

# North Bristol NHS Trust

Exceptional healthcare, personally delivered

## Job Description

### Job Details

Job Title: Interventional Radiology Nurse

Grade: Band 5

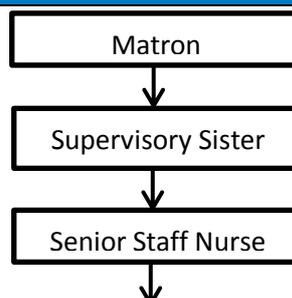
Division: Core Clinical Services

Location/Base: Interventional Radiology Gate 19 Level 2

### Job Summary

- Provide specialist nursing care and support to all patients and users of the Radiology service within Neuro Radiology, Endoscopy and Interventional Radiology, ensuring their dignity and privacy are not compromised at any time.
- Participate in assisting the Radiologist in scrub procedures and providing assistance to the scrub nurse with the appropriate equipment.
- Participate in care for patients post procedure in the day case recovery area.
- Monitoring, observing and communicating with the patient throughout the procedure.
- Participate in on call/Night duties.
- The post holder will take responsibility for the supervision and guidance of other staff including health care assistants and students.

### Organisation Chart/Accountability



Caring



Ambitious



Respectful



Supportive

Staff Nurse (this post)

**Knowledge, Training, Experience And Skills Required**

- Registered General Nurse (RGN).
- Current Nursing and Midwifery Council (NMC) Registration
- Experience in Radiology Nursing or in an acute hospital setting including theatres.
- A recognised Teaching and Assessing qualification.
- Must have an understanding of relevant Health & Safety at work and Welfare issues, including the Ionising Radiation Regulations
- Must have an understanding of the Ionising Radiation (Medical Exposures) Regulations 2017.
- Must have evidence of completed and planned Continued Professional Development.

**Main Duties & Responsibilities Of The Post**

- Undertake a wide range of more complex nursing procedures requiring applications of specialist expertise and knowledge and act as a source of reference.
- Ability to motivate the nursing team
- Ability to undertake first line management duties in the absence of Senior staff.
- Able to assess, implement and evaluate individual patient care needs.
- Able to recognise adverse complications or medical conditions and react promptly and appropriately.
- High level of co-ordination and dexterity to enable manipulation of clinical radiological equipment in performing clinical tasks.
- Build and promote interprofessional understanding and networks with peers and colleagues.
- Able to communicate to a broad range of individuals in a professional and caring manner including those whose first language is not English, or who may, for whatever reason, have difficulty understanding. These individuals include patients, visitors, clinical, technical and other staff.
- Build confidence and trust with patients in a potentially frightening, technical environment by applying a professional and empathetic approach
- Able to Identify problems, understand complex situations and information and take appropriate action
- Able to plan and prioritise own workload appropriate to grade and keep accurate patient records and documentation.
- Recognise potentially aggressive and abusive situations and deal with them appropriately.
- Promote an image of high professional skill and competence to all department users and to impress the public with attitudes and service provided by the Trust in general and by Radiology Nurses in particular.
- Provide holistic, specialised nursing care in all areas of Radiology Nursing.

- Work within multidisciplinary departmental teams.
- Act as team leader when assigned to that role
- Responsible Nurse for specific designated tasks i.e. link persons for (e.g. resuscitation, infection control), Point of Care Trainer (POCT), student placements, rotas etc.
- Provide skilled assistance to Consultants and Clinicians within Interventional Radiology. Assisting in sterile procedure (scrub), circulating, and in the care of sedated and anaesthetised patients.
- Provide assistance for radiological endoscopic procedures in all aspects of maintenance and decontamination of flexible scopes.
- Take responsibility for care, custody and administration of pharmaceuticals
- Provide and maintain accurate documentation e.g. record patient observations, care plans and electronic records.
- Utilise advanced nursing/clinical practices in accordance with the training provided e.g. cannulation, administration of Intravenous pharmaceuticals as per departmental protocol.
- Rotate through imaging modalities and Radiology departments as required.
- Lead Radiology nursing cover outside the department, e.g. Theatre, wards as required.
- Observe and maintain the safety and comfort of patients at all times during their waiting, examination and post examination stay in the department. Adhering to the highest possible professional standards and maintain confidentiality at all times
- Liaise with Consultant Radiologists, Clinicians, Radiographers, and nursing colleagues in scheduling and assisting with appropriate radiological procedures.
- Liaise with Radiologists, Radiographers, Clerical and Portering staff within the department and with Medical and hospital staff of other wards and departments to ensure a smooth, efficient service to department users.
- Effectively communicate with all users of the service using available means e.g. verbal, written, electronic etc.
- Ensure appropriate information is provided for the patient prior, during and after the examination.
- Ensure any compliments and complaints from any source, are reported immediately to their Line Manager.
- Form and maintain good working relationships with all linked professionals and colleagues in the department.
- Adhere to the Trust and Departmental policies, procedures and guidelines. These will include:
  - Health and Safety
  - Quality Assurance
  - Infection Control
  - Major Incidents,
  - Dress Code,
  - Sickness Absence,
  - Punctuality etc.
- Participate in Annual Appraisal reviews with a nominated appraiser and act as an Appraiser when appropriate.
- Co-operate fully in the introduction of new technology and of new methods of working as appropriate to the work of a Radiology Nurse e.g. new equipment, new processes etc.
- Participate in practice education of students
- Participate in the induction of new staff.
- Assist and undertake audit and research.
- Report all incidents of injury to themselves or patients to a line manager and complete appropriate incident form.

- Maintain correct documentation and record keeping using appropriate information systems.
- Participate in the provision of the 24-hour 7 day per week service
- Comply with Departmental Ionising Radiation Local Rules and Ionising Radiation (Medical Exposure) Regulations 2017, (IR(ME)R 2017 ).
- Act as a professional role model and observe the rules and regulations of their professional body (Nursing and Midwifery Council)

### Working Conditions / Effort

- Frequent concentration due to variable and busy daily clinical workload and activity.
- Frequently assist Radiologists and clinicians during highly stressful and intricate interventional procedures.
- Assess patient mobility and identify correct manual-handling techniques accordingly.
- Frequent requirement to manoeuvre patients of various sizes for their examination in a safe and competent manner
- Escort patients on trolleys and beds to Daycase or wards
- Frequent direct involvement in dealing with potentially emotional or distressing circumstances.
- Frequently stand for long periods wearing heavy lead protective clothing
- Frequently working directly with patients with multi-trauma and/or terminal illness.
- Frequent contact with body fluids, blood, body tissue and odours.
- Exposure to potentially aggressive and verbally abusive situations.
- Use of computer screens at regular intervals.
- Working in an area utilising Ionising Radiation and chemical substances falling under the Control of Substances hazardous to health (COSHH) regulations.

### Improving the patient experience through your work

Patients are the most important people in the health service and are at the centre of what we do. Patients and carers are the 'experts' in how they feel and what it is like to live with or care for someone with a particular illness or condition. The patients' experience of our services should guide the way we deliver services and influence how we engage with patients every day in our work.

All staff should communicate effectively in their day to day practice with patients and should support and enable patients/carers to make choices, changes and influence the way their treatment or care is provided. All staff, managers and Board members should work to promote effective patient, carer and public involvement in all elements of their work

We have a duty to involve, engage and consult with patients, carers and families about plans for health facilities and the provision of our services. North Bristol NHS Trust wholeheartedly embraces the principles of patient partnership and has made clear its commitment to involve patients in key aspects of its work, which will be further strengthened through becoming a Foundation Trust.

## Infection control

Compliance with all infection control policies and procedures will form an integral part of the practice of all staff working in a clinical environment. Each staff member will be responsible for familiarising themselves with the Infection Control Manual in the clinical areas and on the Trust's Intranet site. Staff must keep up to date with new policies and subsequent implementation in practice.

Staff must seek support and advice from Infection Control in all instances where cross infection is likely to have occurred or when managing situations involving patients with infections where guidance provided in the Policies is not applicable.

All staff must contact the Occupational Health Department if they are suffering from any form of infection which may put patients and other staff at risk.

## Commitment to health and safety, no smoking, equal opportunities and harassment and bullying

### Health and Safety/Security

It is the duty of every employee to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers. Similarly, it is each person's responsibility to ensure a secure environment and bring any breaches of security to the attention of their managers.

## Commitment to health and safety, no smoking, equal opportunities and harassment and bullying (cont.)

### Smoking Policy

As an NHS employer, the Trust has a duty to its staff and patients to protect them from the health hazard that smoking represents. Consequently, in line with the public health white paper, *Choosing Health*, the current policy will be that smoking will not be permitted anywhere on Trust property including all buildings, grounds and within leased/owned vehicles of the Trust. This applies to all staff, patients and visitors of the Trust. Failure by staff to comply with this requirement may result in recourse to the disciplinary procedure. Employees also have a responsibility to remind members of the public, visitors and other staff to refrain from smoking on Trust premises and to inform the appropriate manager if they witness repeat non-compliance.

### Equal Opportunities

North Bristol NHS Trust has given its full commitment to the adoption and promotion of the key principles of equal opportunities contained within current legislation and the Trust's Equal Opportunities Policy.

All staff hold personal responsibility for the application of this policy on a day-to-day basis and should not undertake any acts of discriminatory practice during the course of their employment. Similarly all staff have a responsibility to highlight any potentially discriminatory practice to their line manager, human resources department or trade union/professional associations.

Copies of the Equal Opportunities Policy are available in the Personnel Policies and Procedures file in every department and on the intranet.

### **Harassment and Bullying**

We believe that all people, whether staff, patients or visitors, are entitled to an environment in which the dignity of the individual is respected.

We are also firmly committed to promoting an organisational culture which values diversity and equality of opportunity and to preventing discrimination in all aspects of its employment practices and services. We regard harassment and bullying as totally unacceptable forms of behaviour that will not be tolerated or condoned

### **Confidentiality and freedom of information**

Information relating to patients' records, diagnosis and/or treatment of patients, staff records, or information concerning contracts, tenders and other commercially sensitive matters etc. are considered to be **confidential** and must not be divulged without prior authority other than in accordance with the provisions of the Trust's Policy on raising concerns about Health Care Services as may be amended from time to time. Breaches of confidentiality will result in disciplinary action, and may result in dismissal. Managers are also required as a condition of this Contract to represent the views of the Trust in any dealing they may have with Trust employees, their representatives, the media, general public or other organizations in which he/she may come into contact.

However, as a public body, the Trust has a requirement to publish particular information. Therefore, in addition to the above confidentiality requirements you must also comply with all aspects of the law concerned with information handling. For this purpose, the relevant legislation is the Freedom of Information Act 2000. This Act places a legal duty on all staff to comply with the rights of the public to access information. Any altering, destroying or concealing of information held by the Trust with the intention of preventing the legitimate disclosure of all or part of that information will result in disciplinary action, and may result in dismissal.

### **Safeguarding**

North Bristol Trust are committed to safeguarding and promoting the welfare of children, young people and adults and to protecting them from all risks of harm. The organisation expects all staff to work to national and local children and adult safeguarding policies and procedures. The trust expects all staff and volunteers to be dementia aware and to support the care of people with dementia. All staff are expected to share this commitment and meet the competencies relevant to their role.

### **Job Description Agreement**

Completed by.....

Authorised by..... Date.....

*This job description is a guide to the duties you will be expected to perform immediately on your appointment. It is not an exhaustive list, and such duties may well be altered from time to time to meet changes in the Trust's requirements. Any such changes will be commensurate with the grade of the post and will be discussed with the postholder prior to the changes being made*