

Job description

POST

Registered Nurse Ward – Harvey Ward

SALARY

£25,655 - £31,534 per annum
(pro rata where applicable)

CARE GROUP

General & Specialist Medicine

BASE

Kent and Canterbury Hospital

CONTACT

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Welcome to East Kent Hospitals

This role supports the patient and their family on their rehabilitation pathway. Providing a patient and family centred approach to rehabilitation.

The post holder is responsible for ensuring patients and their families receive meaningful and accessible information regarding plan of care and to support the team planning and delivering complex care and discharge plans.

We offer a full package of benefits, including a car lease scheme; on-site childcare; generous annual leave in line with NHS terms and conditions; high street and public transport discounts; a 24/7 staff support service - and the little things that make life easier, like on-site Amazon lockers and fresh fruit and veg stalls.

About us

We are one of the largest hospital trusts in England, with three acute hospitals and community sites serving a local population of around 700,000. We also provide specialist services for Kent and Medway.

We care about our patients and our people. We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. With our emphasis on staff training and development, a staff support scheme that's second to none, and a healthy package of benefits, it's easy to put down roots in East Kent Hospitals.



Registered Nurse

Role specific duties

KEY RESULT AREAS

Professional

Provide professional leadership, advice and guidance to junior nurses and healthcare assistants and foster collaborative partnerships with other disciplines.

Communicate effectively with patients and their relatives, ensuring accurate and seamless information is conveyed and documented

Assist in the maintenance and monitoring of agreed standards, ensuring that any shortfall is brought to the attention of the line manager.

Ensure that all quality initiatives within the nursing environment are adhered to and that the highest standards of care are maintained at all times.

Assist in the development of clinical protocols ensuring that these are reviewed in accordance with the needs of the service in conjunction with the Ward/Unit manager

Ensure that accurate and legible patient records are kept in line with professional and legal requirements.

Promote and maintain effective working relationships and communications with consultants, medical staff, nurse colleagues and other multi-agency professionals.

Clinical

Undertake nursing assessments competently.

Act as the identified nurse for a group of patients by assessing, planning, implementing and evaluating their care.

Supervise more junior members of staff in giving and maintaining high standards of care.

Regularly take charge of the ward in the absence of a more senior member of staff.

Demonstrate leadership in supporting the patient pathway.

Act as the patients' advocate.

Liaise with all members of the multidisciplinary team

Participate in taking an active role in planning effective, timely, and safe discharges.

Be clinically competent in all areas of advanced practice relevant to the post.



Work in accordance with the Health Act (2006) and comply with national and local infection control policies and procedures and any other related infection prevention policies or procedures.

Research and Training

Seek opportunities to create changes, which will enhance standards of care and practice.

Help to facilitate the development of reflective practice.

Participate in research projects within the ward/unit

Participate in the development and delivery of appropriate training materials / programmes to promote professional development.

Provide training and support to new and junior staff in accordance with Trust policies and procedures.

Act as mentor to student nurses

Quality

Implement and promote nursing standards within the Serious about Standards' programme linked to Essence of Care, share with patients and welcome patient feedback.

Take part in regular audits of nursing standards and practice.

Take a lead role in monitoring the quality of care in your local area.

Assist in the investigation and resolution of complaints in relation to patient care, reporting to the ward/unit manager

Monitor all aspects of clinical governance locally including clinical incident reporting.

Regularly assess and act on the views of patients, relatives and staff about the standards of care experienced by recipients of the service.

Management

Remain 'cost aware' and utilise equipment and resources in a cost-effective way.

Make recommendations where it is evident that appropriate changes may improve efficiency.

Be aware of the sickness / absence control procedures and participate in any initiatives to reduce sickness absence.

Participate in department meetings when required and join the 'exchange of information' necessary to be involved in decision making processes at the relevant level.

Keep abreast of relevant information which may affect your area of responsibility and act as a resource for other members of the team, acting as a link nurse where appropriate



Act as an innovator for the department to facilitate the provision of a flexible and responsive nursing service.

Duties & Responsibilities:

- Assisting with Fundamentals of Care - daily living activities such as eating, drinking, showering, mouth care and using the toilet, keeping patient comfortable and safe etc.
- Utilising equipment to move patients when necessary and during ward activities
- Helping tidy the patient's bedside and ward areas
- Taking the patient's vital signs such as blood pressure and temperature etc.
- Talking to patients and reassuring them and interacting with them
- Attending meetings with other healthcare professionals as needed
- Assisting nurses and other staff when needed
- Adhering to professional standards and own competence
- Delivering reports to Case Managers and reviewing any important changes in the patient's condition

Skills

- Patience and the ability to remain calm in stressful situations and caring with compassion
- Ability to handle multiple tasks safely and efficiently
- Clear verbal communication skills to explain sensitive information
- Excellent customer service skills
- The ability to work well with their hands
- Capability to accept criticism
- The ability to work well with others and in own initiative

Personal Development

To keep abreast of current professional issues and maintain the knowledge and skills necessary to perform your role effectively.

Develop and maintain a professional portfolio

Ensure compliance with professional expectations as outlined in the NMC Code of Professional Conduct.



To participate in an annual appraisal with relevant reviews and to follow your personal development plan as agreed with your line manager.

Your commitments

We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. This is why we ask you to:

- maintain the confidentiality of information about patients, staff and other health service business and adhere to data protection law
- comply with the Trust's policies and procedures, including infection prevention and control, risk management, health and safety, safeguarding children and adults, financial management and use of resources
- act at all times in accordance with the professional Codes of Conduct and Accountability relevant to your role
- participate in annual mandatory training.

We are a smoke-free Trust, and offer staff support to stop smoking.

Values

We care about our values of caring, safe, respect and making a difference. We'll ask you to

demonstrate these values during the recruitment process and throughout your appointment – and you can expect us to do the same.

Our NHS People Promise

We are committed to the NHS People Promise. We want our culture to be positive, compassionate, and inclusive – and we all have our part to play.

Living and working in East Kent

Our large district general hospitals, specialist units and community sites provide a vibrant and diverse working environment with the extensive opportunities and teaching facilities you would expect of a large trust.

East Kent offers stunning countryside, beautiful beaches and charming places of historic interest, with easy access to London. With excellent schools, a wealth of leisure facilities and easy family days out on your doorstep, alongside beautiful and affordable housing stock, the perfect work-life balance couldn't be easier to achieve.

How to apply

For more information or to arrange to visit us, please contact juliejones11@nhs.net or call 01227868692



Person specification

Requirements	Essential	Desirable	Method of assessment
Qualifications and training	Registered nurse. First degree or willing to work towards or equivalent.	Mentor Qualification or ENB 998 Completion of Preceptorship	Application / interview
Clinical skills and experience	Clinical audit. Communication skills. Negotiation skills. Leadership skills. Patient education/information. Protocols/standard setting. Quality assurance. Delivery of patient centred care.	Caring for patients following Stroke or Neurology. Caring for patients with high acuity. Quality improvement and managing change. Research skills.	Application / interview
Governance	Awareness of incident reporting Awareness of CQC evidence	Participating in RCA investigation Experience in gathering CQC evidence	
Personal/professional attributes	Knowledge of the nursing agenda. A comprehensive understanding of clinical governance frameworks and risk management issues. Evidence based practice and clinical guidelines for stroke. Knowledge of the Trust behaviours and evidences application in practice		Application / interview
Other requirements	Work in accordance with NMC Code of Conduct. On-going personal and professional development. Track record of delivering high standards of care		Application / interview



The small print

Band	Band 5
Salary Scale	<p>£28,407 - £34,581 per annum (pro rata, if applicable)</p> <p>Progression through the pay scale will be determined on an annual basis. It will be subject to the post holder demonstrating the required standards of performance, conduct and completion of statutory and role specific training.</p>
Hours of work	<p>37.5 hours per week</p> <p>Long days, nights and weekends.</p>
Annual Leave Entitlement	<p>Annual leave entitlements are based upon the following lengths of NHS service (pro rata if applicable):</p> <p>On Appointment = 27 days After five years = 29 days After ten years = 33 days</p>
Pension Scheme	<p>As an NHS employee you will be entitled to join the NHS Pension scheme and will be enrolled from your first day of service, if you meet the eligibility criteria. Employees who are not eligible to join the NHS Pension Scheme may instead be enrolled in the Trust's Alternative qualifying scheme, NEST.</p> <p>Your remuneration will be subject to the deduction of superannuation contributions in accordance with the relevant scheme.</p>
Contractual Notice	<p>Bands 1-4 = 1 Month notice Bands 5-6 = 2 Months notice Band 7-9 = 3 Months notice</p>
Probationary Period	<p>New staff appointed to East Kent Hospitals University NHS Foundation Trust in this post will be subject to a 6 month probationary period. During this time you will be required to demonstrate to the Trust your suitability for the position in which you are employed. This period may be extended at the Trust's discretion and is without prejudice to the Trust's right to terminate your employment before the expiry of the probationary period. In the event that a decision is taken to terminate your contract of employment during or at the end of your probationary period, you will be entitled to a notice period in line with the statutory timescales, which for employees with less than one year's service is one week.</p>



Dimensions

Financial and Physical	Manages	To have an understanding of local resource management and the cost implications of service
	Impacts	None
Workforce	Manages (Bands and WTE)	Responsibility for supporting Nurses, associate practitioners and healthcare assistants within the team. To assist the ward, to be in charge of shifts. To be a point of contact in absence of the Ward Manager / Deputy.
	Located	Kent and Canterbury Hospital (with expected relocation to WHH)
	Impacts	None
Other		9am -5 pm service Monday - Friday. All terms and conditions are in accordance with the Agenda for Change national terms and conditions

Communications and working relationships

Internal	Stroke nursing team Matron for Stroke and Neurology Stroke Lead Nurse Consultants and trainee Doctors Stroke and Neurology AHPs GSM Head of Nursing Audit and research staff Stroke Operational team UCC staff Hospital Managers and Site Coordinators Domestic Staff Pharmacy Porters Radiology Biochemistry Social Services Finances Team Human Resources
External to NHS	GP surgeries (where appropriate) Stroke community teams Stroke association staff Patients Relatives SECAMb staff



	D/N Liaison Community nurses Visiting Clergy
Other	

Environment

Category	Description/Definition	Frequency/Measures
Working Conditions	Frequent contact with body fluids when providing personal care.	Frequent
Physical Effort	This post involves walking or standing for most of the shift, pushing or pulling trolleys or commodes, kneeling and crouching to dress wounds, and manoeuvring patients	Frequent
Mental Effort	Frequent concentration is required i.e. checking documents and calculating drug dosages	Frequent
Emotional Effort	Dealing with distressed relatives, caring for patients who are extremely unwell, caring for the terminally ill. Managing sudden and unexpected deaths of patients.	Frequent

Most challenging part of the job

To manage the varied and unpredictable activity of patients who require a stroke assessment.

To provide senior nursing support to the stroke unit, whilst simultaneously providing an outreach service.

We confirm that the details of the above post as presented are correct. This is a description of the duties of the post as it is at present. This is not intended to be exhaustive. The job will be reviewed on a regular basis in order to ensure that the duties meet the requirements of the service and to make any necessary changes.

