

Job Description

Job Title:	Registered Nurse
Band:	5
Base:	You may be required to work in other designated locations of the Trust as well as your primary base. In particular, flexibility is required across the three main hospital sites (Leicester Royal Infirmary, Leicester General Hospital and Glenfield Hospital). If your initial location is one of these sites excess travel reimbursement would not apply for a permanent or temporary change of base.
Reports to:	Sister/ Charge Nurse
Accountable to:	Matron/ CBU Lead Nurse

Find out more about working with us:

<https://www.leicestershospitals.nhs.uk/aboutus/work-for-us/>

<p>Job Summary</p>	<p>We have a registered nurse post on our Bone Marrow Transplant Unit.</p> <p>We are looking for enthusiastic motivated individuals who thrive on the challenge of this fast paced area. You must be able to work on your own initiative and be forward thinking with good prioritisation and organisational skills</p> <p>The unit consists of 5 beds which feature positive pressure ventilation and HEPA filtration and allows you to treat and care for patients with haematological malignancies with SACT and stem cell transplant: Allogeneic, Autologous, Cord, Haplo. You will need to be flexible to work shifts over the course of Monday – Sunday, on a rotation of covering long days, nights and weekends and the outpatient unit.</p> <p>Our patients are at the heart of all we do and we believe that a staff culture of inclusion, recognition and support means that staff are able to provide the best care for patients.</p> <p>Our staff have access to an extensive range of benefits supporting health and wellbeing, with policies supporting flexible working practices and recognition of all the amazing things our teams do. We know that our staff work incredibly hard caring for our patients so we are always working innovatively to ensure our staff are valued and looked after.</p> <p>https://www.nursingandmidwiferyatleicester.nhs.uk/</p> <ul style="list-style-type: none"> • Responsible for assessing, planning, Implementing and evaluating programmes of evidenced-based nursing care to group of patients. • Assisting and contributing in the management and organisation of a ward / clinical area. • Actively contribute to setting and maintaining high standards of quality nursing care. • Actively participate in the education, development and supervision of other staff members. • Act as a clinical and professional role model, assessing and supporting students and learners on placement within the clinical area. • Work collaboratively and co-operatively with others to meet the needs of patients and their families.
---------------------------	--

Policy	<ul style="list-style-type: none"> • Participate in the development and implementation of the local and trust policies/guidelines. • Ensures the ward team adhere to trust and local policies/guidelines and are informed of any changes.
Communications	<ul style="list-style-type: none"> • Develop and implement effective communication systems with all team members. • Maintain efficient and effective communication with the multidisciplinary team, the Sister/ Charge Nurse, Matron and lead nurse on issues related to patient care, ward management and organisation. • Establish and maintain effective communication with patients and relatives / carers.

DETAILED JOB DESCRIPTION AND MAIN RESPONSIBILITIES

Responsible for the assessment, planning, implementation and evaluation of evidence based nursing care.

Actively promote and contribute to setting and maintaining high standards of quality nursing care.

Actively participate in the education, development and supervision of other staff members.

Mentor, teach, assess, and support students and learners on placements in the clinical area and participate in the education, development and mentorship of other staff members.

Act as a clinical and professional role model.

Work collaboratively and co-operatively with others to meet the needs of patients and their families.

Perform comprehensive assessments of patient nursing needs, plan, implement and evaluate care delivery according to changing health care needs.

Take responsibility for the care needs of individual allocated patients.

Co-ordinate, organise and prioritise the allocated workload.

Recognise, prioritise and respond appropriately to urgent and emergency situations. Provide advice, education, support and information to family members / carers as required and involve them in the planning and delivery of care.

Establish and maintain effective communication with patients and other family

members / carers.

Facilitate effective communication and liaison with other disciplines as necessary to meet the needs of patients, especially relating to ongoing care needs and discharge arrangements.

Ensure that fully accurate, complete and contemporaneous nursing records are written and maintained for each patient in accordance with agreed policy. Ensure confidentiality is maintained at all times and information relating to patient / users and personnel is used only in connection with authorised duties.

Use health related information only for the purposes of what it is intended for and in accordance with the Data Protection act.

Continually monitor standards of nursing care and contribute to improvement of care, through benchmarking, audit and research.

Demonstrate competency in the safe use of transport equipment.

KEY WORKING RELATIONSHIPS

To abide by the NMC Code of Professional Conduct for the Nurse and ensure safe practice. As a Registered Nurse or Midwife, you are personally accountable for your practice and professional development.

Maintain effective and efficient communication with:

- Sister / Charge Nurse and staff
- The wider multidisciplinary team
- The Medical Staff
- Facilities Departments
- Corporate Nursing
- Infection Control
- Patients Information and Liaison Service
- Nurse Specialists
- Divisional Education and Practice Development Team
- Practice Learning Leads
- De Montfort University

KEY RESULT AREAS

Service Delivery & Development

- Take responsibility for the care needs of individuals and groups of patients. Where appropriate involve patients and carers in the planning and delivery of care.
- Collect, collate and fully accurately report patient information, maintaining accurate complete and contemporaneous nursing records.

- Recognise, prioritise and respond appropriately to urgent and emergency situations.
- Co-ordinate, organise and prioritise the work of the nursing team on a day to day basis.
- Supervise others and participate in their education and development. Actively contributes to performance review and the appraisal and personal development planning (PDP) process within the Knowledge and Skills Framework (KSF).
- Contribute to the development of services, new ways of working and the implementation of change.
- Act as a professional and clinical role model to all staff, patients and the public at all times.
- Deputise as appropriate for the Sister/ Charge Nurse or Deputy Sister/ Charge Nurse.
- Responsible for the effective and efficient use of Clinical, staff and financial resources.

Governance

- Adheres to Trust policies, procedures and clinical guidelines and ensures compliance of others.
- Continually monitor standards of nursing care and contribute to improvement of care, through benchmarking, audit and research.
- Participate in the management of complaints, patient/carer concerns and incidents.

Patient/Customer Service

- Promote, develop and implement patient and public involvement activities in the ward area, leading to service improvement.
- Ensure that self and team members at all times to provide a personalised service to patients in accordance with trust core values.

Clinical Business Unit Specific

- Undertake specialist education and training relevant to clinical area. As a minimum this will include;
 - Mentorship in Clinical Healthcare after 1 Year of Registration
 - Chemotherapy Module

- **Cancer/ Haematology Module**
 - **Clinical Skills including Venepuncture, Cannulation and management of Vascular access devices.**
- **Ensures a personal current awareness of clinical and professional issues relating to speciality and nursing in general.**
- **The individual is personally responsible for ensuring that he/she attends and completes mandatory training and relevant professional development opportunities.**
- **Undertakes the roles and responsibility of CBU Bleep Holder as required.**
- **Ensures all working practices comply with Radiation Protection Legalisation, Local Rules and Cytotoxic Drug Policy.**

Post: **Nurse**

Band: **5**

Division/CBU: **Cancer Services and Clinical Haematology**

Criteria	Essential	Desirable	Stage Measured at A – application I – Interview T – Test
Commitment to Trust Values and Behaviours	Must be able to demonstrate behaviours consistent with the Trust's Values and Behaviours		Interview
Training & Qualifications	<ul style="list-style-type: none"> • RGN – First Level Adult Nurse registered with the NMC • Expectation to undertake a mentor qualification • Expectation to undertake a Specialist qualifications • Basic Computer Skills 	<ul style="list-style-type: none"> • Mentor/ Teaching Qualification • Specialist Cancer/ Haematology Course • IT Qualification 	Application Interview
Experience	<ul style="list-style-type: none"> • 18 Months recent experience in an acute hospital environment • Drugs Administration including intravenous drugs 	<ul style="list-style-type: none"> • Cannulation • Venepuncture • Management of Vascular access devices • Administration of Chemotherapy • 12 months experience recent experience within Haematology/ Oncology. 	Application Interview
Communication and relationship skills	<ul style="list-style-type: none"> • Dynamic, individual with evidence of team-working • Able to motivate self and others • effective verbal and written skills 	<ul style="list-style-type: none"> • Communication skills training • Previous experience of leading a team 	Application Interview

Job Title:
Date Finalised:

	<ul style="list-style-type: none"> • Demonstrate negotiation and influencing skills 		
Planning and organisation skills	<ul style="list-style-type: none"> • Ability to prioritise and implement new ways of working • Use initiative and coordinate care • Demonstrate understanding of efficient and effective uses of resources where the workload can be unpredictable • Shows evidence of service improvement 		Interview
Equality, Diversity and Inclusion	Able to demonstrate a commitment to and understanding of the importance of treating all individuals with dignity and respect appropriate to their individual needs.		Interview
Other requirements specific to the role	<ul style="list-style-type: none"> • Motivation for caring for people with cancer • Good attendance record • Knowledge of current professional or health related issues 		Application Interview