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Author: Claire Ackerman	Date: May 2018



Job Description

Job Group (Delete as applicable):	Nursing & Midwifery
Job Title:	Staff Nurse
Existing Grade:	Band 5
Care Group:	Surgery Care Group
Service Line:	Renal & Transplantation Summary
Department:	Renal Dialysis Service
Location:	Plymouth Dialysis Unit
Appraiser:	Jen McDermott
Accountable to:	Director of Nursing
Position Number:	
Date:	10/09/2021

Job Purpose:

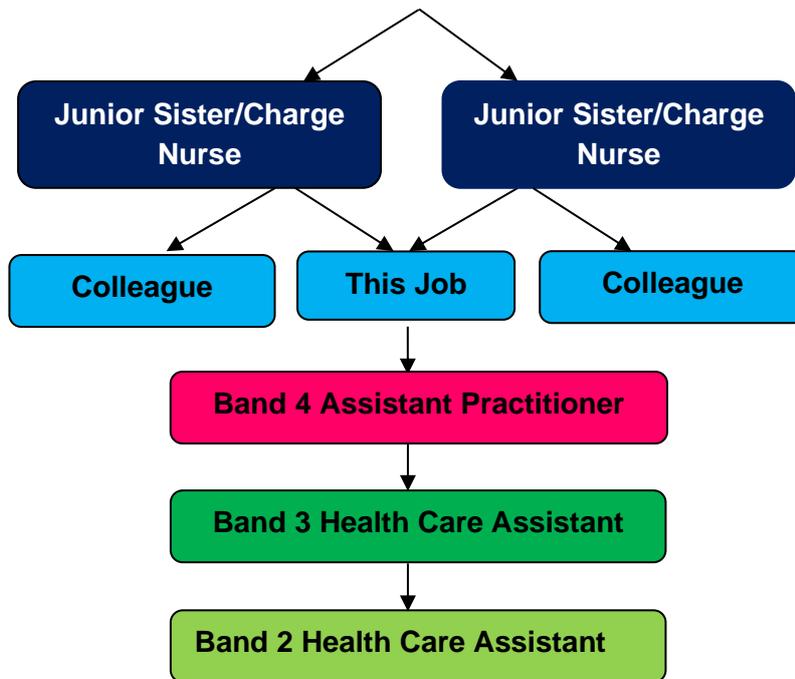
- Responsible for co-ordinating and delivering effective specialized quality nursing care ensuring the area of work runs smoothly and efficiently.
- To provide clinical expertise and work as part of a multidisciplinary team.
- Supervision and direction of junior nursing staff, healthcare assistants and learners.
- Take part ward/haemodialysis rotation programme to provide specialist renal treatments using highly complex dialysis machinery

Key Dimensions:

- In the absence of Ward Sister/Deputy, regularly assumes responsibility for the ward/unit, utilising knowledge of standards, policies and procedures outlined by the trust.
- To provide leadership and act as role model for other staff members.
- Contributes to the management of risk, both clinical and financial.
- Utilise highly complex specialist renal equipment to provide renal treatment

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Organisational Chart



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PRIMARY DUTIES & AREAS OF RESPONSIBILITY

- Providing and delivering a high standard of specialist nursing care by initiating and co-coordinating the assessment, planning, and evaluating of individual patients needs based on evidence within the, Haemodialysis, Transplantation, Peritoneal teams.
- Commencement of haemodialysis, cannulation and termination of dialysis using highly complex specialist dialysis equipment to include problem solving skills.
- Care of the haemodialysis patient with Percutaneous Access to include problem solving skills.
- Interpret any machine alarms and take corrective action.
- Assist in the care of patients undergoing minor surgical interventions recognising problems and initiating action when required.
- To carry out clinical observations on patients, recognising, recording and using a problem solving approach act on all changes in patient's condition. To include early recognition and intervention of acute dialysis symptoms administration of intravenous fluids/medication as appropriate.
- Utilise a problem solving approach to patient care.
- Promoting and delivering health education within the clinical area and advise patient, family, and others in health promotion issues.
- Engage; interact with carers/family encouraging them to be actively involved in patient's care, planning.
- Demonstrating and undertaking evidence-based practice playing an active part in the introduction of this evidence to improve patient centred care.
- Supervising, assessing, and supporting Registered Nurses and Health Care Professionals to including bank and agency staff in the clinical setting.
- Increasing the level of knowledge and skills within the Ward/Directorate through sharing best practice, mentoring and supporting others to develop their professional abilities.
- Implementing and sharing good infection control practice.
- Undertaking manual handling assessments and ensuring identified actions are met and implemented.
- Day to day direct supervision of a team of patients and staff.

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Managerial

- Reporting and managing untoward incidents such as complaints, clinical emergencies, and injury or drug administration errors as detailed in Trust-wide and local protocols and procedures.
- Contributing towards ward or clinical projects to set and maintain standards of practice in conjunction with other team members, participating in research audits and quality monitoring.
- Ensuring that resources are used efficiently and in accordance with agreed procedures.
- Regularly acting, as nurse in charge, leading the allocation of workload and ensuring efficient patient flows and effective patient care.
- Demonstrating an awareness of and compliance with health and safety regulations/procedures that apply to staff, patients and visitors within the Trust premises including reporting any deficiencies in equipment, furnishings or matters of hygiene.
- Supporting the Ward Sister in identifying developmental needs of the staff and implementing appropriate staff developmental programmes.

Professional

- Maintaining and continually develop in depth specialist knowledge of nursing practice relevant to the individual clinical area.
- Undertaking manual handling assessments and ensuring identified actions are met. Initiating appropriate training activities and encourage and support staff development and training.
- Supporting team members to deliver on their objectives through offering advice, guidance and support as appropriate.
- Maintaining personal and professional development to meet the changing demands of the job, in line with professional registration requirements.

• COMMUNICATIONS & WORKING RELATIONSHIPS

- Patients and their support network.
- Ward Sisters/Charge Nurses and all ward based nursing staff.
- Modern Matron.
- Educational staff.
- Clinical Nurse Specialists, Nurse Consultants, Nurse Practitioners.
- Directorate Manager.
- Consultants in area of responsibility.
- Housekeeping and domestic staff.
- Physiotherapists, Occupational Therapists and Dieticians.
- Porter staff.
- Bank/Agency Nurses and Healthcare Assistants.

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All Job Holders are required to...

- Work to the Trust values - Put patients first, Take ownership, Respect others, Be positive, Listen, learn and improve.
- Adhere to Trust policies and procedures, e.g. Health and Safety at Work, Equal Opportunities etc.
- Maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff development and training.
- Attend statutory, essential and mandatory training.
- Respect the confidentiality of all matters relating to their employment and other members of staff. All members of staff are required to comply with the requirements of the "UK Data Protection Act 2018/UK General Data Protection Regulation (UK GDPR)" or "Data Protection legislation" which encompasses both laws.
- Comply with the Corporate Governance structure in keeping with the principles and standards set out by the Trust.
- Comply with the codes of professional conduct set out by the professional body of which registration is required for the post.
- Ensure they are familiar with the Risk Management Framework, follow policies, procedures and safe systems of work, make known any hazards or risks that they identify and take all necessary actions to reduce risk.
- Ensure the welfare and safety of children within their care. This includes staff who come into contact with children and families in the course of their work as well as those staff who have a specific role with children and families.
- Ensure they attend Child Protection training at the appropriate level within the specified time frame.
- Staff must comply with Safeguarding Policies and Procedures in order to promote safeguarding and prevent abuse to vulnerable people using Trust services.
- Maintain the prevention and control of infection and fully comply with all current Trust Infection Control policies and procedures.
- Take responsibility for any records that they create or use in the course of their duties, in line with the Public Records Act and be aware that any records created by an employee of the NHS are public records and may be subject to both legal and professional obligations.

Note

This job description is neither definitive nor exhaustive and is not intended to be totally comprehensive. It may be reviewed in the light of changing circumstances following

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consultation with the post holder. This job description is to be read in conjunction with all current Plymouth Hospitals NHS Trust policies, procedures & guidelines.

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PERSON SPECIFICATION

ATTRIBUTES	ESSENTIAL	DESIRABLE
KNOWLEDGE & EXPERIENCE	<ul style="list-style-type: none"> • Demonstrable post registration experience in a relevant clinical area. • Proven evidence of recent Continuing Professional development. • Demonstrable intravenous therapy skills and venepuncture skills. 	<ul style="list-style-type: none"> • Demonstrable experience in cannulation. • Demonstrable ECG recording / basic interpretation skills.
QUALIFICATIONS	<ul style="list-style-type: none"> • NMC Registration 	<ul style="list-style-type: none"> • Proven Mentors Course.
APTITUDE & ABILITIES	<ul style="list-style-type: none"> • Demonstrable good communication skills, written and verbal, with ability to demonstrate fluency, clarity and effectiveness at all levels. • Numerate • Demonstrable effective influencing skills. • Demonstrable teaching and mentoring skills. • Demonstrable ability to prioritise workload, instruct and direct others. • Demonstrable organisational skills and able to work as a team leader. • Demonstrable advocacy skills. 	<ul style="list-style-type: none"> • Demonstrate potential management abilities. • Demonstrable ability to facilitate change within the work area.
DISPOSITION / ATTITUDE / MOTIVATION	<ul style="list-style-type: none"> • Works in a calm and organised manner and develops a team approach. • Proactive, takes own initiative. 	<ul style="list-style-type: none"> • Interest / demonstrable experience with the speciality.
OTHER FACTORS	<ul style="list-style-type: none"> • Participate in the haemodialysis nurse on call rota • Be prepared to take part in the renal ward/haemodialysis rotation programme • Willingness to complete in house competencies in renal care/undertake specialist renal course • Flexible rotational shift pattern. 	<ul style="list-style-type: none"> • Ability to travel between sites

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