



**Eileanan Siar
Western Isles**

**Staff Nurse
Renal Dialysis Unit**

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**Western Isles Health Board
The best at what we do**



Job Advert



Renal Dialysis Unit Staff Nurse BAND 5

£26,104 - £32,915 pro rata
Plus £1,117 Distant Islands Allowance pro rata
Fixed Term Contract/Secondment
Until August 2022 Maternity Cover
30hrs per week

For more information on living and working in the Western Isles visit the website:
<http://www.wihb.scot.nhs.uk/wihrr.pdf>

An exciting opportunity has arisen within the Satellite Dialysis Unit for an enthusiastic and caring individual to join our supportive experienced specialist nursing team.

Previous renal nursing or haemodialysis experience would be an advantage.

This is a nurse led seven stationed haemodialysis unit and we are looking for a nurse who can deliver a high standard of specialist care to patients.

You should have evidence of Continuing Professional Development and the ability to fulfil the criteria outlined in the job description. Staff interested in a secondment opportunity is welcome to apply. Those invited for interview should have prior consent from their Line Manager.

This post is not eligible for relocation expenses.

**For further information on this post please contact Rebekah Macleod, Senior Charge Nurse,
01851 708334.**



WESTERN ISLES HOSPITAL

JOB DESCRIPTION

REGISTERED NURSE

BAND 5

RESPONSIBLE TO:

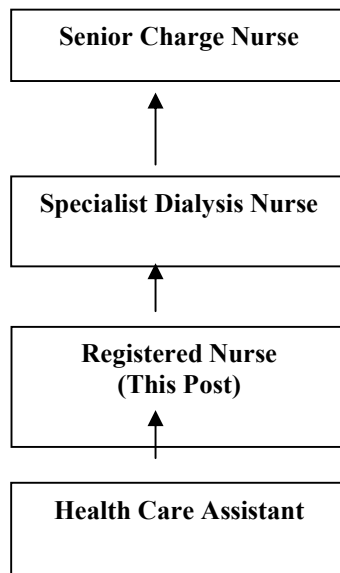
JOB SUMMARY:

- To provide a high standard of safe, person centred, individualised, holistic, evidence based care in consultation with the patient, their relatives and the multidisciplinary team.

JOB PURPOSE:

- As the named nurse, or associate nurse will be responsible for the care of an individual, or group of patients.
- According to experience and competency ensure junior staff are well supported; acting as Nurse mentor to student nurses and Nurse preceptor for newly qualified nursing staff.
- Assesses patient needs - plans / implements and evaluates evidence-based programmes of care for patients with renal conditions, may occasionally work for part of a shift without direct supervision. Utilising all available resources taking into consideration the lifestyle, race, gender and cultural background of individuals.
-

ORGANISATIONAL CHART:



MAIN DUTIES AND RESPONSIBILITIES OF THE POST:

CLINICAL:

- To ensure due regard is given to customs, values and spiritual beliefs of patients, carers and their relatives, and to act as patient advocate.
- Using clinical knowledge, expertise and evidence-based practice provide a high standard of skilled care to patients, based on a full assessment of the individual's needs, preferences, and in consultation with the patient and the multi-professional team.
- To devise, implement and evaluate care plans based on the assessment process with realistic nursing roles with the consultation of patient, family and the multi-professional team.
- Carry out patient centred risk assessments, initiating appropriate investigations and treatments, including onward referral where appropriate.
- To act as a link nurse – attending and participating in meetings and disseminating information to staff at ward level.
- To give clinical advice and health promotion information to patients and where appropriate to relatives and carers.
- It is the responsibility of the post holder to make sure that all duties are carried out to the highest possible standard and in accordance with current quality initiatives within the area of work.
- Demonstrates knowledge of factors, which impact on physical, mental or emotional health of chronic renal disease.
- Is aware of, observes and adheres to local Renal Service policies, hospital, organisational and national policies.
- Is familiar with national guidance and standards such as Quality Improvement Scotland for Adult Renal Services, Scottish Intercollegiate Guidelines Network and Clinical Resource and Audit Group.

- Participate in patient safety initiatives.

PROFESSIONAL:

- To accept personal accountability for own practice as a registered nurse, and to work at all times within the Nursing and Midwifery Council (NMC) Code of Conduct.

EDUCATION & RESEARCH:

- To facilitate the orientation and induction of staff to the clinical area.
- Act as Nurse mentor to student nurses and Nurse preceptor for newly qualified nursing staff.
- To teach those practical skills in which competent to junior members of the team.
- Promote an environment that provides learning and growth for registered nurses and health care assistants, and participate in Ward learning programmes.
- To develop own knowledge base, ensuring practice is evidence based and contributes to the enhancement of patient care.
- To maintain competence in the essential skills required for delivering care within the clinical area.
- To accept joint responsibility in the Personal Development Planning and Performance Review process (PDP+r).
- To act as reviewer in the personal development planning and review process.

COMMUNICATION:

- To promote and act as role model for effective communication within the multi-professional team.
- To communicate with patients, carers and relatives using tact, reassurance and sensitivity when necessary to overcome barriers to understanding.
- Display a positive attitude to diverse cultures and facilitate different forms of communication that embraces the philosophy of social inclusion.

MANAGERIAL:

- Be responsible for developing, implementing ward policy in partnership with colleagues.
- To ensure effective and efficient use of all ward/department resources.
- To handle and record patient valuables and belongings eg. Clothing and monies in accordance with NHS Western Isles policy.
- To ensure regular checking of ward equipment and report all faults.
- Authorised to order controlled drugs for use in the ward/department
- To order stores and pharmacy to maintain ward/department stock levels.
- Participate in the data collection for clinical audits relating to evidence - based practice.
- To actively participate in the implementation of any change in practice within the clinical area.
- To ensure all documentation, either in verbal, written or electronic format, adheres to the Health Board's documentation standards.

PHYSICAL & MENTAL DEMANDS OF THE JOB:

- There will be a requirement on every shift to move patients using appropriate aids and hoists safely and effectively.
- Cleaning and maintenance of equipment
- Movement of dialysis equipment
- On occasions there may be a requirement to move heavy equipment in emergency situations eg during cardiac arrest.
- To apply the appropriate level of concentration required to perform all nursing duties and to provide safe and effective care.
- Exposure on a daily basis to situations that may be distressing or emotional.

PHYSICAL SKILLS:

- Dexterity in giving intravenous injections / preparing intravenous infusions / Venepuncture / Cannulation

- Tissue viability-wound care techniques
- Dexterity of managing venous / arterial / access lines
- Preparing, commencing, discontinuing haemodialysis
- To be competent in the use of specialised equipment for patient care/diagnosis and be able to provide instruction and demonstration to others e.g haemodialysis machines, monitors. To be competent in the use of NHS Western Isles' computer systems.

WORKING CONDITIONS:

- Daily contact and exposure to bodily fluids, soiled linen and infective material.

STANDARD ELEMENTS

Confidentiality

Comply with all approved NHSWI Policies and Procedures.

Comply with NHSWI Communication Strategy and Media Strategy.

This involves taking the necessary precautions when transmitting information only disclosing it to those who have the right and 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, (Print Name)..... 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 Signature:

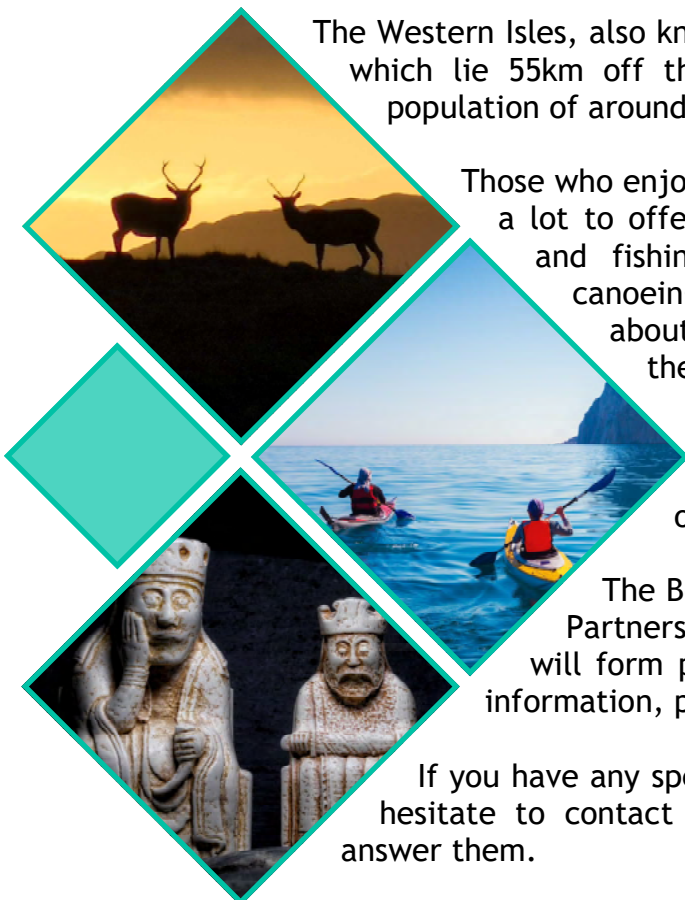
Date: 28.08.20



PERSON SPECIFICATION FOR:

Post: Registered Nurse
Location: Western Isles NHS Board

KEY FACTORS	ESSENTIAL REQUIREMENTS	DESIRABLE REQUIREMENTS
Work Experience	Registered Adult Nurse	Experience in Renal Nursing or Haemodialysis
Qualifications & Training	RN	RN adult
Knowledge and Skills	<ul style="list-style-type: none">➤ Manual dexterity to perform technical procedures associated with ward or department➤ Good communication skills➤ Ability to teach junior staff and learners➤ Immediate Life Support certificate➤ Knowledge of Infection Control and Health and Safety and Moving and Handling.➤ Ability to administer Intravenous medication➤ Ability to undertake intravenous cannulation	<ul style="list-style-type: none">➤ Ability to assess others eg. Nurse Mentor, Nurse Preceptor and SVQ Assessor.
Disposition	<ul style="list-style-type: none">➤ Intuitive worker➤ Able to work autonomously and also as an effective Team member.➤ Effective leadership skills➤ Reflective practitioner➤ Non-judgemental	
Other	<ul style="list-style-type: none">➤ Flexibility for shift work or working in other areas	



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.

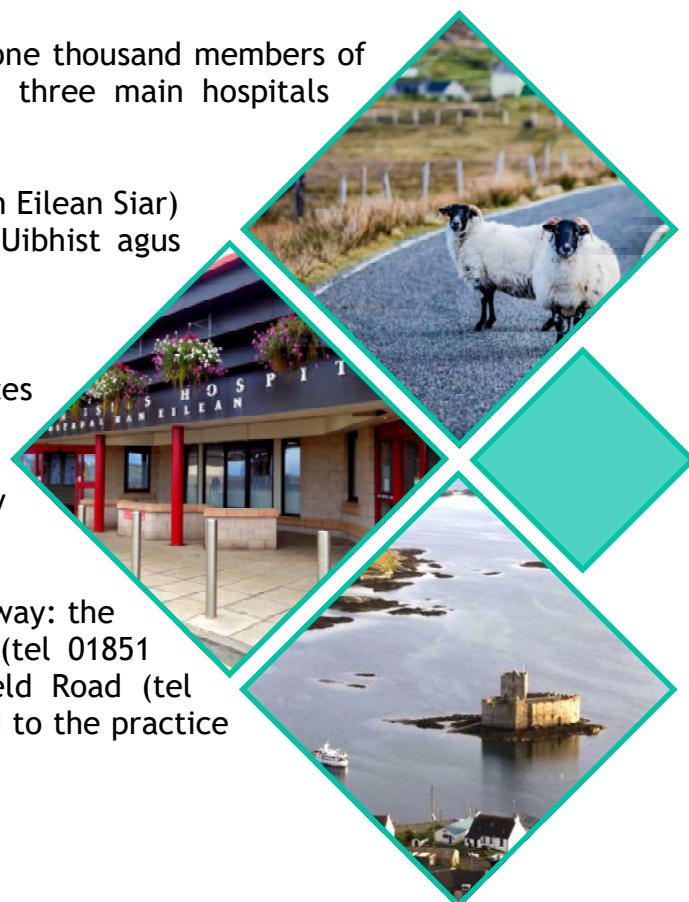
Web

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