

JOB DESCRIPTION

Job Title:	Bank Registered Nurse
Band/Pay:	Band 5
Department:	Temporary Staffing

NURSING



Job overview

To work as a registered nurse within a team responsible to the team leader / shift coordinator caring for patients and their carer's.

To provide high standards of care for patients as part of a multidisciplinary professional team.

To be responsible and accountable for the assessment and planning care for designated patients

To implement the appropriate care plan.

To promote a safe clinical environment for all patients, their carer's, visitors and staff.

To comply with the Trust's values and expected behaviours.

Main duties of the job

- Gain an understanding of the physiological, psycho-social, spiritual and cultural needs of the patients and their families. To develop a positive, realistic and supportive attitude to patient and the family to ensure that their needs

- Document and evaluate care given and discuss progress, condition and treatment with colleagues, alerting the primary team leader / nurse in charge of the shift of the patients' changing health care needs.
- Act as an advocate for staff, patients and relatives at all times.
- Using the information obtained from the assessment of the patient and from subsequent observations, identifies the patient's individual nursing care needs, and plan and implement care.
- Be aware of the side effects of any treatment in progress, and adopt a problem-solving approach to minimise the potentially adverse reactions.
- Develop knowledge about aetiology, diagnosis, treatment and be able to select, interpret and use the best available evidence and research in the care of patients.
- Develop the ability to contribute to the on-going development of nursing practice.
- To undertake intravenous drug administration, following successful completion of the Trust training and assessment, within six months of being in post.
- Be aware of all hospital policies and procedures and collaborate with other health care professionals to ensure that these are observed.
- Recognise patients changing condition and seek the appropriate support and advice from senior staff.
- Be involved in the direct delivery of skilled specialised nursing care with supervision until competent. E.g. wound dressings, removal of drains, and insertion of urinary catheters.
- Collaborate with the team leader in the planning of a patient's discharge from hospital.
- Make appropriate referrals and collaborate with members of the inter-professional team in the care of patients and their carer's.
- Set goals and plan care appropriately for the resolution of each of the identified nursing needs, and help the patient achieve these goals.
- Promote a safe clinical environment for all patients, visitors and staff. .
- Prioritise workload to ensure an effective service is maintained

About your new team and department

- Patient comfort and well-being are paramount.
- Achieving high standards of care.
- Working as part of and contributing effectively to team working.

Detailed job description and responsibilities

- To ensure high standards of care in accordance with agreed policies and procedures.
- To assess, plan, implement and evaluate Patient care and produce written care plans
- To ensure a cohesive working environment and effective team work in all assignments.
- To liaise with the multi-disciplinary team, co-ordinating patient care, communicating with relatives ensuring they have adequate information at all times.
- To liaise with other departments ensuring information regarding the patient is given appropriately.
- To be responsible for own personal and professional development, attending study days/courses as appropriate.
- To be aware of all Trust policies.
- On occasions take charge of an area in the absence of more senior staff.
- Verbal and written communications with the following personnel is on-going:
 - Patients and Relatives
 - Modern Matron / Senior Nurse Manager
 - Ward Manager
 - Medical Staff

- Relatives / Patients / Visitors
 - Ward Clerk
 - Practice Manager
 - Medical Social Worker
 - Occupational Therapist
 - Physiotherapist
 - Hotel Services
 - External agencies – Peripheral Hospitals, General Practitioners, Social Workers, Joint equipment store
 - Develop time-management skills and the ability to prioritise nursing care for a group of patients.
 - Be rostered as part of the ward / departmental nursing establishment to care for patients over a 24-hour period. This will include working night and day shifts
 - This post involves being part of a multi-disciplinary team, working with other RGN's, Assistant Practitioners, Healthcare assistants, students, housekeeper and ward clerk and all other learners.
 - Develop the ability to work as a member of the inter-professional team delivering care to individuals.
Develop an awareness of self, the knowledge of the limits of own competence, the ability to seek advice and support to look after self effectively.
 - Administer medicines as defined in the NMC Standards for Medicines Administration (NMC 2010) and the Trust's Medicines Management Policy.
Document the process of care effectively according to the Record Guidance for Nurses and Midwives (NMC 2010) and the Trust policy
 - Budgetary Implications: No direct budgetary responsibility but to be aware of recourses available and cost implications.
 - Assist with teaching patients and carers, this will include explanation and expansion about diagnosis preparation for investigations, treatment and discharge in accordance with the treatment plan recorded in the patients records.
 - Allocate
 - Vital Pac
 - ESR/HIVE
 - Cyber lab
 - Nerve Centre
 - Blood Matters
 - IHCS
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PERSON SPECIFICATION

Attributes	Essential	Desirable
Qualifications and training	<ul style="list-style-type: none"> NMC Registered (Level 1) 	Diploma/degree in Nursing or on a pathway
Knowledge and experience	<ul style="list-style-type: none"> Evidence of meeting PREP requirements Able to assess, plan, implement and evaluate patient care Knowledge of clinical governance Knowledge of individual responsibility to health and safety and clinical risk 	<ul style="list-style-type: none"> Awareness of the NHS plan and current initiatives
Specific Skills	<ul style="list-style-type: none"> Ability to assess, plan and evaluate patient care Effective Communication skills Management of an acutely ill patient Good interpersonal skills with particular ability to liaise effectively with multidisciplinary team members Evidence of working well within a team Ability to demonstrate motivation Ability to work accurately and reliably under pressure Ability to make decisions, organise and prioritise own workload 	<ul style="list-style-type: none"> Computer literacy

	<ul style="list-style-type: none"> • Evidence of commitment to customer care initiatives • Awareness of quality issues • Motivated to learn • Able to balance work, study and personal life 	
Requirements due to work environment/conditions	<ul style="list-style-type: none"> • Constant VDU use. Ability to work in different environments according to the availability of work and the needs of the organisation. • Occasional exposure to unpleasant working conditions in the form of verbal aggression • Ability to work in clinical areas where you may be exposed to unpleasant sights and smells. 	

Physical skills	<ul style="list-style-type: none"> • Ability to work shifts, including night duty • Flexibility to meet the needs of the service
Physical effort	<ul style="list-style-type: none"> • Highly developed physical skills where accuracy is important • Dealing with violent and aggressive patients • Ability to move and handle clients and equipment in line with Trusts Manual Handling procedures
Emotional effort	<ul style="list-style-type: none"> • Frequently be exposed to distressed clients, occasional people with challenging behaviour and disturbing situations, such as terminally ill and very sick clients of all ages., • Able to break bad news to patients and their relatives • Conflict Management
Mental effort	<ul style="list-style-type: none"> • Calculating drug doses, concentration checking documents, constant interruptions and demands • High volume of work, to be able to multi-task using own initiative • To be able to arrange time efficiently.