

Job Description

Job Title:	Senior Staff Nurse
Base:	Dove Unit, Day Therapy Centre, Coate Water Unit & Medical Day Unit
Grade:	Band 6
Reporting to:	Senior sister / charge nurse

Our Values

Our STAR values are at the heart of everything we do. You can expect to see them in the way we act and the way we treat each other. Our values make us who we are.

Service	We will put our patients first
Teamwork	We will work together
Ambition	We will aspire to provide the best service
Respect	We will act with integrity

Main Purpose of the Job

The post holder will have to be able to administer IV medications. They will also have the specialist skills to administer cytotoxic chemotherapy and other specialist treatments e.g. Stem Cell Transplants. They will be able to access and maintain patency of central lines. (Training at first-degree level will be provided for these skills).

The four units provide blood and other infusions /supportive therapies so the post holder must be proficient at administering blood product and be familiar with (with training if appropriate) in implementing the Trust's guidelines on Blood Transfusion and dealing with adverse reactions.

Good communication, multi-disciplinary working and organisational and interpersonal/negotiation skills are essential for this post. This includes educating and empowering patients and their carers.

The post holder must be flexible to meet the demands of the unit.

Patient Client Care

1. Accept responsibility for the management of the ward where indicated or in the absence of the Sister.
2. Ensure that all staff adhere to the Great Western Hospitals NHS Foundation Trust's and local policies, protocols and procedures.
3. To be aware of and comply with Health & Safety, COSHH, Manual Handling, Infection Control and Fire Safety measures.
4. To act immediately and resolve where appropriate incidents, accidents, complaints or other undue occurrences and report to Sister/Senior Nurse or Manager.
5. To maintain effective communication and professional relationships with all areas of the Non-Acute medical Unit and other clinical areas associated with Great Western Hospitals NHS Foundation Trust including Primary Care Trusts.
6. To participate in the Trust's appraisal programme and agree objectives for continuing development of self and service.

7. Assist in appraisal of staff.
8. Work in the clinical area with other/senior members of staff on a regular basis to facilitate clinical supervision and further development of managerial skills.
9. To work with the Senior Sister and Senior Manager to critically analyse patient care, identifying areas for development so that patients receive the highest quality of care.
10. To maintain effective communication and professional relationships with all areas within the Unit and other clinical areas within the Trust.

Clinical Practice

1. Provide a high standard of patient care by ensuring/initiating the assessment of patient needs, planning, implementing and evaluating care on an individual basis; both physical and emotional.
2. To undertake the specialist skills necessary for administering cytotoxic chemotherapy and other specialist drug therapies. To teach and support patients and their carers how to deal with short and long term complications caused by chemotherapy.
3. Participate in research trials in collaboration with the Research Nurses.
4. To be skilled in Basic Life support, treatment of anaphylaxis and other critical episodes that may occur in the client group.
5. To be competent in caring for patients with neutropenic sepsis, following Trust protocols including the potential rapid deterioration in condition.
6. To undertake the specialist skills necessary to care for patients who require end stage terminal care.
7. To assist in caring for patients who are admitted to undergo a stem cell transplant including the administration of high dose cytotoxic drugs, and the management of extreme mucositis.
8. To be competent in accessing and maintaining the patency of central lines. To be able to educate patients and relatives to care for their line.
9. In conjunction with the Sister and Senior Nurse Manager, assist in the implementation of the Strategy for Nursing.
10. To assist in other clinical areas where appropriate, taking into account individual competency and accountability.
11. Manage patients receiving blood and blood product support to include the following
 - a. Instigate further physiological investigations and act accordingly referring to other members of the Multi-disciplinary when required.
12. Management of blood product reactions as per Trust Policy
13. To have a practical knowledge of patient diagnoses, maintaining contact with patients and relatives, recognising and meeting individual psychological needs, including dealing with highly emotional and distressing circumstances.

14. To act as a specialist resource person to others, providing accurate information, advice and support to internal and external multi- disciplinary teams and patients/relatives.
15. To be a competent practitioner with the ability to demonstrate clinical expertise and judgement under the Scope For Professional Practice.
16. Ensure that agreed nursing standards for the ward/unit are monitored and maintained. Participate in the developing/ auditing of standards and implement changes where indicated.
17. To carry out in close co-operation with colleagues within and outside the area, link nurse roles and updates.
18. Be aware of cost implications and ensure efficient and effective use of manpower and resources.

Professional Development

1. Assist in the development and implementation of appropriate unit training programmes in line with directorate and trust strategy including own specialist area i.e. cytotoxic chemotherapy. Provide educational resources for patients, carers and staff.
2. Participate in the mentoring programme for all staff including visiting professionals. (trained and untrained)
3. Actively seek and participate in research and audit opportunities, maintaining own professional development and bring to the attention of colleagues new research relevant to the clinical area.
4. Participate and support the Trust wide implementation of Essence of Care benchmarking and delivery of standards.
5. Participate in Clinical Supervision and the mentorship/facilitation of student's pre and post registration.
6. Encourage a positive educational environment and promote life long learning, demonstrating own continuous professional development.
7. Be open to constructive criticism.

Flexibility

This job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances, in discussion with the post holder. This role profile is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.

Supplementary Information

This job description should be read alongside the Supplementary Information provided on NHS Jobs for applicants and alongside the Employee Handbook for current staff members.

Person Specification

Job Title:	Senior Staff Nurse
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The following criteria will be assessed from information provided on your completed application form, during the shortlisting and assessment process, and by your referees.

Criteria	Essential	Desirable
STAR Values	<p>We will expect your values and behaviours to reflect the STAR Values of the organisation:</p> <p>Service - We will put our patients first</p> <p>Teamwork - We will work together</p> <p>Ambition - We will aspire to provide the best service</p> <p>Respect - We will act with integrity</p>	
Education, Qualifications and Training	<ul style="list-style-type: none"> Registered nurse Part 1 Experience at Band 5 or above Diploma/Degree in relevant area or willing to work towards one Teaching qualification e.g. ENB 998 ENB N59 (chemotherapy course) or equivalent (or willingness to undertake) Post registration training preferably in haematological / oncological care. Demonstrates evidence of ongoing continuous professional development Leadership skills 	<ul style="list-style-type: none"> ENB 237 course or ENB N14 or equivalent (or willingness to undertake) NVQ assessor Mentor to pre-registration students ALERT Evidence of teaching skills
Experience	<ul style="list-style-type: none"> Significant experience at a Band 5 or above Thorough and up to date knowledge of nursing theory and best practice particularly within haematological and oncological care and the application of this in practice Demonstrates evidence of ability to educate others Experience of working as a preceptor/facilitator Regular experience of taking charge and delegating duties 	<ul style="list-style-type: none"> Evidence of involvement in service users advocacy and complaints resolution. Nurse led clinic experience Thorough and up to date knowledge of nursing theory and best practice particularly within rheumatology and chronic pain care and the application of this in practice. Working knowledge in use of computers Understanding of the basic principles of effective staff Management Understanding of the basic principles of effective budgetary management Preceptor to post-registration students

<p>Knowledge and Skills</p>	<ul style="list-style-type: none"> • Demonstrates evidence of well developed clinical practice • Clinical skills in cannulation and venepuncture; phlebotomy and ECG recording • Caring for patients with Hickman lines, syringe drivers and Neutropenia. • Competently administer IV therapies • Competently administer chemotherapy and other specialist treatments such as monoclonal antibodies (or be willing to undertake training) • Highly effective communication skills – able to communicate verbally and in writing to staff, patients and relatives including situations of conflict and distress • Strong organisational skills • Able to act as an advocate to service users • Able to build effective working relationships with clinicians and Managers at all levels 	<ul style="list-style-type: none"> • Experience of MDT working and discharge planning •
<p>Other Job-Related Requirements</p>	<ul style="list-style-type: none"> • Willing to work in other areas of the Trust or Trust-wide as and when required to do so. • Evidence of excellent interpersonal skills with the ability to utilise them effectively within a multi-professional team based work environment. • Good presentation skills • Self motivated • Effective management skills • Good time management skills • Conflict resolution/problem solving skills • Able to work under own initiative within boundaries of role • Able to work effectively under pressure 	