new experience for patients and colleagues; help them to become comfortable
C	COLLABORATIVE 	<ul style="list-style-type: none"> Give time and energy to developing relationships within and outside own team Demonstrate pride in Team Barts Health <ul style="list-style-type: none"> Respect and utilise the expertise of colleagues Know your own and others' part in the plan
A	ACCOUNTABLE 	<ul style="list-style-type: none"> Always strive for the highest possible standard Fulfil all commitments made to colleagues, supervisors, patients and customers Take personal responsibility for tough decisions and see efforts through to completion <ul style="list-style-type: none"> Admit mistakes, misjudgements, or errors; immediately inform others when unable to meet a commitment; don't be afraid to speak up to do the right thing Do not pretend to have all the answers; actively seek out those who can help
R	RESPECTFUL 	<ul style="list-style-type: none"> Be helpful, courteous and patient Remain calm, measured and balanced in challenging situations <ul style="list-style-type: none"> Show sensitivity to others' needs and be aware of your own impact Encourage others to talk openly and share their concerns
E	EQUITABLE 	<ul style="list-style-type: none"> Value the perspectives and contributions of all and ensure that all backgrounds are respected Recognise that individuals may have different strengths and needs, and that different cultures may impact on how people think and behave. Be curious to find out Work to enact policies, procedures and processes fairly <ul style="list-style-type: none"> Be open to change and encourage open, honest conversation that helps foster an inclusive work and learning environment Remember that we all have conscious and unconscious bias; get to know what yours are, and work to mitigate them



Context

In October 2014, NHS England approved the case for change for the way that specialist cardiovascular services are provided across north and east London, enabling the creation of the Barts Heart Centre. The Barts Heart Centre brings together the services and staff from the London Chest Hospital and UCLH's The Heart Hospital, along with those already running at St Bartholomew's.

It is the largest specialist cardiovascular centre in the country, bringing together wide range of expertise in clinical care, research and education for cardiovascular conditions.

With state-of-the-art facilities, the Barts Heart Centre has 10 theatres, 10 catheter labs, 250 general cardiac beds and 58 critical care beds, and performs more heart surgery, MRI and CT scans than any other centre in the world. It is Europe's largest specialised cardiovascular centre, covering a population of three million people across north and east London, west Essex and beyond. It also creates the world's biggest centre of excellence for adults with congenital heart disease.

As well as outpatients, emergency services is provided 24/7 by expert multi-disciplinary teams and because there are larger pools of expert staff, more services are provided for patients seven days a week and for more hours of the day, providing prompt access to treatment in all departments and helping reduce waits and cancellations. Patients will also be able to take part in a wider range of clinical trials, knowing they will be treated by teams working at the forefront of innovation.

The Barts Heart Centre is also, crucially, part of a wider network of cardiovascular provision delivered by Barts Health, including services at Newham, The Royal London, Whipps Cross, and University College London Hospital. The specialist Barts Heart Centre will work with these and other hospitals in the area to provide a comprehensive network of care for patients, and ensure that the majority of care is provided as close to home as possible.

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 UCLPartners, 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

Job Title	Staff Nurse
Board Corporate function	Cardiovascular CAG
Salary band	Band 5
Responsible to	Junior Sister
Accountable to	Senior Sister
Hours per week	37.5 internal rotation including some nights and weekend and other unsocial hours
Location	St. Bartholomew's Hospital

Aim of the role

To work supported within the multidisciplinary team to provide continuing care to critically ill patients in a complex environment.

To supervise and teach junior members of staff and learners as required and maintain own personal development with support.

To be a safe and effective practitioner able to provide high quality nursing care to the patient and their families, in accordance with agreed policies and within available resources.

Key working relationships

Internal Relationships

Senior Sister/ Charge Nurse

Matron

Anaesthetic, Cardiothoracic and Cardiology Consultants and nursing team

Therapies

All Clinical staff

External departments

External relationships

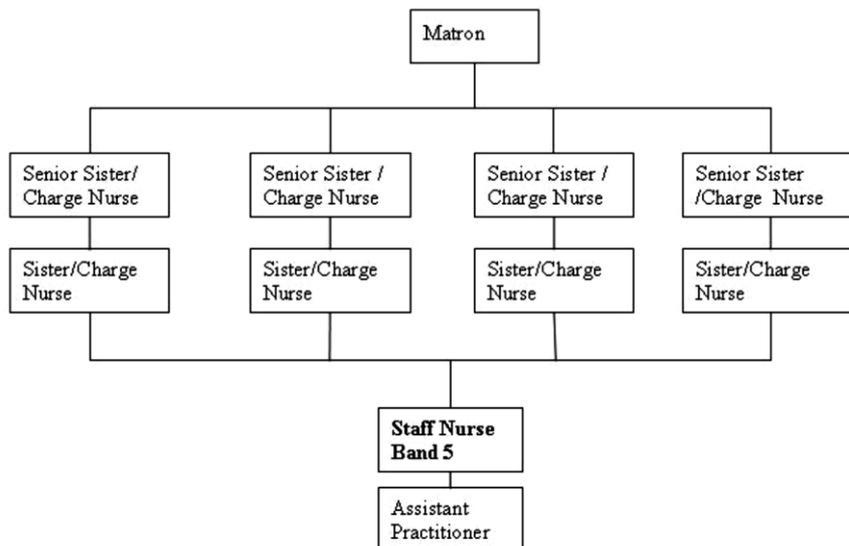
Patient's relatives

Members of the public

Visitors to the Trust

Emergency services





Communication – Core Dimension Level 3

Develop and maintain communication with people about difficult matters/and/or in difficult situations

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 interdisciplinary team.
2. Skilled in communicating with a range of people on a daily basis some of who may have communication barriers.
3. To be responsible for disseminating Trust policies and information as required.
4. Provides feedback to other workers on their communication at appropriate times.
5. A key responsibility will be to utilise a variety of strategies to communicate effectively with patients and those involved in their care.
6. The post holder must also communicate with other staff within the Trust, with external organisations and with the general public.
7. Keeps accurate and complete records of activities and communications consistent with legislation, policies and procedures.

Personal and People Development – Core Dimension Level 2

Develop own knowledge and skills and provide information to others to help their development



1. Participates in team meetings so fair and equal opportunities are given to share knowledge and ideas with colleagues.
2. Engages in the Preceptor ship programme either as a Preceptor or a Preceptee as required.
3. Develops an awareness of clinical supervision/action learning
4. Improves clinical practice through reflection with self and others.
5. With the support of Sister/Senior Sister through the Trust's appraisal process and development of personal development plan identifies their educational and professional needs.
6. Influence the development of knowledge, ideas and work practice.
7. The post holder is expected to develop their IT skills by completing the European Computer Driving Licence (ECDL) qualification.

Health, Safety and Security – Core Dimension Level 2

Monitor and maintain health safety and security of self and others.

1. The post holder is required to familiarise him/herself with and comply with the Trust's policies and procedures.
2. 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 (1998).
3. The post holder must be aware of individual responsibilities under the Health & Safety at Work Act and identify and report as necessary any untoward accident, incident or potentially hazardous environment.
4. When moving people and goods, the post holder must complete the relevant training as appropriate to the action, e.g. use of hoists.
5. Takes appropriate action to manage an emergency summoning assistance immediately when this is necessary.
6. Works in ways that minimise risks to health, safety and security.

Service Improvement – Core Dimension Level 2

Contribute to the improvement of services.

7. Participates in the development of the ward/department Philosophy of Nursing and the Shared Governance structure of the Trust. The post holder will convey this within their area of practice.



8. Develop skills in accordance with the expanded role relevant to the post holder's clinical area.
9. Develops knowledge, understanding and application of their personal leadership skills.
10. Co-ordinates the activities of the clinical area when required.

Quality – Core Dimension Level 2

Maintain quality in own work and encourage others to do so.

11. The post holder must at all times work in accordance with the NMC Code of Professional Conduct (2002).
12. Participates in research, audit and quality initiatives, e.g. Essence of Care.
13. Demonstrates knowledge and skills related to evidence based practice.
14. Uses and maintains resources efficiently and effectively and encourages others to do so.
15. Monitors the quality of work in own clinical area and alerts others to quality issues.

Equality and Diversity – Core Dimension Level 2

Support equality and value diversity.

1. The post holder must at all times carry out duties and responsibilities with regard to the Trust's Equal Opportunity policy.
2. Identifies and takes action when own or others' behaviour undermines equality and diversity.
3. Take account of own behaviour and its effect on others.

Assessment and Treatment Planning – Specific Dimension Level 2

Contribute to the assessment of physiological and/or psychological functioning

4. Assesses, plans, and evaluates patient care, making changes as necessary.
5. Utilises a variety of approaches to gather relevant and accurate patient assessment data.
6. Interprets assessment findings, identifies deteriorating patients and takes appropriate action.
7. Records and reports assessment, and ensures documentation is accurate and up to date.
8. Demonstrates an enquiring approach to patient care.



9. Evaluates assessment findings/results and contributes to treatment planning for the patient taking into account individual's dignity, wishes and beliefs.

Interventions and Treatments – Specific Dimension Level 2

Contribute to planning, delivering and monitoring interventions and/or treatments

10. Implements and evaluates the treatment plan, making changes as necessary.
11. Safely administers prescribed medication and monitors effects.
12. Educates patients, relatives and staff as necessary.
13. Ensures patients' views are taken into account in the decision making process.
14. Participates in collaborative decision making within the nursing team.
15. Participates in health education and promotes the needs of patients and carers
16. Prepares for and manages a range of patient care interventions.
17. Undertakes care intervention/treatments in accordance with set standards guidelines/ procedures/policies.
18. Monitors and evaluates individuals' reactions to the interventions/treatments and takes appropriate action to address any issues or risks.
19. Accurately records care undertaken and outcomes.
20. Analyse and report information provided through appropriate clinical equipment and act upon this gathered information (e.g. blood pressure monitoring).
21. Maintain the integrity of information using agreed methods and procedures.
22. Reports the data/ information clearly in the required format and at the time agreed.

Information Collection and Analysis – Specific Dimension Level 2

Gather, analyse and report a limited range of data and information

1. Demonstrates an understanding of research and development and how this influences nursing practice.
2. Input patient data in the correct form and manner whether this be primary or secondary information onto the supporting computer system.



FURTHER INFORMATION

The post holder may be required to undertake duties at any location within the Trust in order to meet the needs of the service.

- The post holder will adopt the BLT Culture '*Bringing excellence to life*':
- We value professionalism, courtesy and respect
- We do not tolerate bullying and rudeness
- We value 'nimbleness' (responsiveness, creativity, flexibility)
- Our decision processes are open and inclusive
- We act collectively
- We coach and develop our staff
- We encourage learning from mistakes but poor performance will be challenged.
- This job description is intended as a guide to the main tasks involved with the post and is not an exhaustive list of duties and responsibilities. The post holder may be required to undertake other duties appropriate to their role, which are not listed, at the discretion of their manager
- This job description is subject to amendment and may be changed from time to time after consultation with the post holder
- The Trust operates a no smoking policy



Person Specification

Post	Staff Nurse – Registered Practitioner	Band	5
Department/Ward	Adult Critical Care – High Dependency		

Domain	Essential Criteria	Desirable Criteria
Communication	<p>Ability to work as part of a multi-disciplinary team.</p> <p>The ability to communicate with patients in an empathetic manner regarding their treatment and procedures.</p> <p>Can demonstrate an enthusiastic, approachable and friendly manner</p> <p>Ability to communicate effectively, both written and oral.</p>	<p>Ability to communicate effectively at all levels across the Department and Directorate.</p>
Personal and People Development	<p>Ability to self-reflect, carry out tasks of own job and identify what s/he needs to learn to able to do current job better.</p> <p>Ability to take an active role in agreed learning activities and keeps a record of them.</p>	<p>Ability to demonstrate enthusiasm towards teaching and sharing knowledge.</p> <p>Understanding of own Knowledge and Skills Framework and ability to identify learning needs and interests.</p>
Health, Safety & Security	<p>Acts in a way that is consistent with legislation, policies and procedures and abides by the Trust Health and Safety policies.</p>	<p>Ability to support others in maintaining health, safety and security.</p> <p>Ability to identify and assess the potential risks involved in work activities and processes for self and others.</p>
Qualifications	<p>Registered Nurse.</p> <p>Intravenous accreditation.</p>	<p>Prep for Mentorship course or equivalent.</p>
Service Improvement		<p>Knowledge of current and emerging NHS strategy and policy</p> <p>Ability to offer constructive suggestions for service improvement.</p> <p>Effectively carries out tasks related to evaluating services when asked.</p>



Quality	Ability to work within set timeframes working to priorities and deadlines.	Ability to monitor the quality of own work. Ability to use and maintain resources efficiently and effectively and encourage others to do so.
Equality & Diversity	Ability to treat everyone with whom s/he comes into contact with dignity and respect.	Experience of Equal Opportunity policies and procedures. Ability to identify and take action when own or other's undermines equality and diversity.
Assessment & Treatment Planning	Ability to prioritise clinical work effectively. Can show a non-judgmental approach to patient care.	Ability to record and report back accurately and fully on patient assessments undertaken and risks identified.
Interventions & Treatments	Can demonstrate a knowledge of current and emerging health care issues. Ability to identify deteriorating patients. Ability to carry out essential and appropriate nursing care and procedures.	
Information Collection & Analysis	Can prove a basic computer literacy in Windows and IT systems. Ability to store data/ information safely and correctly.	
Other Requirements		Ability to work flexible hours to meet service requirements.



About Barts Health

Our group of hospitals provide a huge range of clinical services to people in east London and beyond.

We operate from four major hospital sites (The Royal London, St Bartholomew's, Whipps Cross and Newham) and a number of community locations, including Mile End hospital. Around 2.5 million people living in east London look to our services to provide them with the healthcare they need.

The Royal London in Whitechapel is a major teaching hospital providing local and specialist services in state-of-the-art facilities. Whipps Cross in Leytonstone is a large general hospital with a range of local services. Newham in Plaistow is a busy district hospital with innovative facilities such as its orthopaedic centre. Mile End hospital is a shared facility in Mile End for a range of inpatient, rehabilitation, mental health and community services. And St Bartholomew's in the City, London's oldest hospital, is a regional and national centre of excellence for cardiac and cancer care.

As well as district general hospital facilities for three London boroughs, Tower Hamlets, Waltham Forest and Newham, we have the largest cardiovascular centre in the UK, the second largest cancer centre in London, an internationally-renowned trauma team, and the home of the London Air Ambulance. The Royal London also houses one of the largest children's hospitals in the UK, a major dental hospital, and leading stroke and renal units.

We're also proud to be part of UCLPartners, Europe's largest and strongest academic health science partnership. The objective of UCLPartners is to translate cutting edge research and innovation into measurable health gain for patients and populations through partnership across settings and sectors, and through excellence in education.

