

Job Title	: Staff Nurse
Department	: Paediatric Emergency Department
Band / Grade	: 5
Responsible to	: Local Management
Accountable to	: Matron
Location	: King's College Hospital

King's College Hospital NHS Foundation Trust is one of the UK's largest and busiest teaching Trusts with a turnover of c£1 billion, 1.5 million patient contacts a year and around 15,000 staff based across 5 main sites in South East London. The Trust provides a full range of local hospital services across its different sites, and specialist services from King's College Hospital (KCH) sites at Denmark Hill in Camberwell and at the Princess Royal University Hospital (PRUH) site in Bromley.

King's is committed to delivering Sustainable Healthcare for All via our Green Plan. In line with national Greener NHS ambitions, we have set net zero carbon targets of 2040 for our NHS Carbon Footprint and 2045 for our NHS Carbon Footprint Plus.

Our values at King's, are that we're a kind, respectful team;

Kind. We show compassion and understanding and bring a positive attitude to our work

Respectful. We promote equality, are inclusive and honest, speaking up when needed

Team. We support each other, communicate openly, and are reassuringly professional

The trust-wide strategy Strong Roots, Global Reach is our Vision to be BOLD, Brilliant people, Outstanding care, Leaders in Research, Innovation and Education, Diversity, Equality and Inclusion (EDI) at the heart of everything we do. By being person-centred, digitally-enabled, and focused on sustainability, we can take Team King's to another level

King's is dedicated to embracing the broad diversity of our staff, patients and communities and stand firmly against all forms of prejudice and discrimination. This includes, but is not limited to, racism, ableism, homophobia, biphobia, transphobia, sexism, ageism, religious discrimination, and any other prejudiced behaviour that undermines the rights, wellbeing and identity of our staff, and patients.

As part of our commitment to EDI, we have five staff network groups that represent and advocate for staff:



Job Summary

- To deliver high quality, evidence-based and patient focused clinical care.
- To work effectively as part of the immediate team and wider multi-disciplinary team (MDT)
- To uphold a duty of care and clinical governance To maintain own and others' knowledge of clinical excellence

Key Working Relationships

Patients, carers, nurses, other members of the multi-disciplinary team, local adult social care services and relevant voluntary organisations.

Main Duties and Responsibilities

Delivering high quality, evidence-based and patient focused clinical care through:

- Delivering a high standard of evidence-based care to patients.
- Ensuring good standards of care for the patient are maintained at all times.
- Adhering to NMC Code of Professional conduct at all times.
- Involving and supporting patients, relatives, carers and friends in the care process.
- Promoting well-being and involving patients and relatives in health education.
- Ensuring clear and accurate written and verbal information is given at all times.
- Ensuring contemporaneous record keeping at all times.
- Seeking advice from more senior/experienced members of staff where appropriate.

Working effectively as part of the immediate team and wider multidisciplinary team (MDT) through:

- Liaising effectively with all members of the MDT to ensure patients' needs are met.
- Exercising leadership and taking the initiative where appropriate.
- Providing support and advice to ward/unit staff (especially junior staff) on clinical and administrative issues.
- Liaising with discharge coordinator / bed manager to ensure effective admission/discharge of patients.
- Keeping the ward/unit sister / charge nurse informed of significant changes and/or anticipated problems.

Upholding a duty of care and clinical governance through:

- Observing a general duty of care for the health, safety and well-being of yourself, work colleagues, visitors and patients within the hospital.
- Ensuring the rules, policies, procedures and standards of Kings College Hospital NHS Trust Foundation together with all relevant statutory and professional obligations are adhered to at all times.
- Maintaining patient confidentiality, dignity and privacy at all times.
- Adhering to the Trust's policy on valuing equality and diversity and showing due regard for each patient's cultural and religious beliefs, gender, ethnicity, age and sexuality.
- Strictly adhering to the National Code of Practice on Infection Control. Staff Nurse (Band 5) Job Description
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- Taking responsibility for your own personal development and keeping up to date with nursing and medical knowledge.
- Being aware of current research and the implications for the ward/unit speciality.
- Acting as a role model at all times and for all staff.
- Acting as practice supervisor and/or preceptor/mentor for junior and newly qualified staff.
- Working with appropriate members of the teaching staff to ensure effective staff development (own and others).
- Participating in Trust and Divisional initiatives to develop nursing practice and support change.

General

- The post holder has a general duty of care for their own health, safety and wellbeing and that of work colleagues, visitors and patients within the hospital, in addition to any specific risk management or clinical governance accountabilities associated with this post.
- To observe the rules, policies, procedures and standards of King's College Hospital NHS Foundation Trust together with all relevant statutory and professional obligations.
- We want to be an organisation where everyone shares a commitment to delivering the very best care and feels like their contribution is valuable and valued.
- At King's we are a kind, respectful team:
Kind. We show compassion and understanding and bring a positive attitude to our work
Respectful. We promote equality, are inclusive and honest, speaking up when needed
Team. We support each other, communicate openly, and are reassuringly professional
- To observe and maintain strict confidentiality of personal information relating to patients and staff.
- To be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues.

- This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post holder.
- All employees must hold an 'nhs.net' email account which will be the Trust's formal route for email communication.

Safe Guarding

The Trust takes the issues of Safeguarding Children, Adults and addressing Domestic Abuse very seriously. All employees have a responsibility to support the organisation in our duties by;

- attending mandatory training on safeguarding children and adults
- familiarising themselves with the Trust's processes for reporting concerns
- reporting any safeguarding child or adult concerns appropriately

Infection Control Statement

The post holder has an important responsibility for and contribution to infection control and must be familiar with the infection control and hygiene procedures and requirements when in clinical areas.

The post holder has an important responsibility for and contribution to make to infection control and must be familiar with the infection control and hygiene requirements of this role.

These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures which will be made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.

PERSON SPECIFICATION

Staff Nurse – Band 5

	Essential	Desirable
Education and Qualifications		
Registered Child Nurse with active NMC registration at time of starting appointment	X	
Knowledge and Experience		
Experience in an acute setting within paediatrics	X	
Awareness and understanding of current acute health issues	X	
Understanding of NMC Code of Professional Conduct	X	
Skills and Competencies		
Proficiency in dispensing and administering oral & IV medication	X	
Able to manage a deteriorating patient	X	
Interest to develop knowledge of the clinical speciality and own practice	X	
Ability to manage and prioritise conflicting workloads	X	
Ability to be flexible and adapt to changing situations	X	
Able to manage patients emotional needs and demonstrate empathy and caring	X	
Ability to solve and escalate problems and issues	X	
Ability to communicate effectively (written and verbal)	X	
Show drive and determination to achieve objectives	X	
Ability to function effectively under pressure	X	
Focused on continual personal development	X	
Ability to identify and implement improvements to service	X	
Enthusiasm for and belief in patient healthcare	X	
Ability to work collaboratively with other staff members	X	
Proven record in teaching/mentoring/supervising others		X
Computer literacy skills		X
Ability to lead a team to achieve results		X