

Job Title:	Registered Nurse Band 6
Reports to (job title):	Band 7 Team Leader
Line Manager to:	

Job purpose

We have an exciting opportunity for a Registered Nurse to join our team on Longleat ward in Warminster as a band 6 charge nurse/sister. The service is currently undergoing an exciting period of transformation, making this an excellent time to become part of a dynamic and innovative team. As a registered Nurse, you will be part of the Clinical Team, working within a multi-disciplinary team, to facilitate, plan and implement patient care and safe discharge. We support both step-up and step-down patients with a primary focus on rehabilitation and safe discharge. You will be working as a Nurse, on a nurse led unit, joining innovative and forward-thinking colleagues who are compassionate and committed to the people in the local community who use our services and go above and beyond to ensure they receive the best quality care.

Base location

Longleat ward Warminster Hospital

Key responsibilities

As a Band 6 nurse on Longleat ward, you will independently and collaboratively assess, diagnose nursing problems, and plan care, manage acutely unwell patients with complex needs, decide when escalation to acute services is required, triage referrals and prioritise work, working closely with your medical colleagues but also being able to work without immediate on-site senior support OOH. You will demonstrate responsibility and accountability in your senior nursing role and assist with the coordination of care throughout the patient journey.

You will play a key role in supporting junior colleagues, new starters, newly qualified nurses and health care support workers, ensuring they receive a competent induction and have access to all the relevant training and information required to carry out their job. Assisting in assessing and supervising of students, supporting staff to complete care certificates, and also act as a preceptor for our newly qualified nurses. You will have good clinical skills and knowledge and be able to use this to carry out clinical supervision and

training. You will be expected to support the nursing team to ensure high standards of care and documentation at all times, acting as a role model at all times.

As part of this role, you will be responsible for the following:

- Clinical practice- Performs comprehensive physical assessments (respiratory, cardiac, neurological), Interprets observations, blood results, point-of-care testing, Recognises subtle deterioration in a hospital environment and use clinical judgement to adapt treatment plans rapidly.
- Management - Time organisation/management according to own workload, Act as patient advocate, day-to-day organisation of caseload, advise and recommend treatment, liaise with clinicians within the ward team, clinical supervision
- Leadership- Act as a professional role model for colleagues. Demonstrate collaborative working partnerships challenging traditional professional boundaries but maintaining excellence, quality, safety & working within the scope of own professional practice. • Supporting the learning environment- Commitment to & evidencing of personal professional development. Supporting colleagues and student nurses
- Continuous improvement- Identifying poor practice & supporting improvement opportunities as part of a Just Culture based on reflection

Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

Care

- Inspire
- Understand

Think

- Challenge
- Improve

Do

- Accountability
- Involve

- Communicate

- Learn

- Resilience

Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice , NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourish. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Medicines Management Responsibility

Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a "non-smoking" policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

Equal Opportunities

It is the company's intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

Personal Specification

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

Essential

- Registered nurse
- Advanced clinical assessment skills
- IV therapy competency
- Able to work autonomously and as part of a team
- Experienced in the use of NEWS2 diagnostic tool and when to escalate
- Contribute to the development of others, supervising and teaching, mentoring, including student Nurses
- Previous experience in elderly care, frailty, community services or relevant acute care speciality
- Excellent written and verbal communication, and interpersonal skills • Ability to adapt to the demands of a constantly changing environment
- Good IT skills
- Work within the NMC code of conduct.
- Knowledge of community environment
- Good Communication skills including IT literacy and knowledge of computer systems.
- Undertake evidence based clinical practice.
- Experience of caring for people with long term conditions
- Experience of pressure ulcer prevention
- Awareness of self-neglect, safeguarding and abusive situations to be the patients advocate.
- Ability to be an effective team member. Awareness of team dynamics.
- Work within the boundaries of legislation, policies, procedures, and standards.
- Clean driving licence, Car driver and access to a vehicle for daily use

Desirable

- Evidence of leadership
- Relevant experience
- Life experiences that have enhanced professional development.

- Experience in leading practice developments
- Experience in caseload management
- Awareness of current changes in the NHS.
- Up to date professional knowledge in their current area of practice.
- Ability to make decisions and judgments within a community setting.
- Communication skills, which facilitate effective interaction with people from a wide range of social, economic, cultural and ethnic/racial backgrounds
- To be able to communicate with a wide range of colleagues in different disciplines and agencies.
- The ability to respond to the demands of working in a complex and diverse environment.
- Approachable, personable, emotional intelligence & flexible

Employee signature

Manager signature
