

Job Description

Job Title:	Staff Nurse
Base:	Great Western Hospital
Grade:	Band 5
Reporting to:	Senior Sister/Charge Nurse or Junior 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 be responsible for providing safe and effective care to all children (aged 0 – 18) requiring admission on the Children's Unit/Paediatric Assessment Unit of Emergency Department. They are responsible for the assessment, planning, delivery and evaluation of evidence based individualised patient care within the boundaries of their role. The post holder will contribute to the continuing development of standards of care including developments of nursing standards and monitoring of outcomes. The post holder will be expected to continue with their own professional development.

Main Responsibilities and Duties

1. Plan, deliver and evaluate compassionate nursing care to meet the patients individualised needs.
2. Ensure the highest standards of care and safety are maintained.
3. To support the nurse in charge with the day to day planning, the delivery of a high quality nursing service and the continuous improvement of that service.
4. SBAR multidisciplinary team on the clinical condition of patients using the PEW's (Paediatric Early Warning Scores).
5. Co-ordinate the effective admission, transfer and discharge of individual children in line with Trust policy.
6. Act as advocate for the children in their care and ensure the voice of the child is heard.
7. Adhere to the Trust's safeguarding policies and procedures and ensure that know and practice enables children to be safeguarded.
8. Effectively liaise with all agencies including external who are providing support to families and children at home.
9. To ensure effective communication is achieved and maintained of sensitive information, with regard to the patient assessments and clinical details.
10. To act as a role model, ensuring high quality, professional standards are maintained and delivered at all times.

11. To document observations, assessments, results, decisions and actions. Effectively in patient's notes and communicate these effectively to appropriate members of the multidisciplinary team and as appropriate, to carers.
12. Provide legible and comprehensive patient records to agreed Trust and NMC standards and guidelines
13. To develop and maintain effective communication links with all levels of staff within the Trust and external agencies.
14. To participate in the audit cycle of clinical practices and procedures including infection prevention & control initiatives.
15. Promote and maintain the dignity and privacy of patients at all times.
16. To participate and contribute appropriately in research, service modernisation, clinical governance and National Service Frameworks.
17. To be responsible for developing and sustaining own knowledge, clinical skills and professional awareness in accordance with re-evaluation requirements and to maintain a professional portfolio with evidence of reflective practice.
18. Actively encourage service users & carers for feedback and work with the outpatient team to develop action plans to address issues.
19. To promote best practice and monitor support workers practice.
20. To assist in the orientation and support of new staff and students to the unit, working together as a team.
21. To act as a role model and promote the Trust's STAR values.
22. The Staff Nurse will assist in the provision of support to patients and staff in the delivery of individual nursing care in accordance with the Trust policies and procedures.
23. Promote and maintain a safe, welcoming and comfortable environment for the patients, carers, relatives, visitors and staff.
24. Assist in the implementation and delivery of the Trust Carer's strategy.
25. Actively participate in the delivery of nurse led clinical interventions.
26. Participate in the delivery of speciality patient health assessment programme and pre-operative investigations as per agreed protocols.
27. Listen and respond appropriately to consumer feedback in conjunction with Patient Advice Liaison Services (PALS).
28. Participate in effectively managing complaints as per Trust policy.
29. Ensure own compliance with mandatory training and re-validation requirements.
30. Maintain active status on NMC Register.
31. Act in accordance with NMC Code of Conduct and guiding documents.
32. Maintain a professional portfolio.
33. Ensure that the correct methods of moving / manual handling of patients and equipment is utilised.
34. Ability to deal with distressed patients / clients on a regular basis.

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 is a guide to the duties and responsibilities for the post holder and is not exhaustive. It is subject to the needs of the service, the content of the job description for this post is subject to review and at least annually as part of the Trust appraisal system.

Person Specification

Job Title:	Staff Nurse – Band 5
Base:	Great Western Hospital or Community Hospital

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	We will expect your values and behaviours to reflect the STAR Values of the organisation: 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	Evidence of continuing professional development.
Education, Qualifications and Training	<ul style="list-style-type: none"> First Level Registered Children's Nurse. Current/live registration with the Nursing Midwifery Council 	<ul style="list-style-type: none"> Level 3 Safeguarding Children FLAP Course
Experience	<ul style="list-style-type: none"> Recent experience nursing children in an acute / community setting or recently completed a Return to Paediatric Nursing course. Able to demonstrate effective consolidation of nursing knowledge and practice after qualification and Preceptorship. Working within a multi-disciplinary team environment. 	
Knowledge and Skills	<ul style="list-style-type: none"> Excellent written and verbal communication. I.T. Literate. Ability to document details clearly and accurately. Good interpersonal skills and is able to deal with difficult/sensitive situations. Ability to prioritise and organise own workload. Willingness to undertake training and assessment for further clinical skills. Able to undertake audits. Understanding of the concept of clinical supervision. Evidence of effective child protection and safeguarding working. 	<ul style="list-style-type: none"> An understanding of the structure for the delivery for Community and social care services.
Other Job-Related Requirements	<ul style="list-style-type: none"> Good team member, able to complement group dynamics and also work autonomously. Flexible approach to work and routine shift patterns and area of work. Adaptable to changing needs of the service. Self-motivated, compassionate. Willing to work in other areas of the Trust or Trust-wide as and when required to do so. 	

Role Descriptor: Band 5

In order to undertake the permanent band 5 post the following must have been achieved

- ❖ Completed Trust competencies.
- ❖ Mandatory requirements of the role
- ❖ First level registration with the Nursing Midwifery Council

Compulsory

- ❖ Communicate service information concerning patient's condition requiring, persuasive and reassurance skills
- ❖ Work independently
- ❖ Take charge of ward in senior staff absence
- ❖ Provide training for other staff
- ❖ Assessment of patients
- ❖ Delegate task and support bands 2, 3 and 4
- ❖ Allocates, checks work of staff and raise concerns to senior staff
- ❖ Problem solving
- ❖ Care pathways
- ❖ Parents / Carer teaching
- ❖ Undertake audits
- ❖ Personal Care including catheter care (if required)
- ❖ Nutrition and Hydration support
- ❖ Knowledge and understanding of safeguarding children and adults
- ❖ Chaperoning / support to other health care professionals
- ❖ Supporting the child and family
- ❖
- ❖ Collect specimens (*routine bodily fluids only*)
- ❖ Moving and handling
- ❖ Documentation
- ❖ Environmental maintenance
- ❖ Cleaning equipment / environment in line with IP&C guidance
- ❖ Performing care in line with risk assessments
- ❖ Escort to other departments
- ❖ Instigate Emergency procedure
- ❖ Completion of accident / incident forms
- ❖ Promote person centred values and provide support for patients wellbeing and fulfilment
- ❖ Observations (*Blood pressure, Pulse, Temperature, Respirations and escalation of PEWS*)
- ❖ ANTT

Once all compulsory elements have been met the individual band 5 can then decide with their manager to undertake additional skills / tasks relevant to their area of work. The individual band 5 must attend all relevant training and have a completed Trust competency

before practising unsupervised. Once assessed competent the individual band 5 must not perform a skill / task unless it has been delegated to them by a registered practitioner on each occasion.

These are the permitted tasks / skills (this list is not an exhaustive list):

- ❖ Assessment and management of the sick child
- ❖ Care of the child requiring respiratory support
- ❖ Care of the child requiring high dependency care
- ❖ Medication as per Trust policy on safe administration of medicines
- ❖ Tracheotomy Management
- ❖ Suctioning
- ❖ Mentorship
- ❖ Feeding through an NG tube
- ❖ Passing NG tubes
- ❖ Gastrostomy care and insertion
- ❖ Care of child with PCA/NCA
- ❖ Care of the child requiring blood products
- ❖ Hickman line.picc training
- ❖ Chest drain management
- ❖ Maintaining accurate fluid balance
- ❖ To complete incident forms where an untoward incident occurs
- ❖ ECG recording
- ❖ Provide and receive complex, sensitive/highly complex information
- ❖ Communicate sensitive/highly sensitive condition related information to patients, relatives, empathy and reassurance
- ❖ Contributes to the development of specialist protocols where necessary
- ❖ Designs audits and carries out audits as part of quality assurance
- ❖ Care of the child oncology patient
- ❖ **There is a list of clinical skills / competencies that are relevant for each specific area**