

SHAPE YOUR STORY

Recruitment Information Pack



Lead Nurse for Blood Borne Virus
Testing in the Emergency Departments.

Barts Health NHS Trust.



OurVision

To be a high-performing group of NHS hospitals, renowned for excellence and innovation, providing safe and compassionate care to our patients in east London and beyond.

WeCare about our ambition for excellence

Our WeCare values shape everything that we do, every single day. They are visible in every interaction we have with each other, our patients, their families and our partners.

WeCare about everything from the appointment letters our patients receive, to the state of our facilities when they walk through the door, to the care and compassion they receive when they are discharged. WeCare that the people who join our trust will hold the same values as we do, so our values are embedded within our recruitment and selection processes. WeCare that you feel valued working here, so our values also guide our training and development and performance and talent management. WeCare about working with suppliers that live and breathe our values too.

We have come a long way on our journey to delivering safe and compassionate care. By embracing these values as the way we behave around here, we will achieve our ambition for excellence.

Value	Key behaviours
W WELCOMING	<ul style="list-style-type: none"> Introduce yourself by saying "Hello, my name is ..." Smile and acknowledge the other person(s) presence Treat others as you would wish others to treat you Ensure the environment is safe and pleasant for our patients, our colleagues and our visitors
E ENGAGING	<ul style="list-style-type: none"> Get involved in making improvements and bring others with you Encourage feedback from patients and colleagues and respond to it Acknowledge efforts and successes; say thank you Use feedback to make improvements, and empower colleagues to do this without needing to seek permission Appreciate that this may be a new experience for patients and colleagues; help them to become comfortable
C COLLABORATIVE	<ul style="list-style-type: none"> Give time and energy to developing relationships within and outside own team Demonstrate pride in Team Barts Health Respect and utilise the expertise of colleagues Know your own and others' part in the plan
A ACCOUNTABLE	<ul style="list-style-type: none"> Always strive for the highest possible standard Fulfil all commitments made to colleagues, supervisors, patients and customers Take personal responsibility for tough decisions and see efforts through to completion Admit mistakes, misjudgements, or errors; immediately inform others when unable to meet a commitment; don't be afraid to speak up to do the right thing Do not pretend to have all the answers; actively seek out those who can help
R RESPECTFUL	<ul style="list-style-type: none"> Be helpful, courteous and patient Remain calm, measured and balanced in challenging situations Show sensitivity to others' needs and be aware of your own impact Encourage others to talk openly and share their concerns
E EQUITABLE	<ul style="list-style-type: none"> Value the perspectives and contributions of all and ensure that all backgrounds are respected Recognise that individuals may have different strengths and needs, and that different cultures may impact on how people think and behave. Be curious to find out Work to enact policies, procedures and processes fairly Be open to change and encourage open, honest conversation that helps foster an inclusive work and learning environment Remember that we all have conscious and unconscious bias; get to know what yours are, and work to mitigate them



1. Job Particulars

Job Title	<i>ED BBV Opt Out Testing Clinical Nurse</i>
Pay Band	<i>Band 7 – 1year fixed term</i>
Location	<i>Primary: Royal London Hospital, cross site throughout the trust</i>
Reports to	<i>RLH ED Matrons</i>
Responsible to	ED Senior Nurse
Accountable to	Associate Director of Nursing – Emergency Care
Hours per week:	37.5 hours/week.

NB: *ED BBV – Emergency Department Blood Borne Virus*

2. Job Purpose or Summary

This fixed term role is for the research, development, and delivery of a testing program for blood borne viruses within Barts Health NHS Trust for a period of 1 year.

The post holder will provide an autonomous clinical and advisory nursing service and lead on the development and improvement of the ED BBV Opt Out Testing programme at Barts Health NHS Trust

The post holder will publicise the programme within Barts Health NHS Trust and broadly within the North East London community working with communications team.

3. Key result areas

- Facilitate increased testing to >70% and later >90% testing rates in ED across Barts health sites
- Work with Practice Development Nurses to increase teaching/understanding amongst healthcare professionals in non BBV settings.
- Implement Cerner automatic requesting in 2024
- Implement Cerner automatic prevention of retesting in 2024
- Setup automated data procurement alongside data analysts



4. Key Working Relationships

The post will report to the ED Matrons and receive supervision from hepatology and HIV nursing leads.

Internal & Other NHS relationships include:

- Health Advisor, Nursing and administrative staff from ED, Hepatology and HIV
- Emergency department nurse and phlebotomists involved in HIV testing initiative.
- Consultants (ED, hepatology, HIV, virology)
- Team Leaders, Senior Nurses, Matrons
- Clinical Practice facilitators
- Peer Mentors from Positive East
- Hepatology, HIV and virology service
- Trust Practice Experience Facilitators
- Education Academy
- Patients, relatives and visitors

External relationships include:

- Local authority & government infection control
- Local Health agencies and GP practices
- External allied health agencies both National and International
- Other NHS HIV specialist units
- Link with other ED Opt Out Nurses
- External voluntary agencies

5. Operational Delivery

Ensure feedback (data and clinical scenarios) is provided to ED, HIV and Hepatology teams to highlight the success of the programme

- Oversee return of data to ICS, regional and national reporting initiatives / databases within the required timeframes
- Support and nurture the BBV testing programme administrative assistant.
- Responsible for establishing and maintaining robust systems to cascade information, receive feedback and take appropriate action where necessary.

Provide regular training to ED clinical staff to ensure they feel competent to carry out testing and act as point of contact for queries/supervision as required.

Ensure linkage to care for those tested through the programme following agreed local pathways and required timeframes

- Liaise with HIV health advisors to ensure people with new diagnoses or those not in regular care are linked to services



- Liaise with Hepatology CNS's to ensure people with Hepatitis C are linked to care
- Liaise with hepatology CNS's to ensure people with Hepatitis B are linked to care
- Follow local processes to optimise linkage to care
 - i. Flag records
 - ii. Letters to home / GP
 - iii. Liaise with peer support teams to engage patients

Work location will be mainly at RLH but will need to travel to all Trust EDs regularly on the other sites.

The post-holder will need to be comfortable working in busy clinical environments such as acute Emergency departments, in a clinic setting and administrative environment.

6. Main Duties and responsibilities

6.1 Professional/ Clinical responsibilities

1. Ensure programme is monitored and encourage improvement through data provision.
2. Work with ICT, Clinical applications and pathology colleagues to streamline testing processes, recording of relevant information (e.g. consent opt-out) and results reporting.
3. Ensure high quality data is entered onto EPR and other systems by staff, and this is maintained throughout the department.
4. Contact people who had samples taken that were not tested to offer other testing options.
5. Assist with signposting for people who wish to discuss testing in detail.
6. Ensure testing programme materials are available at each site.
7. Train and work with ED colleagues to ensure everyone feels confident and is competent in their role in the testing programme.
8. Focus is predominantly on training for EDAs, ED nurses, nurse practitioners and Physician Associates/Assistants who take bloods.
9. Ensure that administrative / reception staff are aware of their role in the programme
10. Assist with / arrange training for ED medical staff with focus on rotation dates for junior colleagues.
11. Provide clinical support and guidance for the efficient running of the ED Opt Out Testing programme.
12. Support following up on reactive results and getting patients into the service for confirmatory testing and HIV treatment and care where applicable.
13. Communicate very sensitive confidential condition related information to patients and relatives with empathy and reassurance.
14. To support with data management and collection required for national reporting and audit.
15. To ensure fully compliant and up to date with all statutory and mandatory training including information governance and basic life support.



16. Refer the patient to appropriate specialists both within the department and external as required. Be aware of own scope of professional practice and liaise / refer to doctors' /specialist nurses in the clinic and Trust as appropriate.
17. Utilise clear patient referral pathways to allied health professionals, relevant inpatient and outpatient departments across the Trust's hospital sites and HIV community based organisations (statutory and non-statutory).
18. Perform venepuncture according to trust and local policy
19. Treat patients and colleagues with compassion and respect at all times.
20. Understand that communication is a fundamental process to ensure continuity and high standards of care. It includes sharing ideas, information, and feedback in order to empower patients and members of the interdisciplinary team.
 - Skilled in communication of any form and to a range of people that may have communication barriers.
21. To respect patient confidentiality and in particular the confidentiality of electronically stored personal data in line with the requirements of the Data Protection Act (1998).
22. Actively involve themselves in project governance
 - Complaints/DATIX/incidents.
 - Manage risk, take necessary action in relation to risk.
23. Support all members of the team to engage with service improvement strategies.
24. Maximise cost effectiveness and cost efficiency.
25. Participate in the recruitment and selection of staff.
26. Carry out duties and responsibilities with regard to the Trust's Equal Opportunity policy.
 - Take action when own or others; behavior undermine equality and diversity.

6.2 Education and training

Participate in teaching activities related to ED BBV, at Trust study days and other relevant educational events.

Maintain teaching records and provide reports as requested/required.

Participate in multidisciplinary teaching.

Provide clinical supervision to others as agreed and appropriate.

To act as a role model and mentor to staff, providing informal education and support to staff in their provision of BBV testing.

To actively publicise and promote the service at all levels; local commissioners &, presenting at conferences.

To produce high quality learning aids and materials and be familiar with the latest information communication technology (ICT) for teaching and learning e.g. e- learning, social media, simulation etc.



6.3 Personal development and developing own competence.

Delivers specialised clinical nursing care in line with NMC Code of Professional Conduct and other directives within a legal and ethical framework seeking consent always in line with Trust policy in line with data protection act and maintaining confidentiality:

- Ensure a Personal Development Plan and mandatory training are completed annually.
- Ensure agreed academic specialist training is completed to support specialist role
- Create, maintain and take responsibility for a healthy and safe working environment.
- Receive clinical supervision regularly from ED Matrons and HIV and Hepatology Lead Nurses.
- Interact with other Nurse Specialists and Health Advisors at local and national level as appropriate.
- Develop and implement evidence-based practice.
- Be accountable for your own professional actions

The 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 and after consultation with the post holder/s.

The post holder/s might be required to work across the Trust at any time throughout the duration of his/her contract, which may entail travel and working at different hospitals.

The Trust is responsible for ensuring that the services for patients in its care meet the highest standards. Equally, it is responsible for ensuring that staff do not abuse their official positions, to gain or benefit themselves, their family or friends.

7. Working conditions

Criteria	Description
Physical	Working across the various Barts Health Sites the post requires a normal level of physical activity including standing for periods of time. Will be expected to be able meet the competencies of knowledge and skills outlined as agreed with line manager. Will include travel amongst Barts Health EDs sites by car or public transport with relevant resources.
Emotional	The post requires a high level of emotional effort including working within multidisciplinary teams, working within a high expectation environment and working with patients delivering diagnoses. The role can involve emotionally distressing work such as supporting patients through an unpredictable course of adjustment to a diagnosis and other issues that can affect their health.



Working Conditions	<p>Barts Health offers a pleasant, team focused working environment. Some patients due to the nature of their illness or lifestyle choices may be occasionally aggressive in their behavior and confused. Patients may be physically or verbally aggressive.</p> <p>Will provide care in a varied setting within the Trust departments and will encounter a range of working conditions and standards of cleanliness.</p>
Mental	<p>The post requires high levels of mental effort including high levels of critical decision making.</p> <p>Can be demanding at times due to the vulnerability and complexity of our patient group. Mental and physical stamina will be required and the ability to deal with or adapt to the changing needs of the patient and staff. The environment and workload are sometimes unpredictable and the postholder will need to prioritise and respond quickly to this unpredictability.</p>

NHS Manager's Code of Conduct

As an NHS manager, you are expected to follow the code of conduct for NHS managers (October 2002). www.nhsemployers.org/

Safeguarding adults and children

Employees must be aware of the responsibilities placed on them to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e. line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager, consultant (October 2002). www.nmc-uk.org/



Person Specification

Domain	Essential Criteria	Desirable Criteria
Qualifications	<p>Adult NMC Registration</p> <p>Intravenous accreditation</p> <p>Evidence of management/leadership skills</p>	<p>Other degree or masters level in nursing, education, research or statistics</p>
Experience & Knowledge	<p>Experience at band 6 or higher for 1 year in ED or more.</p> <p>Confidentiality, data protection and information governance within the NHS</p> <p>Evidence of teaching and learning experience in the clinical and classroom setting</p> <p>Motivated and able to work independently when required</p> <p>Work well in a multidisciplinary team</p> <p>Caring, compassionate and respectful of patients and colleagues</p> <p>Ethos of lifelong learning and a desire to continually gain and improve knowledge and skills.</p> <p>Commitment to clinical audit and Clinical Governance.</p>	<p>Experience managing a team.</p> <p>Leadership courses or qualifications.</p> <p>Statistics or database experience</p> <p>Management of blood borne viruses</p> <p>Practice development training</p> <p>Research awareness</p> <p>Awareness of resource management issues including budget control skills</p>
Skills	<p>Positive attitude to change.</p> <p>Ability to work autonomously.</p> <p>Communicate effectively with patients, colleagues locally and across the trust, in writing or presentation and by telephone/remotely.</p> <p>Ability to prioritise own work and support that of others across the trust</p>	<p>Experience in delivering medical education.</p> <p>Evidence of delivery of previous QI project(s)</p>



	<p>Delegation skills: ensuring others adhere to organisational policies, protocols and procedures.</p> <p>Coach and mentor junior staff in clinical skills</p>	
Other	<p>Commitment to teaching/supervision</p> <p>Flexible</p> <p>Good interpersonal skills</p> <p>Inspires trust and confidence</p> <p>Approachable</p> <p>Problem solving approach</p> <p>Recognises own limitations and how to resolve issues and situations</p> <p>Able to care for the physical and emotional needs of others</p> <p>Dress in accordance with trust policy</p>	

