

SHAPE YOUR STORY

Recruitment Information Pack



Sister/Charge Nurse
Band 6
Adult Critical Care Unit





Our Vision 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 <ul style="list-style-type: none"> 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 <ul style="list-style-type: none"> 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 <ul style="list-style-type: none"> 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 <ul style="list-style-type: none"> 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 <ul style="list-style-type: none"> 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 <ul style="list-style-type: none"> 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



Job Particulars

Job Title	Sister/Charge Nurse - Critical Care
Pay Band	Band 6
Location	St Bartholomews Hospital
Reports to	Senior Sister/Charge Nurse
Responsible to	Matron

1. Job Purpose

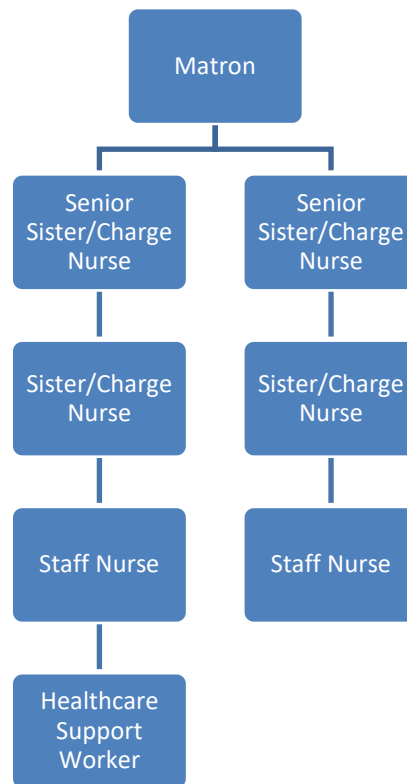
To deliver highest standard assessment, planning, implementation, and evaluation of individualised, holistic patient care in collaboration with the multidisciplinary team. As an experienced critical care practitioner, the post holder serves as a professional role model and clinical educator. They will also offer effective mentorship and supervision, contributing to the education and training of both nursing and non-nursing staff. Additionally, they will assume responsibility for taking charge of the Intensive Care Unit as needed, working closely with the Senior Sister/Charge Nurse to ensure ongoing management.

2. Key Working Relationships

Internal	External
Senior sister/ Charge nurse	Patients relatives
Matron	Members of the public
Anaesthetic, cardiothoracic and cardiology consultants and nursing team	Visitors to the trust
Therapies	Emergency services
All clinical staff	
External departments	



3. Structure Chart



4. Main duties, responsibilities and results areas

Key result areas

- Delivers high standards of clinical care to critical care patients according to clinical guidelines and trust policies.
- Maintains effective communication between the clinical areas, with the MDT and service users utilising a variety of means, including accurate documentation, consistent with Trust policy and wider legislation.
- Functions as a proficient clinical practitioner in the critical care area and a credible role model.
- Provides support and deputises for the senior sister/charge nurse in the effective day to day management of nursing team members, whilst developing -Personal leadership skills.
- Coach, teach and mentor junior nursing staff.



1. Communication

- 1.1 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 health care team.
- 1.2 Utilises a variety of strategies to communicate effectively with patients and those involved in their care to optimize the patient's journey and ensure an informed decision making process.
- 1.3 Liaises closely with other wards and departments, maintaining good communication to ensure continuity of patient care.
- 1.4 Accepts responsibility for establishing and maintaining productive inter-professional working relationships.
- 1.5 Demonstrates proficient communication skills with critically ill patients, their relatives, and members of the inter-professional teams.

2. Clinical practice and decision making

- 2.1 Demonstrates proficient specialist skills and knowledge in clinical practice and is seen as a clinical leader.
- 2.2 Takes responsibility for the organisation and effective delivery of patient care on a day to day basis.
- 2.3 Monitors and promotes high standards of nursing care and documentation. Evaluates planned care regularly according to unit standards.
- 2.4 Acts as a resource to other clinical areas for their specialist field.
- 2.5 Ensures patients' views are sought and taken into account in the decision making process.
- 2.6 Encourages and utilizes evidence-based nursing practice.
- 2.7 Develops skills in accordance with the development of role (previously "scope of practice") relevant to the post holder's clinical area.
- 2.8 Undertakes required mandatory training and acquires competences (clinical and organisational) appropriate to their role.
- 2.9 Safely administers prescribed medication and monitors effects; assesses the practice of junior staff.
- 2.10 Participates in ongoing implementation and practice of Clinical Governance / Clinical Risk Management, specific to the Critical Care unit.
- 2.11 Demonstrates proficiency in the use of all equipment used in the care and management of critically ill patients in Critical Care areas, and can demonstrate/explain their use to junior staff.
- 2.12 Demonstrates the required knowledge and skills to safely transfer and supervise /facilitate the transfer of patients from the Critical Care environment to other hospital departments and, when necessary out of the hospital itself.

3. Management

- 3.1 Provides effective, visible clinical leadership for the team, liaising with the Senior Sister/Charge Nurse as appropriate.
- 3.2 Deputises for the Senior Sister/Charge Nurse as requested.
- 3.3 Is aware of financial considerations and makes judgements to maximise cost effectiveness and cost efficiency under the direct supervision of a Senior Sister / Charge Nurse.



- 3.4 Assists the Senior Sister / Charge Nurse to operate the unit in a cost-effective manner. This includes consideration of skill mix, agreed activity targets, & clinical standards to maintain a safe environment for both patients & staff.
- 3.5 In conjunction with senior colleagues in the inter-professional team, is aware of the need for and the implications of change and is an effective change agent.
- 3.6 Conducts individual performance reviews with allocated staff members, ensuring the development of appropriate learning objectives recorded within the Personal Development Plan.
- 3.7 Assists with the recruitment and selection of staff.
- 3.8 Exercises leadership & maintains awareness of the individual needs of other team members.
- 3.9 Acts as a resource within own specialty area to provide and ensure senior nursing support.
- 3.10 Supports junior and senior members of staff.
- 3.11 Promotes effective inter-professional teamwork to optimise patient care, staff development and support.

4. Quality of Care

- 4.1 Participates in and promotes evidence-based practice.
- 4.2 Demonstrates awareness of local and core policies / guidelines, adheres to them and promotes awareness.
- 4.3 Demonstrates awareness of the Trust's programme of nursing audit and participates as appropriate in the quality audit programme.
- 4.4 Participates in the Trust / Directorate / Unit Clinical Governance programmes.
- 4.5 Actively reports incidents and encourages reporting of incidents.
- 4.6 Addresses poor or non-compliant practice appropriately.

5. Strategic and Service Development

- 5.1 Participates in quality and audit programmes.
- 5.2 Is a member of and actively contributes towards one of the Units working groups.
- 5.3 Takes a lead role in facilitating clinical and organisational practice changes as required.
- 5.4 Takes a lead role (with Team Leader) in facilitating developmental project work identified to improve service delivery and / or patient experience.

6. Personal and professional development and training

- 6.1 As a proficient practitioner, acts as an effective role model.
- 6.2 Takes part in staff orientation, mentorship, and educational programmes, assessing competence as required.
- 6.3 Takes responsibility, with colleagues, for the appropriate supervision and teaching of qualified and unqualified staff, staff and visitors.
- 6.4 Encourages reflective practice and utilises opportunities to engage in clinical supervision.
- 6.5 Participates in personal and staff individual performance review, developing a proactive Personal Development Plan.



- 6.6 Identifies and pursues own educational and professional development, maintaining a balance between clinical practice and acquisition of management skills.
- 6.7 Participates in the provision of up-to-date, accurate and relevant health education.

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.

5. Working conditions

Criteria	Description
Physical	<p>This post requires manual dexterity to operate the full range of equipment used in the critical care units 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. It will be necessary for the post holder to assist with various invasive procedures as appropriate for their level.</p> <p>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.</p>
Emotional	<p>Providing continuous one to one 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 the unpredictable course of a critical illness and dying.</p> <p>Supporting more junior staff whilst they care for very sick or dying patients.</p>
Working Conditions	<p>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. Actichlor Plus is used for cleaning body fluid spillages and contaminated items. Noise levels from equipment and personnel are increased at certain times according to activity and occupancy.</p>
Mental	<p>The role requires the ability to sustain observation of a critically ill patient throughout the shift. 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. On occasion this will need to be done at speed. The ability to manage several things at one time is essential.</p>



6. 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, and consultant (October 2002). www.nmc-uk.org/

7. Performance management and appraisal

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

8. Bart's Education Academy

Bart's Health NHS Trust actively encourages development within the workforce and employees are required to comply with trust mandatory training.

Bart's 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.

9. 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 non-compliance with infection, prevention and control policies immediately and feedback through the appropriate line managers if required.

10. 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 receives appropriate training (e.g. HISS induction, organising refresher sessions for staff when necessary).

11. 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 does 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.

12. 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.

13. Bart's 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. Bart's 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 Bart's Health vision and

values. 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.

Bart's 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

Domain	Essential Criteria	Desirable Criteria
Qualifications	<ul style="list-style-type: none"> -Registrant with NMC -Adult Critical Care Course -Mentorship course -ILS / ALS provider -Specialist relevant clinical course 	<ul style="list-style-type: none"> Leadership programme or equivalent -Degree or working towards first degree
Experience	<ul style="list-style-type: none"> -Relevant critical care experience -2 years post adult critical care course -Evidence of positive contribution to critical care -Associate Mentor to adult critical care course student 	
Knowledge	<ul style="list-style-type: none"> -Evidence of continuing professional development -Up to date knowledge of clinical speciality and evidence based practice -Knowledge of current NHS, professional and educational issues -Understanding of current educational practices relating to training 	
Skills	<ul style="list-style-type: none"> Evidence of proficient clinical skills in critical care -Proficient in communication -Understanding of reflective practice and how it can be used -Evidence of critical thinking and initiative to solve problems and manage workload -Able to work in a changing environment and to actively support /promote planned change -Demonstrates effective team work skills -Basic computer skills 	
Other	<ul style="list-style-type: none"> Caring manner towards both patients, visitors and colleagues -Able to form good inter-personal relationships with all members of the inter-professional team -Approachable and enthusiastic -Professionally assertive -Competent teacher of critical care skills and practices -Competent mentor -Evidence of continued personal learning 	



About Barts Health

Our group of hospitals provide a huge range of clinical services to people in east London and beyond.

We operate from four major hospital sites (The Royal London, St Bartholomew's, Whipps Cross and Newham) and a number of community locations, including Mile End hospital. Around 2.5 million people living in east London look to our services to provide them with the healthcare they need.

The Royal London in Whitechapel is a major teaching hospital providing local and specialist services in state-of-the-art facilities. Whipps Cross in Leytonstone is a large general hospital with a range of local services. Newham in Plaistow is a busy district hospital with innovative facilities such as its orthopaedic centre. Mile End hospital is a shared facility in Mile End for a range of inpatient, rehabilitation, mental health and community services. And St Bartholomew's in the City, London's oldest hospital, is a regional and national centre of excellence for cardiac and cancer care.

As well as district general hospital facilities for three London boroughs, Tower Hamlets, Waltham Forest and Newham, we have the largest cardiovascular centre in the UK, the second largest cancer centre in London, an internationally-renowned trauma team, and the home of the London Air Ambulance. The Royal London also houses one of the largest children's hospitals in the UK, a major dental hospital, and leading stroke and renal units.

We're also proud to be part of UCLPartners, Europe's largest and strongest academic health science partnership. The objective of UCLPartners is to translate cutting edge research and innovation into measurable health gain for patients and populations through partnership across settings and sectors, and through excellence in education.

