



Rehabilitation Nurse
Specialist

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Western Isles Health Board
The best at what we do



Job Advert



Rehabilitation Nurse Specialist

Salary £31,800 - £39,169 per annum

Plus Distant Islands Allowance of £1,074 (pro rata)

37.5 hours per week

Permanent post

An Exciting opportunity has arisen for a Rehabilitation Nurse Specialist to join our dynamic rehabilitation team on Medical 2 Ward.

We are looking for a highly motivated nurse with previous experience in rehabilitation who will support the Charge Nurse and the nursing team at the Western Isles Hospital

You will be working in a busy 18 bedded ward within the Integrated Medical Unit

Applicants should have minimum RN1 Adult level registration with the NMC. You will have experience at senior ward level and will be able to demonstrate evidence of further professional development. See person specification for wider requirement for the role.

The post demands excellent leadership, communication and organisational skills. A sound knowledge of effective individual staff management and good team leading skills are highly desirable.

The successful applicant will be required to register with the Disclosure Scotland PVG Scheme (Protecting Vulnerable Groups Scheme).

This post is not eligible for relocation assistance.

The Western Isles offer a safe and pleasant environment to live in and work. Housing costs and crime rates are relatively low. The islands are unspoilt and have areas of natural outstanding beauty. There are daily travel connections to the mainland via air and ferry.

For further details contact Donald Gillies on 01851 704704 ext 2415.

NHS WESTERN ISLES
AGENDA FOR CHANGE

JOB DESCRIPTION

1. JOB IDENTIFICATION

Job Title: Rehabilitation Nurse Specialist

Band: 6

Responsible to: Senior Charge Nurse.

Department(s): Medical Ward 2

Job Holder Reference:

No of Job Holders: 1

2. JOB PURPOSE :

Act as a deputy and a support to the SCN in all aspects of management and service provision in the absence of the SCN.

Ensuring that excellent standards of practice are maintained, continuously reviewed, developed and updated to ensure staff deliver the latest safe, effective, evidence based care within their scope of practice in the Healthcare Team.

Support the SCN in contributing to the management of the site resources by ensuring effective and efficient use of physical, human, and financial resources, e.g. The nursing resource and supplies including pharmaceutical supplies and equipment.

The Post-holder will work hours that meet the service needs, clinical demand, including rotation onto night shift.

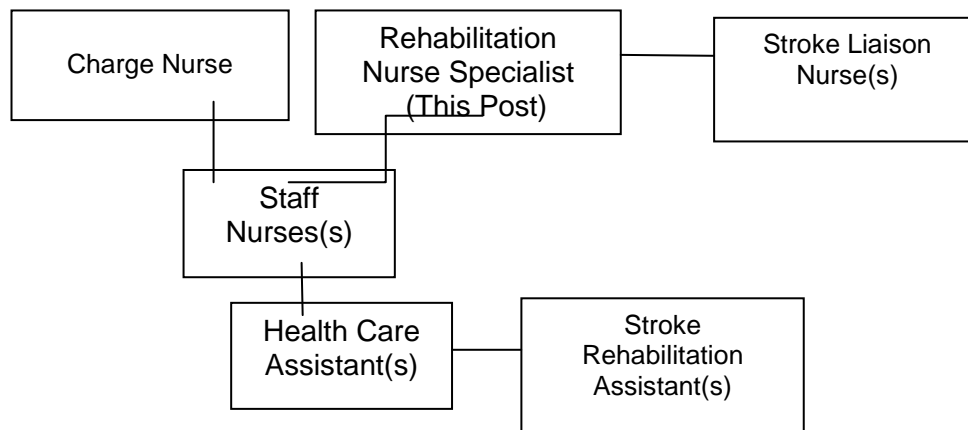
JOB SUMMARY:

In the absence of the SCN to take charge of the ward and be responsible for the management, the daily operational issues including work allocation, deployment and supervision of staff to ensure the smooth running of the area.

With the SCN monitor standards of care within the defined policies, procedures, standards and protocols of the ward, directorate, and divisions to ensure adherence to and delivery of a high quality service.

3. ORGANISATIONAL CHART

Senior Charge Nurse



4. MAIN DUTIES AND RESPONSIBILITIES OF THE POST

Professional, Clinical and Specialist Knowledge:

Works within the NMC Code of practice and professional guidelines.

Provide clinical leadership, developing innovative ideas to improve effectiveness and efficiency of care, working with nursing team setting and measuring standards of care.

Demonstrate competency in professional skills and expand those skills to meet the patient/service needs.

Co-ordinate the patient's journey through assessment, treatment, planning and managing their care including transfer to other settings, promoting effective discharge and communication with interdisciplinary and interagency teams.

Utilising training and experience, use and maintain expert clinical knowledge relevant to own field of practice, to monitor, influence and promote nursing practice, clinical decisions and quality of patient care.

Ensure ward documentation complies with the NMC Standards for Record and Record Keeping and undertaking review of same.

Adhere to organisational infection control policies and procedures and act as a role model in the maintenance of a safe environment.

To participate in leading, supporting, counselling and appraising all staff to ensure development needs are identified and a cohesive, multidisciplinary approach is maintained.

Education and Research :

Participate in ward and directorate audit activity where appropriate and assist SCN in development of evidence based practice as required.

Lead and supervise/mentor junior staff/students and act as a source of advice to ensure their educational needs are met.

Develop the role using evidence based practice and continuously improve own knowledge.

Organisational/Managerial:

In conjunction with or in the absence of the SCN, participate in efficient and effective HR planning, management of employee conduct, duty rosters, annual leave, study leave, mandatory training sessions, sickness absence reporting and management of appropriate use of Bank nursing complying with agreed policy and procedure.

Assist SCN in ensuring all staff attend regular meetings to complete eKSF/PDP's.

Ensures effective management of ward resources including stores, supplies, medicines.

Remains aware of and adheres to Hospital, organisational and national policies.

Reports all accidents/ incidents/ complaints involving patients, carers and staff to SCN and commences enquiries or documentation as necessary.

Communication:

The post-holder will be expected to communicate and liaise with the patient, their relatives and the multidisciplinary team involved in the provision of care for a range of situations ranging from routine to complex and potentially stressful matters. This will include imparting information using many resources, eg. verbal and written communication, telephone, scanning, e-mails; whichever is most appropriate for ensuring communication is imparted sensitively, timeously and empathically to the relevant persons or organisations.

Be responsible for ensuring systems/ policies/ procedures are communicated to staff to ensure safe use, maintenance and storage of equipment in the hospital.

Equipment and Machinery:

The post-holder must have the knowledge and skills necessary to safely use all the equipment in the Hospital and will be required to manage the use of the following equipment for the reasons stated.

Moving and Handling equipment to assist patient mobility and promote comfort.

Medical and Technical equipment to record vital signs and administer treatments.

Near patient testing to monitor physiological status.

I.T. equipment including local and national systems to read, analyse, record and transmit patient and staff information within the boundaries of local and national legislation.

Decisions and Judgement:

Be responsible to the SCN regarding guidance and professional management, work review and formal appraisal of performance.

With the SCN be responsible for supporting the nursing team to reflect upon and review their decisions in relation to assessing, monitoring, evaluating and interpreting patients' condition and the effectiveness of their care programmes.

When in charge and in the absence of the SCN be accountable for decisions relating to the management of physical, human and financial resources in own area including recruitment and workforce planning.

Concentration required when observing patient behaviours/physiological status.

Balancing the competing demands of the role while maintaining high level of visibility to staff, patients, families and or carers.

Maintaining high level and consistent professional behaviour in unpredictable and stressful situations

Ability to react swiftly and appropriately to sudden changes in patient clinical conditions.

Meeting the needs of all stakeholders with finite resources.

Balancing the demands of staff and service when completing duty rotas.

Keeping abreast of national and local policies and evidence based practice.

Interpreting applicability and adapting for local implementation.

Continuously motivate, enthuse and maintain morale of staff within an ever changing environment, working as clinical leader within multiprofessional team requiring high levels of concentration.

5. SUPPORTING EVIDENCE

Physical Skills/Demands of the Job:

The post-holder will require a range of physical skills relevant to the clinical area, examples are drug administration including intramuscular, intravenous and subcutaneous injection, venepuncture and insertion of intravenous access devices and use of speciality specific equipment.

The physical demands will include, for example, patient movement with use of mechanical aids, standing/walking for the majority of the shift: occasional movements to treat patients, e.g. stooping. Ergonomics.

Mental Effort:

The mental demands will include concentration required when checking documents/patients notes and calculating drug dosages whilst subject to frequent interruptions from patients/carers/multidisciplinary team members.

Concentration required when observing patient behaviours/physiological status.

Balancing the competing demands of the role while maintaining high level of visibility to staff, patients, families and/or carers.

Maintaining high level and consistent professional behaviour in unpredictable and stressful situations

Ability to react swiftly and appropriately to sudden changes in patient clinical conditions.

Meeting the needs of all stakeholders with finite resources.

Balancing the demands of staff and service when completing duty rotas.

Keeping abreast of national and local policies and evidence based practice, interpreting applicability and adapting for local implementation.

Continuously motivate, enthuse and maintain morale of staff within an ever changing environment, working as clinical leader within multi-professional team requiring high levels of concentration.

Emotional Effort:

Examples include communicating with distressed/ anxious/ worried patients/ relatives/ staff; caring for terminally ill; caring for and/ or communicating bad news to patients/ relatives/ staff; dealing with challenging behaviours; supporting team members with personal and professional issues; carrying out investigations into performance/ disciplinary issues.

Working Conditions:

Working conditions will include for example, exposure to bodily fluids; exposure to verbal aggression and potentially physical aggressive behaviour (frequency variable); exposure to infected and infectious materials and patients; temperature of the environment; working in restricted space within the environment.

Most Challenging/Difficult Parts of the Job:

Managing the ward effectively on a regular basis, supporting SCN with staff management and maintaining standards of care, deputising in the absence of the SCN.

Effective management and prioritisation of competing demands within an unpredictable environment

Performing mentally challenging tasks despite interruptions by outside influences.

Achieving a balance between demands of direct patient care and existing resources.

Communicating and supporting distressed/ anxious/ worried patients and carers.

Dealing with verbally and physically abusive patients and members of the public.

Providing support and advice to junior staff within the ward.

Addressing the equality and diversity needs of patients, relatives, staff and members of the multidisciplinary team.

6. STANDARD ELEMENTS

These are sections that will be generic and included in every job description and will include confidentiality, health and safety and avoiding discrimination. Example sections are noted below:

Complies with all approved NHS WI Policies, procedures, protocols and guidance.

Confidentiality

This involves taking the necessary precautions when transmitting information only disclosing it to those who have the right and the need to know it.

All personal health information is held under strict legal and ethical obligations of confidentiality. NHS Staff must follow guidance (NHS Code of Practice on Protecting Patient Confidentiality) before disclosing any patient information. All staff must respect confidentiality of all matters that they may learn relating to their employment, other members of staff, patients and their families.

Health and Safety:

Assist in maintaining own and others' health, safety and security.

This involves:

- a) Complying with Board health and safety policies, procedures and participating in mandatory training.
- b) Maintaining a safe working environment and reporting any issues of concern as appropriate.

NHS Western Isles attaches the greatest importance to the health and safety of its employees. It is

the Board policy to do all that is reasonable to prevent personal injury and hazard to health by protecting staff and others including the public from foreseeable hazards compatible with the provision of proper services to patients. The Board expects its entire staff to take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions at work. More detailed information is given in departmental safety policies where appropriate.

Ensure own actions support equality, diversity and rights.

This involves:

- (a) Acting in ways consistent with the Board's policies and procedures.
- (b) Treating those you come into contact with equitably and with respect.
- (c) Recognising the need for aids or adaptations.

JOB DESCRIPTION AGREEMENT

I,.....confirm that the Job Description(s)/Person Specification(s) attached have been discussed with me and are an accurate and up to date account of the duties and responsibilities and skills/qualifications required to undertake the post.

Job Holder's signature:.....Date:.....

Head of Department's signature: Date:..25.11.2020



NHS WESTERN ISLES - PERSON SPECIFICATION

Job Title: Rehabilitation Nurse Specialist

Department: Nursing

Location: Western Isles Hospital

FACTOR	ESSENTIAL	DESIRABLE
<p>Qualifications/Training :</p>	<p>1st Level Registered General Nurse with current NMC registration.</p> <p>Post Graduate qualification in Stroke/orthopaedic care</p> <p>Evidence of Continual Professional Development.</p>	<p>Diploma in rehabilitation</p> <p>Non Medical Nurse Prescriber, (or working towards).</p>
<p>Experience:</p>	<p>In depth professional knowledge and experience of rehabilitative care over several years</p> <p>Post holder will have the experience and knowledge to act as the most senior nurse for the hospital when on shift.</p> <p>Experience of taking charge of a ward or clinical department on a regular basis.</p>	<p>Experience of reviewing staff performance and supporting staff development</p>
<p>Knowledge and Skills</p>	<p>Ability to demonstrate a high level of communication and leadership skills.</p> <p>Able to create a climate of constructive challenge and continuous improvement.</p> <p>Demonstrates an ability to resolve conflict and initiate and manage changes</p> <p>Skills in cannulation, ECG, recording & basic interpretation, venapuncture and administration of Intravenous drugs.</p>	<p>Knowledge & explanation of Quality improvement methodology.</p> <p>Effective Practitioner (Knowledge).</p> <p>Dementia Training/Knowledge.</p> <p>Child protection modules/Knowledge of.</p>

	<p>An ability to provide supervision to support nurses' professional development.</p> <p>Demonstrate good time management.</p> <p>Computer literacy.</p> <p>Evidence of audit and data collection skills.</p> <p>Ability to prioritise.</p>	
Disposition	<p>Good interpersonal skills.</p> <p>Ability to think laterally and creatively.</p> <p>Ability to reflect analytically on own practice.</p> <p>Displays an empathetic supportive non judgmental attitude</p> <p>Highly motivated with a good sense of humour</p>	Gaelic speaker
Other	<p>Ability to challenge discriminatory practice.</p> <p>Ability to manage organisational pressures whilst still achieving ward objectives</p> <p>Willing to work flexibly</p>	

About the Western Isles

The Western Isles, also known as the Outer Hebrides, are a chain of islands which lie 55km off the west coast of Scotland. The islands have a population of around twenty-seven thousand people.

Those who enjoy outdoor activities will find that the islands have a lot to offer. Outdoor pursuits such as horse riding, hiking, and fishing are popular, as are water sports such as canoeing, surfing, and kayaking. Further information about outdoor and sporting activities can be found on the Outer Hebrides Tourism Information website.

The local Council website provides information regarding schools, jobs, bus timetables, and opening times of the leisure centre.

The Board works in partnership with Hebridean Housing Partnership (HHP), which means that Key Worker Status will form part of their Housing Allocation Policy. For more information, please visit the HHP website.

If you have any specific queries regarding your move, please do not hesitate to contact your Line Manager, who will do their best to answer them.

Links

visitouterhebrides.co.uk
welovestornoway.com
hebrides-news.com
hebrideanhousing.co.uk
cne-siar.gov.uk

About NHS Western Isles

The Western Isles Health Board employs over one thousand members of staff, excluding GPs and Dentists. There are three main hospitals situated in the Western Isles:

Stornoway—Western Isles Hospital (Ospadal nan Eilean Siar)

Benbecula—Uist and Barra Hospital (Ospadal Uibhist agus Bharraigh)

Barra—St Brendan’s Hospital

There are a number of GP and Dental Practices across the Western Isles. Community nursing services operate out of general practice premises and at community offices in key locations.

There are only two medical practices in Stornoway: the Broadbay Medical Practice on Francis Street (tel 01851 703588) and the Group Practice on Springfield Road (tel 01851 703145). Both have a pharmacy attached to the practice for the dispensing of prescriptions.

Web

wihb.scot.nhs.uk

The latest information about the Board’s response to the COVID-19 pandemic can be found on the Board’s dedicated website.

Web

coronavirus.wi.nhs.scot



Transport Information

The islands are accessible from mainland Scotland by ferry or by plane (please note that both services can be affected in the winter).

There are three airports on the Western Isles: Stornoway Airport, Benbecula Airport, and Barra Airport. The following destinations can be reached from these airports:

Stornoway Airport—Benbecula, Edinburgh, Glasgow, Inverness, Manchester

Benbecula Airport—Glasgow, Inverness, Stornoway

Barra Airport—Glasgow

All flights to and from the Western Isles are operated by Loganair.

If you live in the Highlands and Islands region of Scotland, you can apply for cheaper air travel through the Air Discount Scheme. Further information on the discounts available can be obtained via the Air Discount Scheme website.

There are nine ferry ports operating in the Western Isles. Routes run between the islands, as well as to and from the mainland. All routes are operated by Calmac. Further information on the individual routes, including timetables and prices, can be obtained via the Calmac website.



Links

Ferry Travel:
calmac.co.uk

Air Travel:
loganair.co.uk

Car Hire:
carhire-hebrides.co.uk
lewis-car-rental.com

Air Discount Scheme:
airdiscountscheme.com