

Staff Nurse (Band 5) Renal Haemodialysis

Job description

Date: 20/3/2013

Context

Barts Health NHS Trust is one of Britain's leading healthcare providers and the largest trust in the NHS. It was created on 1 April 2012 by bringing together three trusts: Barts and The London NHS Trust, Newham University Hospital NHS Trust and Whipps Cross University Hospital NHS Trust. The new trust has a turnover of approximately £1.1 billion and approximately 15,000 employees.

Together our hospitals - Newham University Hospital in Plaistow, St Bartholomew's (Barts) in the City, The Royal London in Whitechapel, The London Chest in Bethnal Green and Whipps Cross in Leytonstone - deliver high quality clinical care to the people of east London and further afield.

The hospitals offer a full portfolio of services that serve the needs of the local community, and are home to some of Britain's leading specialist centres including cancer, cardiac, trauma and emergency care. Barts Health also has one of the UK's busiest children's hospitals and internationally renowned surgical facilities.

Our vision is to create a world-class health organisation that builds on strong relations with our partners and the communities we serve – one dedicated to ending the historic health inequalities in east London. We will build an international reputation for excellence in patient care, research and education. And as members of UCLPartners, the largest academic health sciences system in the world, we will ensure that our patients are some of the first in the country to benefit from the latest drugs and treatments.

We are looking for the best talent to lead our ambitious new healthcare organisation. In return, the Barts Health will provide unsurpassed professional development opportunities, enabling investment in a range of new initiatives that would mean:

- doctors and nurses in training will be able to gain experience in different hospitals along the whole patient pathway;
- there would be greater opportunity for career progression – we could retain good staff who might otherwise leave to gain promotion;
- becoming world-class will enable us to recruit some of the best doctors and researchers in the world – who can share their knowledge and experience;
- success breeds success. An organisation that is recognised as a world-leader will find it easier to recruit more staff, meaning we can work to reduce the number of persistent vacancies;
- joining forces with other partners in an Academic Health Science System will mean that staff would be better able to secure funds and pool their talents to develop new technology, techniques and treatments.

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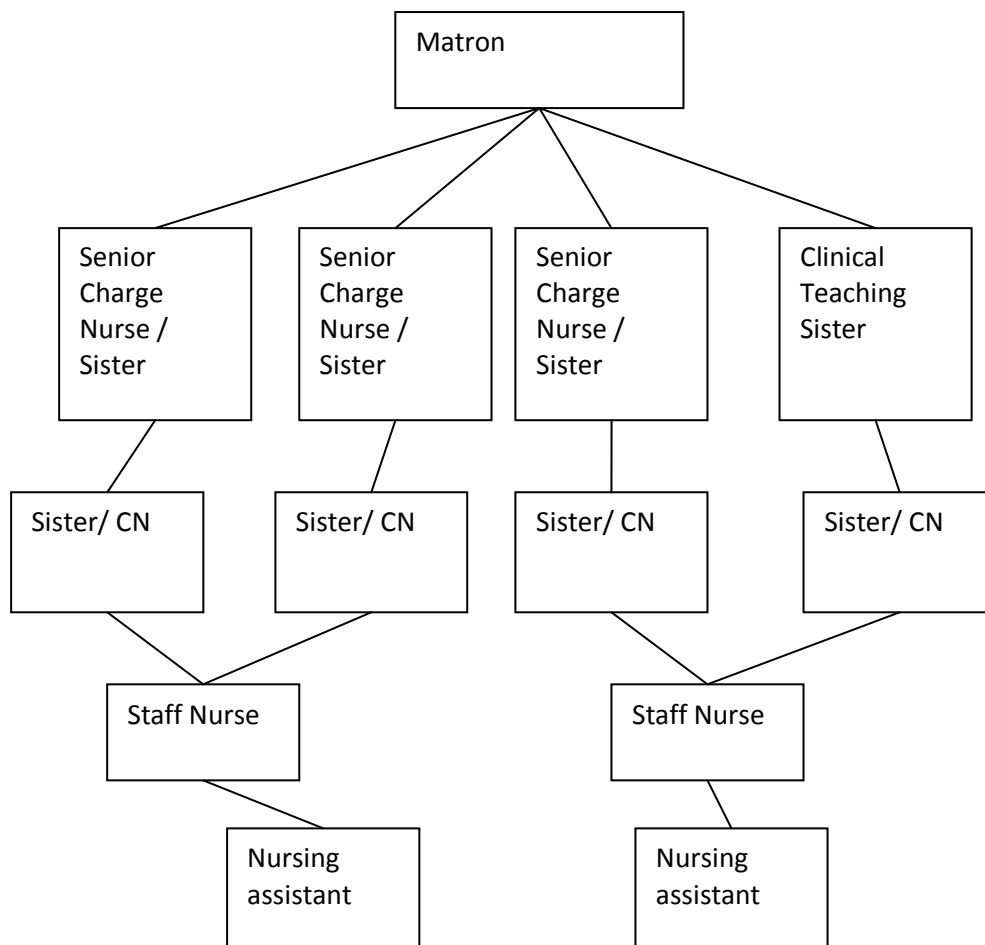
Job title:	Staff Nurse – Renal Haemodialysis	
Clinical academic group:	Renal	
Board/corporate function:	Medicine & Diabetes	
Salary band:	Band 5	
Responsible to:	Unit Manager	
Accountable to:	Matron	
Hours per week:	37.5	
Location:	Barts Health NHS Trust	
Budgetary responsibility:		
Manages:	Direct reports:	
	Indirect reports:	

Aim of the role

The aim of this post is to develop renal nurses within the clinical area. The post holder will provide direct care to renal patients under the supervision of senior colleagues whilst acquiring and developing the specialist skills and knowledge to meet the needs of this patient group.

Key working relationships

Senior Sister/ Charge Nurse
Matron
Renal care consultants and nursing team
Therapies
Clinical teams
External departments



Key result areas

1. Deliver high standards of clinical care to renal inpatients
2. Demonstrate delivery of care to general nephrology, renal surgical and acute transplantation nursing
3. Maintain effective communication with the MDT and service users
4. Maintain accurate and complete documentation consistent with legislation, policies and procedures

Main duties and responsibilities

1. Patient Care

- To provide a high standard of nursing care to meet the needs of patients with supervision and support from senior colleagues
- To identify clinical changes in patients and make safe and appropriate decisions in partnership with senior colleagues, seeking timely advice whenever necessary
- With decreasing levels of supervision the nurse will plan, implement and evaluate care based on our model of nursing ensuring that the needs of each individual patient are addressed

- Be responsible for the accurate recording of clinical observations and data relating to patients care, ensuring that progress is maintained and reviewed.
- Be able to present and discuss relevant issues with senior colleagues and the multi-disciplinary team
- To communicate with patients and families with empathy and reassurance regarding assessment, care and treatment.
- Recognise when situations are beyond own scope of competence and inform the shift leader promptly

2. Resources

- To utilise equipment and resources safely and efficiently and to take appropriate action to ensure that equipment is maintained in line with ward policy.

3. Staff

- To participate in the mentorship and teaching of junior, unqualified and student nurses ensuring that senior colleagues are made aware of any identified learning needs or difficulties
- To offer appropriate support and supervision to unregistered staff within the limits of experience and ability
- To accept feedback/advice in a positive, professional manner

4. Administration:

- To maintain effective communication of information and data between team members and patient and family networks
- To update patients clinical records throughout the care period
- To report clinical incidents in line with Trust policy
- To ensure that patients property is secured according to Trust and unit policy and that location of property/valuables is accurately documented

5. Strategic and Service Development:

- To participate in the development and updating of protocols within the renal wards
- To propose changes in policies and contribute to implementation

6. Research and Development

- To participate in trials of equipment and products in renal nursing providing feedback to senior colleagues
- To provide accurate and timely information for audit analysis

7. Other Responsibilities

- Making the care and safety of patients your first concern and to act to protect them from risk.
- Respecting the public, patients, relatives, carers, NHS staff and partners in other agencies.
- Being honest and acting with integrity.
- Showing your commitment to working as a team member by working with your colleagues in the NHS and wider community.

- Taking responsibility for your own learning and development.

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.

Effort, skills and working conditions

Physical skills	This post requires manual dexterity to operate the full range of equipment used in the wards and to provide all elements of patient care. Moving and handling of patients and equipment will be carried out in line with Trust policies and training. The role involves transporting patients to areas within and external to the Trust.
Physical effort	Standing for long periods during each shift and providing patient care requires moderate physical effort. Emergency situations such as cardiac arrest will incur short periods of increased effort in delivery of resuscitation. Caring for bariatric patients will also necessitate increased physical effort in moving and transfer of patient.
Mental effort	The post holder will need to be able to maintain patient care and accurate documentation concurrent with interruptions from colleagues, relatives and from other sources. Mathematical calculations need to be carried out with consistent accuracy throughout each shift ie fluid balance.
Emotional effort	Providing continuous bedside care and communicating with patients and relatives requires intense emotional effort. The role involves emotionally distressing work such as supporting families and patients through chronic illness and dying.
Working conditions	Distressed relatives are occasionally aggressive in their behaviour and confused patients may be physically or verbally aggressive. Elements of the role require working with offensive odours from patient body fluids.

Performance management and appraisal

All staff are expected to participate in individual performance management process and reviews.

Personal development and training

Barts Health NHS Trust actively encourage development within the workforce and employees are required to comply with trust mandatory training.

Barts Health's education academy aims to support high quality training to NHS staff through various services. The trust is committed to offering learning and development opportunities for all full-time and part-time employees.

No matter where you start within the NHS, you will have access to extra training and be given every chance to progress within the organisation. You will receive an annual personal review and development plan to support your career progression and you will be encouraged to develop your skills and experience.

Health and safety at work

The postholder has a duty of care and personal obligation to act to reduce healthcare-associated infections (HCAs). They must attend mandatory training in infection prevention and control (IP&C) and be compliant with all measures required by the trust to reduce HCAs. All post holders must comply with trust infection screening and immunisation policies as well as be familiar with the trust's IP&C policies, including those that apply to their duties, such as hand decontamination, personal protective equipment, aseptic techniques and safe disposal of sharps.

All staff must challenge noncompliance with infection, prevention and control policies immediately and feedback through the appropriate line managers if required.

Confidentiality and data protection

All employees are expected to comply with all trust policies and procedures related to confidentiality and data protection and to work in accordance of the Data Protection Act 1998. For those posts where there is management or supervision of other staff it is the responsibility of that employee to ensure that their staff receive appropriate training (e.g. HISS induction, organising refresher sessions for staff when necessary).

Conflict of interest

The trust is responsible for ensuring that the service provided for patients in its care meets the highest standard. Equally it is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The trust's standing orders require any officer to declare any interest, direct or indirect with contracts involving the trust. Staff are not allowed to further their private interests in the course of their NHS duties.

Equality and diversity

The trust values equality and diversity in employment and in the services we provide. It is committed to promoting equality and diversity in employment and will keep under review our policies and procedures to ensure that the job related needs of all staff working in the Trust are recognised. The Trust will aim to ensure that all job applicants, employees or clients are treated fairly and valued equally regardless of sex, marital status, domestic circumstances, age, race, colour, disablement, ethnic or national origin, social background or employment status, sexual orientation, religion, beliefs, HIV status, gender reassignment, political affiliation or trade union membership. Selection for training and development and promotion will be on the basis of the individual's ability to meet the requirements for the job.

You are responsible for ensuring that the trust's policies, procedures and obligation in respect of promoting equality and diversity are adhered to in relation to both staff and services.

NHS managers' code of conduct

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

Budgetary management

If you have responsibility for a budget you are expected to operate within this and under the trust's standing financial instructions (available in the intranet's policies section) at all times.

Barts Health values based leadership

Our leaders ensure a focus on health where patients are at the centre of all we do. They work to create a culture where innovation is promoted and encouraged. They lead by example and demonstrate value based decision making as being integral to the ways of working within the Trust.

Barts Health leaders are role models who demonstrate those attitudes and behaviours which will make us unique. Our leaders are passionate about delivering high quality patient care, take pride in the work that they do to and are committed to the delivering the Barts Health NHS Trust 10 pledges of:

1. Patients will be at the heart of all we do.
2. We will provide consistently high quality health care.
3. We will continuously improve patient safety standards.
4. We will sustain and develop excellence in research, development and innovation.
5. We will sustain and develop excellence in education and training.
6. We will promote human rights and equalities.
7. We will work with health partners to improve health and reduce health inequalities.
8. We will work with social care partners to provide care for those who are most vulnerable.
9. We will make the best use of public resources.
10. We will provide and support the leadership to achieve these pledges.

Our leaders are visible leaders who believe in spending time listening and talking our staff, patients and partners about the things that are important to them and the changes they would like to make to continuously improve patient care.

Barts Health leaders work with their teams to develop organisational values, embed them in our ways of working and create the cultural changes required to ensure that we consistently provide an excellent patient experience, regardless of the point of delivery, in an environment where people want to work, regardless of where they work or what they do.



Person specification

Post	Staff Nurse	Band	5
Dept/ward	Renal Haemodialysis		

Essential = E Desirable = D		E or D	Application form	Interview
Qualifications and knowledge	Registered Nurse or equivalent with live NMC registration	E	√	
	Recognized teaching and assessing qualification	D	√	

Essential = E Desirable = D		E or D	Application form	Interview
Experience	Minimum of six months recent acute experience as a qualified nurse	E	√	
	Demonstrable haemodialysis experience	D	√	√
Skills	Demonstrate an ability to listen and comprehend	E	√	√
	Propose service developments	E		√
	Ability to prioritise and organize workload	E	√	√
	Ability to manage potentially difficult situations	E	√	√
	Ability to plan, deliver and evaluate interventions and/or treatments Ability to develop own skills and knowledge	E		√
	Physiological assessment of acutely unwell patient	E		√
Personal and people development	Patient focused – committed to ensuring a positive hospital experience for patients and the relatives/carers	E		√
	Awareness of current professional issues	E	√	√
	Understanding of critical care	D		√
	Ability to support and mentor learners	E	√	√
Communication	Demonstrate a positive welcoming approach	E		√
	Ability to be supportive and empathetic	E		√
	To be able to communicate information in a timely, concise and accurate manner	E	√	√
Specific requirements	The post involves internal rotation from long days to nights.	E		
	The role requires working within a designated area at an individual bed space which may be restricted by equipment. The post holder will need to be able to respond quickly to emergency situations in all areas of the unit.	E		
	Sufficient to perform the duties of the post with any aids and adaptations	E		