

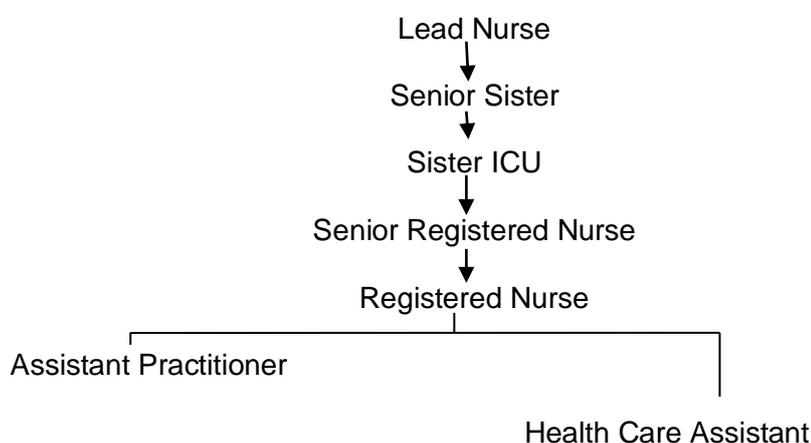
## Job Description

<b>JOB TITLE</b>	<b>Senior Registered Nurse</b>
<b>GRADE</b>	<b>Band 6</b>
<b>REPORTS TO</b>	<b>Sister / Charge Nurse</b>
<b>ACCOUNTABLE TO</b>	
<b>DEPARTMENT</b>	<b>Dolphin Ward &amp; Paediatric Critical Care Unit</b>
<b>DIVISION</b>	<b>Women's &amp; Children</b>
<b>DATE</b>	<b>April 2021</b>

### JOB PURPOSE

To assess, plan, implement and evaluate individualised patient care in a safe and caring environment, in the most efficient and clinically effective way, whilst maintaining the patient's privacy and dignity. To provide advice and support to junior staff in the delivery of high quality care and actively support the ward Sisters in the management of the Paediatric Critical Care Unit & Dolphin Ward.

### ORGANISATION CHART



### KEY RESULT AREAS/Deliverables/Key Activities

- Provide expert nursing advice to the multi-professional team and taking into account all aspects of Clinical Governance promote and develop the use of evidence based practice to improve the outcomes of critically ill patients with complex care needs
- Identify the complex care needs of children's and young people who are defined as critically ill patients and deliver the specialist care required to support Level 1 and Level 2 patients. Management of Level 3 patients prior to transfer to PICC bed

- Support and advise junior staff in the process of identifying the complex care needs of critically ill patients. Assist junior staff in prioritising, implementing and evaluating patient care in accordance with Trust policies, procedures, and protocols and comply with the NMC standards for mentors
- Act as a role model at all times and ensure that all team members and others visiting the area give a high priority to policies and procedures relating to infection control in order to maintain a safe clinical environment for everyone.
- Be proactive in the development of a culture that is committed to innovation and quality improvement through the use of research and audit
- Contribute to the development of health promotion/education strategies and take every opportunity to ensure they are implemented, making use of all available resources.
- Maintain accurate, legible and timely records of patient care using the current patient recording system.

### **Professional**

- In accordance with professional codes, maintain own professional development and competence to practice, whilst actively supporting other members of the team with their own development.
- At all times ensure that own actions support and promote equality, diversity and the rights of patients, the public and colleagues within the health care environment.
- At all times display exemplary standards of behaviour and ensure own work practices, and attitudes provide an example of professionalism for all staff.

### **Managerial**

- Assist in the day to day management of the clinical area through good leadership skills taking charge of the Unit and ward in the absence of the Sister.
- When necessary holds Women's and Children's Directorate bleep/telephone to provide advice on clinical and staffing issues outside of own clinical area.
- Assist in the development of individual staff and the nursing team as a whole through the use of appraisal and personal development plans, taking into account both the needs of the service and the aspirations of the individual practitioner.
- Assist in the Management and the effective use of available resources (people, equipment and stock) taking into account ongoing needs and potential problems
- Promote the health and safety of patients, staff and the public by assisting with identifying and assessing risks/hazards and implementing control measures which ensures that all Trust policies are adhered to within the health care environment.
- Make use of all available methods of communication to monitor and contribute to the development of effective communication systems taking action to resolve problems when communication fails within the health care team, including external agencies and with patients

and their significant others.

- Assist in the development of health promotion / education strategies relevant to the area, making use of all available resources and facilitate junior staff to be proactive in the implementation of the strategy

## **INTERNAL AND EXTERNAL RELATIONSHIPS**

Make use of all available methods of communication to build and develop effective communication networks and processes both within and external to the clinical area / trust.

Work closely with other professional groups within lead Centre for Paediatric Intensive Care and be an active member of the Multi- Disciplinary Forum

Develop close links within other areas of the Women's and Children's Directorate. Establish and maintain good working relationships with the Derby Children's Hospital and Children's' service at Burton Hospital

**PERSON SPECIFICATION**

	<b>Essential</b>	<b>Desirable</b>
<b>Communication and relationship skills</b>	Able to establish and maintain relationships within the healthcare team. Communicates complex, sensitive information to patients and the public. Able to negotiate, persuade, motivate and reassure others. Understands and overcomes barriers to communication. Ability to present complex information to groups of staff or members of the public	Counselling qualification  Experience of networking outside of own clinical area.
<b>Knowledge, training and experience</b>	Current NMC registration. Has the necessary knowledge, skills and expertise to undertake the role with significant experience in the speciality of Children’s intensive care nursing and level 2 critical care. Has developed knowledge in the specific area of critical care and holds a Critical Care qualification recognised by a UK academic body Has a recognised teaching and assessing qualification. Has a 1st level degree or working towards one	APLS Trained
<b>Analytical and judgemental skills</b>	Has the ability to identify and solve problems, analyse, compare and interpret complex information before reaching a judgement and making a decision.	
<b>Planning and organisational skills</b>	Manages own clinical workload, prioritising as necessary. Plans and organises the work of junior members of the team according to changing clinical situations. Has the ability to pre-empt potential problems and plan ahead	Has experience of taking charge of an area.

<b>Physical skills</b>	Physically able, or with the use of suitable aids and / or adjustments to working practice, to perform the requirements of the role. Physical skills include accuracy and dexterity for eg. giving intravenous drugs. Moving and handling patients Standard keyboard skills	
<b>Responsibilities for patient / client care</b>	Assess, plan and deliver the complex care needs of Level 2 and Level 3 patients without supervision. Provides advice within area of clinical practice.	
<b>Responsibilities for policy and service development and implementation</b>	Follows National and local policies and procedures as required and ensures junior members of staff do likewise. Takes some responsibility for implementing policies and suggests changes to practice / procedures	
<b>Responsibilities for financial and physical resources</b>	Understands personal responsibility for effective management of resources and safe use of equipment. Ensures maintenance of equipment and takes responsibility for the appropriate safe handling and storage of patients' personal possessions.	
<b>Responsibilities for human resources</b>	Provides advice, support and day to day supervision for junior members of the team. Contributes to the day to day management of a team of staff. Ability to act as a mentor / preceptor / clinical supervisor to other members of staff. Actively involved in the training and development of junior staff. Experience in appraisal and identifying staff development needs.	Experience in appraisal and identifying staff development needs
<b>Responsibilities for information resources</b>	Accurately maintains patient records, records own data. Has an awareness of Data Protection and Caldicott issues. Input of required data e.g. PCCDS and ensure junior staff have completed required data.	
<b>Responsibilities for research and development</b>	Participates in audits and research within own clinical area. Uses the results of research to inform own clinical practice.	Has undertaken a research or practice development project

<b>Freedom to act</b>	Understands and works within codes of conduct and practice. Uses own initiative within establishes procedures, taking responsibility for own actions. Work is managed rather than supervised	
<b>Physical effort</b>	Frequent need for manual handling	
<b>Mental effort</b>	There is a frequent requirement for prolonged concentration in routine and unpredictable work situations	
<b>Emotional effort</b>	Has the ability to deal with distressing and emotional circumstances. Frequent exposure to highly distressing or emotional circumstances with occasional exposure to traumatic circumstances Supports other staff in dealing with traumatic situations.	
<b>Working conditions</b>	Works in an environment where there is exposure to unpleasant working conditions and hazards.	

This job description outlines the duties as currently required but may be amended by mutual agreement to reflect future transformation and integration of the Trust.

<b>Signed: (Member of staff)</b>		<b>Date</b>	
<b>Signed: (Line Manager)</b>		<b>Date</b>	

**University Hospitals of Derby and Burton NHS Foundation Trust was formed on 1 July 2018, bringing together five hospital sites in Derby and Burton.**

**Our aim is to bring together the expertise of our 12,300 staff to provide the highest quality care to patients within Derbyshire and South East Staffordshire. Our vision, values and objectives are:**



### Our Vision & Identity

Our UHDB Identity is that we provide *'Exceptional Care Together'*, which is our 'Why?'. It is the fundamental purpose that guides all that we do.



### Our Values & Behaviours

Our staff have co-created a set of values and behaviours that are stretching and inspiring in equal measures. These are our UHDB promises. They are powerful messages and will shape how we care for others and care for each other. They are **Compassion, Openness and Excellence...**

- P** Putting our patients & our communities first
- R** Right first time
- I** Invest our resources wisely
- D** Develop & nurture our colleagues
- E** Ensure improvement through effective partnerships

### Our objectives

As part of the 'Big Conversation', we lastly turned our attention to our aims, big steps we must we take in the future. This is our 'What?'. Our staff said that we should continue to have **PRIDE...**

### Equality, Inclusion and Diversity

University Hospitals of Derby and Burton NHS Foundation Trusts is fully committed to promoting inclusion, equality, diversity and human rights in employment and delivery of its services. The Trust is committed to providing an environment where all employees, patients, carers and visitors experience equality of opportunity by means of understanding and appreciating the value of diversity.

The Trust works to eliminate all forms of discrimination in line with the Equality Act 2010, and recognises that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities.

The Trust actively encourages its employees to challenge discrimination and promote equality of opportunity for all.

Employees of the Trust are required to comply with its policies and values around equality, inclusion, diversity and human rights. Failure to do so will be treated as misconduct under the Trusts' Disciplinary Policy and Procedure, which may result in dismissal."

### **Freedom to Speak up**

The Trust is committed to listening to our staff and learning lessons. There are a variety of ways in which concerns can be raised in person, by phone or in writing (including email). We also have a Freedom to Speak Up Guardian who works with Trust leadership teams to create a culture where staff are able to speak up in order to protect patient safety and empower workers. Full details can be found on the Trust Intranet

### **Data Protection**

Organisations are required to comply with the General Data Protection Regulation; the UK Data Protection Act 2018; all other data protection legislation and other local policies and procedures regarding the handling of information. All employees retain the right to request information held about them.

### **Confidentiality**

The Trust requires all staff to maintain a high standard of confidentiality, and any disclosure of information outside the proper and recognised course of duty will be treated as a serious disciplinary offence.

### **Infection Control**

The prevention and management of infection is a key priority for the Trust. As an employee of the Trust you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at mandatory training and ongoing continuing professional development
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

### **Health and Safety at Work Act**

All staff must not wilfully endanger themselves or others whilst at work. Safe practices and precautions must be adhered to.

## **Smoke free Trust**

The smoke free policy applies to staff, patients, resident's visitors and contractors.

## **Research:**

"The Trust comprises research-active hospitals with a developing culture of research and innovation across the whole organisation. All clinicians are expected to engage in research, development & innovation.

Engagement of clinical staff in research covers a spectrum of involvement, ranging from having an awareness of the studies and trials taking place in their areas, to assisting with the identification of research participants, to research-experienced individuals who win research funding and assume the role of Chief Investigator for multi-centre trials and studies".