

Job Description

Job Title: Interventional Radiology Nurse	Band: 5
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Accountable to: Radiology Sister/Charge Nurse
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Purpose of Role:
 To work as part of the nursing team, to provide a high standard of care. To be actively engaged in the delivery of excellent patient care in the Radiology setting.

To act as a team leader in the absence of a senior member of staff. Assists the Radiology staff to develop and enhance clinical skills and practice.

Dimensions
 Clinical areas:

- Colchester General Hospital
- Interventional X-Ray including U/S, CT, and MRI.
- General X-Ray - In Patients & A+E patients
- General X-Ray – GP & Out Patients

Clinical activity:

- 100,000 examinations per annum

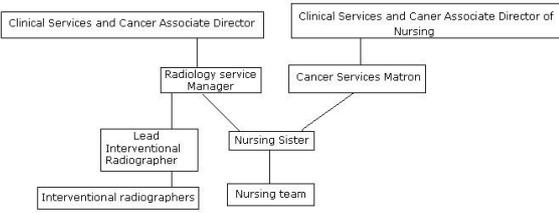
Clinical provision:

- 24 hours, 365 days per annum
- 37.5 hours per week flexed over the seven-day week to meet the needs of the service.
- There will be a requirement to participate in an interventional on call service.

Staff Responsibility:

- To assess, plan, implement, and evaluate care of patients undergoing a procedure in the Radiology Department.

Organisational Position



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      A[Clinical Services and Cancer Associate Director] --> B[Radiology service Manager]
      A --> C[Clinical Services and Cancer Associate Director of Nursing]
      C --> D[Cancer Services Matron]
      B --> E[Lead Interventional Radiographer]
      B --> F[Nursing Sister]
      D --> F
      E --> G[Interventional radiographers]
      F --> H[Nursing team]
  
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Role of Department

- To provide a high quality, efficient and effective Radiology services to the local population.
- Diagnostic imaging equipment is used to carry out radiological examinations on Patients and reports are provided to referring clinicians. The report assists the referrer in providing a diagnosis of the patient's condition in order to decide on an effective course of treatment and care.
- Interventional Radiology is carried out to assist in the treatment of a patient's condition.
- The departmental clinical governance strategy ensures a high standard of care for patients undergoing radiological examination and promotes multidisciplinary team working

Key Result Areas:

Communication & Leadership

- To assist the interventional suite is managed appropriately, procedures are running on time, patients have been prepared, and room clean.
- Ensure that nursing practices within the directorate comply with Trust policies and procedures.
- Establish and maintain effective communication with individuals and members of the multidisciplinary team in order to contribute to a seamless patient pathway. Inspire team members, sharing values and a vision of the future of radiology.
- To have access to systems related to Radiology ie. CRIS, IMPAX, Pathology and have understanding of these.

Clinical Risk Management

- To check, witness, administer and order drugs appropriately when required. Be aware of departmental resources, check, maintaining adequate stock levels, receive and accurately maintains records of resource levels and usage.
- To work in according to competencies and workload in order to meet patient and departmental needs in Alpha, Beta, CT and ultra sound.
- To assist compliance with local rules relating to radiation protection and to attend locally provided update training.

Service Development

- Be aware of the budget constraints and the significant impact and implications on the service.
- To assist in the event of incidents such as accidents, complaints and emergency solutions.
- To accept personal accountability for their own practice as a registered nurse and to work at all times within the Nursing and Midwifery Council Code of Conduct.
- To be responsible for students nurses' and junior staff.
- To participate in the training of radiographers and radiography students.

Patient Experience

- To provide a high standard of nursing care, based on the assessment of care needs in consultation with the patient, their relatives and the multidisciplinary team. To provide relevant information to the patient and to report and document any changes to the patient's condition.
- To respect individual privacy, dignity, wishes and beliefs, minimizing any unnecessary discomfort and encouraging full participation to gain consent to undertake relevant procedures.
- To give appropriate care when recovering patients following sedation anaesthesia based on current practice

Practice Development

- Prepare equipment, scrub for interventional cases whiles maintaining asepsis and to undertake the role of circulating nurse within the angio suites.
- Take responsibility in accordance with Trust policy for patients receiving intravenous administrations via volumetric pumps and syringe drivers, whilst in the department.
- To have good dexterity to handle wires, catheters and stents. Ensuring packages are not damaged before use, if so discarding product. Being aware of product's value, with recognition of economy.
- To continue the development of the pre-assessment clinic and implement any changes that may be required.
- To ensure that all staff adhere to the infection control policy and that all areas are effectively maintained.

Professional Development

- To deliver formal and informal education. Develop, facilitate and lead study sessions, both in the department and hospital wide.
- Participates actively in clinical benchmarking and organisational audits, to improve standards of care.

Retention & Recruitment

- Actively seeks to increase own knowledge, practice by undertaking education, and attending relevant study sessions, which are research based.
- Participate in teaching patients, relatives and staff locally with regard to pre and post procedure care with particular regard to health promotion.
- To assist the Senior Nursing staff in the recruitment and selection of nursing staff.
- Induction of new staff and visiting staff to the area

Resource Management

- To undertake the role of link nurse for an area of interest, attend meetings and feedback at month meetings to nursing team and which is relevant to the directorate and maintain resource folder relevant to current research.

Equipment & Machinery

- Clean, maintain if required and operate on a daily basis:
- Patient Hoists
- Patient Monitoring Equipment
- Suction
- Oxygen & Entonox cylinders
- Crash Trolley
- X-Ray and Ultrasound equipment as directed by the Radiographers

Systems

- RIS (Radiology Information System) for patient registration and appointment booking.
- PAS (Patient Administration System) for patient information, note tracking, and bed booking.
- PACS for radiological images to assist the consultant.
- Access to intranet pathology reports.
- Access the internet and trust intranet to access relevant information for personal training and development.
- Access dedicated stock control software.
- Datix for the reporting of untoward incidents

Physical, mental, emotional and environmental demands of the job

Physical Skills

- Provide physical assistance to patient's requiring changing into gowns often with disabilities and an inability to communicate.
- Assist Radiographers in the positioning of patients when required
- Possess keyboard skills for the entry of data into the RIS system.
- To have good dexterity to handle wires, catheters and stents on daily basis.

Physical Demands

- The majority of the working day is spent standing and walking and bending to assist patients.
- Cleaning of nursing and X-Ray equipment regularly and changing mattress sheets involves bending and lifting.
- Frequent transfer of patients from trolleys, beds and chairs onto X-Ray tables requires the use of safe lifting and handling skills, using mechanical aids when required.
- Very frequent use of lead coats and thyroid protection.
- Frequent visits to the operating theatre with the associated conditions..

Mental Demands

- Ability to maintain a high level of concentration under stressful situations.
- Ability to maintain accurate stock levels and costings.
- Ability to accurately convey vital patient information to the appropriate person.
- Ability to work effectively in busy ever-changing environment.
- Skills to recognise clinical needs and to take action and respond appropriately.
- Involved in team meetings/debriefings and then to feed back to colleagues

Emotional Demands

- Continuous concentration on patient related activities, unpredictable patient
- Responsibility for team members.

- Exposure to emotional and distressing circumstances in care of patients with acute/chronic illness and in palliative care.
- Discusses complex condition related information with patient
- Providing support to all team members.
- Ability to cope with frequent exposure to X-rays

Working Conditions

- Exposure to unpleasant odours and bodily fluids frequently throughout the day.
- Moving from cold air-conditioned areas to hot conditions in the working area.
- Working constantly in artificial lighting with little or no natural daylight.
- Exposure to verbal abuse from some patients.
- A risk of physical abuse from patients, who may be confused, disorientated etc.
- Constantly aware of personal safety.

Knowledge, Training & Experience Required

- Team Worker
- An enthusiastic and caring nature

General

- To be responsible for complying with Trust and local Safeguarding policies and procedures.
- To be responsible for the quality of data recorded. The data should be accurate, legible (if hand written), recorded in a timely manner, kept up to date and appropriately filed.
- All employees must comply with the East Suffolk and North Essex NHS Foundation Trust's Equality and Diversity Policy and must not discriminate on the grounds of sex, colour, race, ethnic or national origins, marital status, age, gender reassignment, disability, sexual orientation or religious belief.
- Employees have a responsibility to themselves and others in relation to managing risk and health and safety, and will be required to work within the policies and procedures laid down by East Suffolk and North Essex NHS Foundation Trust. The Trust seeks to establish a safe and healthy working environment for its employees and operates a non-smoking policy.
- All employees have the right to work in an environment which is safe and to be protected from all forms of abuse, violence, harassment and undue stress. All employees are responsible for helping to ensure that individuals do not suffer harassment or bullying in any form. All employees will be personally accountable for their actions and behaviour in cases of complaint of harassment or bullying.
- All staff have a responsibility to contribute to a reduction in the Trust's carbon footprint and should pro-actively reduce and encourage others through own actions to reduce their contribution to carbon emissions. This includes switching off electrical appliances that are not in use, turning down heating, closing windows, switching off lights and reporting carbon waste etc.

Prepared By:

Date:

Person Specification

Job Title: Interventional Radiology Nurse

Band: 5

Criteria	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Previous experience at band 5 level • Able to competently teach and assess post registration nurses and AHP's 	<ul style="list-style-type: none"> • Experience as a team leader. • Evidence of managing and improving the patient experience • Radiology Experience • Scrub nurse experience (Cardiac, theatre or radiology)
Qualifications	<ul style="list-style-type: none"> • Current NMC registration 	<ul style="list-style-type: none"> • Post registration qualification • Relevant teaching and assessment course • Nursing / Management degree • Undertaking current academic study
Knowledge	<ul style="list-style-type: none"> • Sound evidence of clinical ability (CPD portfolio) • Ability to establish priorities and use initiative • Demonstrable understanding of managing clinical risk • Able to influence and adapt to change 	
Personal Skills	<ul style="list-style-type: none"> • Interpersonal skills • Time management and prioritisation skills • Ability to work to strict deadlines • Computer skills • Understand the importance and contribute to clinical audit • Professional role model • Friendly disposition • Adaptability/Flexibility • Confident approach • Readiness to accept responsibility • Reliability 	

	<ul style="list-style-type: none">• Able to identify and cope with stress• Able to respond to constructive criticism and respond appropriately• Motivate to further progress personal and professional development• Promotes the principle of equal opportunities for staff and patients	
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