

**Senior Registered
Nurse (Dialysis)**
**or Registered
Nurse (Dialysis)**

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Welcome from Michael Dickson, Chief Executive

Thank you for your interest in this position.

Considering a move to somewhere like Orkney can feel like a daunting decision, what will it be like? Where will I live? What about Schools and childcare? Why should I come to Orkney?

We have tried to answer some of these questions and give you some information about living and working in Orkney and further details about NHS Orkney. I hope that you find this pack useful and it helps you come to the conclusion that you should apply to work with us.



NHS Orkney is committed to the delivery of high-quality, safe, and effective care for all that need us. We are proud to employ about 700 staff across our community, primary and secondary care services.

NHS Orkney has seen significant changes in how we deliver services to our community with a real focus on providing care in Orkney and ideally in their own home. The pace of change will continue to accelerate driven by the committed staff who are keen to adopt new and innovative ways of working without losing what is special to working in Orkney, our community. I am committed to working in an open, honest and transparent way that supports staff to innovate, be bold and be brave knowing that not everything we do turns out as we intended, and it is important that we learn from these events so we can continue to improve what we do. NHS Orkney has a clear set of core values and these drive all we do:

- Care and Compassion
- Dignity and Respect
- Quality and Teamwork
- Openness, Honesty and Responsibility

The final thing I would like to say to any prospective applicant is that Orkney occupies an enviable location at the north of Scotland with breath taking beaches, hills, mountains and rolling countryside right on our doorstep. Orkney has consistently come out top in national lifestyle and happiness surveys, with an open and vibrant community it is the perfect location to provide a safe and welcoming home. This, along with Orkney's direct flight connections to other major cities in Scotland, means the area can offer employees plenty of opportunities for those in pursuit of finding the right work-life balance.

Michael Dickson
Chief Executive
NHS Orkney



Job Advert



Senior Registered Nurse or Registered Nurse
The Balfour - Dialysis
Depending on experience:

- **Band 6 £34,386 - £42,050 including Distant Islands Allowance pro rata per annum**
- **Band 5 £27,418 - £34,229 including Distant Islands Allowance pro rata per annum**

Part Time 16 hours per week
Fixed-term or Secondment* for 8 months

We are seeking a Senior Registered Nurse to join our nurse led satellite dialysis team to help support and expand service delivery. The successful candidate will work in conjunction with the Nephrology team in Aberdeen Royal Infirmary to ensure a high standard of care is given to patients undergoing dialysis treatment in Orkney.

This post provides a unique and exciting opportunity to gain knowledge and skills working in a remote and rural satellite dialysis unit

If you are a Registered Nurse with haemodialysis experience and are:

- Able to work as an autonomous practitioner and within a team
- Able to demonstrate skills and experience in mentorship and teaching
- Able to demonstrate a strong motivation to deliver and enhance patient care.

If you're enthused by what we have to offer, share our vision, and believe you can contribute to NHS Orkney, we would be thrilled to hear from you.

NHS Orkney is the smallest territorial healthcare board with a vision to "Be the best remote and rural care provider in the UK" and a career with us means becoming a vital contributor in protecting the health and lives of Orkney's residents.

Orkney is an archipelago of over 70 beautiful islands, 17 of which are inhabited, lying off the northern coast of Scotland, between John O'Groats and the Shetland Isles. Orkney is a wonderful place to live and work and offers low pollution, low crime, excellent schools, good leisure facilities, unique wildlife, and amazing scenery, whilst the excellent ferry and air connections make travel to the Scottish mainland and Shetland quite easy. The isles have been settled since the Neolithic period providing a rich archaeological history to be explored as well as many outdoor pursuits, including diving in Scapa Flow, kayaking, walking, cycling, bird watching, and many more. Orcadian culture is rich, with music and arts and crafts well represented, and the St Magnus Music Festival in June is internationally renowned.

To find out more about living and working in Orkney go to: www.orkney.com or www.visitororkney.com. Further information on NHS Orkney can be found at www.ohb.scot.nhs.uk.

If you're enthused by what we have to offer, share our vision, and believe you can contribute to NHS Orkney, we would be thrilled to hear from you.

For more information on the post, please contact Catherine Siderfin, Senior Charge Nurse 01856 888050/888051 or email catherine.siderfin@nhs.scot

This post is subject to a Protecting-Vulnerable-Groups Scheme Record Check

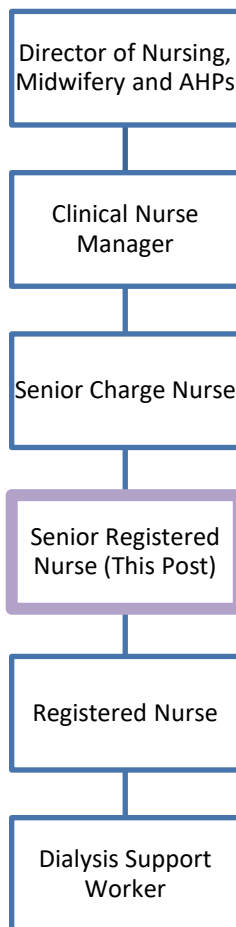
*If you wish to apply as a Secondment Opportunity, please discuss and agree with your line manager prior to submitting an application

Job Description – Senior Registered Nurse

1. JOB DETAILS	
JOB TITLE	Senior Registered Nurse
SERVICE	NHS Orkney
DEPARTMENT	Dialysis
GRADE	Band 6
LOCATION	The Balfour
REPORTING TO	Senior Charge Nurse

2. JOB PURPOSE
<p>The post holder will work within the Balfour Hospital and will deliver care to patients receiving dialysis as part of the Satellite Dialysis Unit who work directly with NHS Grampian Renal service/consultants and GP/Primary Care as dictated by individual patient needs.</p> <p>To work as part of the multidisciplinary team (MDT) to ensure a high standard of safe, effective and person-centred care to patients receiving haemodialysis in Orkney.</p> <p>As a nurse led satellite site of NHS Grampian Dialysis unit, support the care and treatment of patients receiving haemodialysis and peritoneal dialysis as required in Orkney. Competently perform the necessary technical/invasive/physical aspects of care for this defined patient group.</p> <p>Work under the direction of agreed regional protocols, policies and procedures using own clinical judgment and experience to make decisions on dialysis treatment, parameters and equipment, knowing when to trouble shoot and when to escalate to consultant/renal unit in NHS Grampian.</p> <p>Oversee and contribute to setting and maintaining best practice standards, in line with national and local guidance/standards in conjunction with NHS Grampian renal team.</p>

3. ORGANISATION CHART



4. SCOPE AND RANGE

The post holder will be required to use own judgement whilst observing patient's condition, analysing and making decisions in relation to the patients wellbeing, assessment of risk and delivery of care and should report any change in prescriptive care to relevant disciplines.

The post holder will be required to use rapid judgement in the assessment and treatment of patients efficiently and appropriately in all clinical situations, being responsible for judgements involving complex facts or situations which require analysis, interpretation and comparison of a range of options.

Will be competent to make informed decisions regarding the management of the unit, utilising extensive understanding of the renal service and familiarity with national policies, procedures, and protocols of the main centre, to make appropriate decisions, and take necessary actions.

Able to act in a timely fashion to identify possible difficulties and complications, be able to act promptly to find a solution, recognising own limitations and understanding the importance of when to escalate to relevant members of the multidisciplinary team.

Demonstrate sound judgment in assessing the emotional and physical needs of the patient in a holistic manner.

Frequently assesses patient condition and plans, implements, and evaluates programmes of care, involving the multidisciplinary team as required

Interpret biochemical and haematological blood results and taking appropriate action within agreed guidelines and protocols.

To carry out clinical observations on patients recognising, recording, and reporting all changes in patient condition to include early recognition and intervention of acute dialysis symptoms

The post holder will develop complex treatment plans, individual dialysis parameters, and take appropriate nursing actions using their specialist knowledge following best practice guidelines, local and national protocols and procedures. Be able to recognise their own limitations and know when to refer on to consultant/ NHSG renal unit.

The post holder must exercise excellent clinical and analytical skills to allow the early detection and anticipation of dialysis/fistula problems. This will allow the nurse led service of the Orkney Dialysis Unit to organise controlled routine transfer from the remote and rural island location to the parent unit in Aberdeen, and prevent emergency transfer which at times is impossible due to the challenges of the Units isolated island location.

5. KEY RESULT AREAS

Responsible for leading and directing the assessment, planning, implementation, and evaluation of patient care through effective communication and documentation according to professional policies and procedures.

Act autonomously to deliver clinical nursing care to the Orkney dialysis patients.

The post holder will work within the Balfour Hospital and will deliver care to patients receiving dialysis as part of the Satellite Dialysis Unit who work directly with NHS Grampian Renal service/consultants and GP/Primary Care as dictated by individual patient need.

To work as part of the multidisciplinary team (MDT) to ensure a high standard of safe, effective, and person-centred care to patients receiving haemodialysis in Orkney.

As a nurse led satellite site of NHS Grampian Dialysis unit, support the care and treatment of patients receiving haemodialysis as required in Orkney.

Regularly identifying the variances in the patient's conditions and modify treatments to meet their healthcare needs.

Frequently assesses patient condition and plans, implements, and evaluates programmes of care, involving the multidisciplinary team as required.

Prioritise and manage patient case load daily (Mon, Wed, Fri) and as required.

Co-ordinates holiday dialysis both for NHSO Renal patients and those travelling to Orkney as required.

Organising staff rota to ensure appropriate skill mix in conjunction with SCN as directed.

Support SCN/ manager in creating an environment for evidence-based nursing practice, participate in and encouraging others to undertake audit and research to inform local improvement.

Active involvement in clinical audit within satellite unit to meet requirements of QIS and Scottish Renal Registry to provide assurance and highlight areas for improvement.

Actively participate in appropriate educational programmes for self and staff and support a learning environment within the unit.

Supervises/mentors/colleagues/health care assistants and students as required.

Ensure that all dialysis equipment is available and maintained to repair machines as necessary under remote guidance from NHS Grampian renal technician team.

Contribute to monitoring and management of unit budget, with SCN, working within the constraints of the department budget e.g. appropriate use of consumables, handling of equipment, stock levels, monitoring off duty and sickness / absence.

Ensures effective day to day management of resources; (including stores supplies pharmacy and maintenance of equipment.)

6. DECISIONS & JUDGEMENTS

Work under the direction of agreed regional protocols, policies and procedures using own clinical judgment and experience to make decisions on dialysis treatment, parameters and equipment, knowing when to trouble shoot and when to escalate to consultant/renal unit in NHS Grampian.

Oversee and contribute to setting and maintaining best practice standards, in line with national and local guidance/standards in conjunction with NHS Grampian renal team

Responsible for making decisions, on all aspects of unit management, analysing and acting on information using comprehensive knowledge, skills and experience of the service, taking into account the guidance of local policies procedures and protocols and those directed by the main centre.

In conjunction with NHS G Renal unit, actively participate in developing and implementing policies, procedures, and protocols, ensuring they are available and adhered to.

7. ASSIGNMENT AND REVIEW OF WORK

Work under the direction of agreed regional protocols, policies and procedures using own clinical judgment and experience to make decisions on dialysis treatment, parameters and equipment, knowing when to trouble shoot and when to escalate to consultant/renal unit in NHS Grampian.

Makes autonomous clinical nursing decisions in planning and prioritising patient care to defined patient group.

Is expected to anticipate potential problems/needs and take steps to resolve them within limitations of role and experience, involving appropriate colleagues i.e. Consultant/NHS G Renal Unit/SCN/Nurse Manager.

8. COMMUNICATIONS AND WORKING RELATIONSHIPS

The post holder will have to deal with highly complex clinical situations and highly emotional and sensitive conversations. Overcoming barriers that might be present in a distressed and deteriorating patient. Dealing with this in a empathetic and caring way.

Due to remote and rural location, frequent use of alternative communication methods are required to deal with sensitive and highly complex information, for example video conferencing, telephone and email using appropriate communication tools.

Regular communication with NHS G renal team and primary care to keep updated on patients' condition, coordinate referral to NHS Grampian for clinic or inpatient treatment if condition dictates and implement any changes to treatment plans.

Establish and maintain professional relationships and communications with nursing and medical colleagues, health care professionals, voluntary services to provide a planned co-ordinated service for patients.

Report and document any relevant nursing /patient needs, communicating changes with other health care professionals in the multidisciplinary team with ongoing responsibility for patient care issues, as they occur on daily basis.

Demonstrate skill in communicating with all levels of multidisciplinary team, within the department and throughout NHS Orkney/NHS Grampian renal services.

Maintain effective communication channels with NHS Grampian Dialysis unit and external providers regarding; a wide range of clinical and technical issues.

Educate patients, and relatives at appropriate level, to ensure they understand information to make informed choices.

The unit actively encourages patient involvement in their care through regular discussion and feedback of test results and progress.

9. SYSTEMS/EQUIPMENT

Collect, record and store data e.g. clinical observations, test results, patient care, personal data, and improvement data as required and as per protocols.

Maintain patient records in accordance with NMC standards and local guidelines.

Assist the SCN/ manager in ensuring good communication systems are in place facilitating access by staff to relevant documented minutes and information and are involved and informed of all agreed decisions.

SYSTEMS

- Telephone system.
- The post holder is responsible for inputting information into the clinical information system Trakcare and into patient's written medical records. They will comply with the Data Protection Act, and local policies regarding confidentiality and access to medical records and other IT systems available to access reports and x-rays
- They also have a responsibility to ensure that their subordinates are adhering to the mentioned policies.
- Ability to access e-mail using outlook express.
- Ability to access intranet for organisational policies and procedures
- Ability to access internet for evidence-based practice guidelines.

- V.C equipment for monthly meeting with ARI renal team
- Dialysis Machine

EQUIPMENT

- ECG telemetry
- Cardiac monitoring e.g. monitors and ability to perform 12 lead ECG
- Residual urinary flow measurements (bladder scanner, flowometry etc)
- Emergency defibrillator and resuscitation instruments.

Specialised

- IV Pumps
- Syringe drivers
- Vital signs monitoring equipment (including more specialists CVP and arterial pressure monitoring).
- Central feeding pumps

Generic

- Use of manual handling equipment e.g. hoists and other moving and handling aids.

IT Equipment

- The post holder should be computer literate and with some training, be able to utilise the following.
- Electronic patient record system
- Word processing and e-mail software
- Rostering and budgeting software
- Fax machines and photocopiers
- Toxbase (poisons bureau)

10. QUALIFICATIONS AND/OR EXPERIENCE SPECIFIED FOR THE POST

- First level NMC Registered nurse (RN) with at least 3 years' experience within the speciality of haemodialysis
- Educated to degree level or equivalent.

- Relevant specialty qualification
- Work as an autonomous practitioner
- Evidence of continuing professional development
- Ability to demonstrate skills and experience in mentorship and teaching

The Registered Nurse is expected to have the knowledge and skills necessary to use all equipment safely in the area. The post holder will be required to manage the use of the following equipment and is responsible for ensuring that systems/policies/procedures are communicated to all staff to ensure safe use, maintenance and storage of equipment in the area:

- Clinical Vision
- Dialysis Machines
- RO machines
- Vital signs monitor
- ACT Monitor
- SSTS
- TRAK care
- Microsoft Office
- PC
- Fax
- Telephone
- Video conferencing equipment
- Syringe Driver
- PECOS
- Palintest monitor
- Centrafuge

11. PHYSICAL EFFORT & SKILLS

Undertaking manual handling assessments and ensuring identified actions are met and implemented.

Frequent moving and handling of patients from totally independent to, assisting from wheelchair to weighing scales, onto dialysis chair

Moving and handling of dialysis machines/chairs and consumable stock.

Fine motor skills and dexterity in obtaining blood samples and cannulation of vascular access (A.V.F / Graft).

12. MENTAL EFFORT

Concentration, decision making and organisational skills to cope with competing demands dynamic changes in patient's condition, personnel issues with staff, staff shortages

Concentration despite interruptions and demands from telephone calls, staff and visitors, whilst ensuring smooth running of unit.

Recognising patient changing healthcare needs and making appropriate clinical decisions to provide appropriate clinical management - regularly.

Ability to identify, resolve and escalate appropriately, complex problems in vital haemodialysis machinery.

Maintaining concentration required when checking documentation and calculating drug doses on dialysis prescription, whilst subject to frequent interruptions from patients / relatives/ team members

13. EMOTIONAL EFFORT

Dealing with emotional effects of caring for patients and their families' who maybe distressed/ anxious/ worried.

Supporting patients and carers through the decision to withdraw dialysis treatments

Dealing with the emotional effects on patient / family and self, when having to break bad news.

Unique aspects of working in rural community caring for patients who may be family relations, friends, neighbours.

14. WORKING CONDITIONS

Direct exposure to body fluids, blood, blood products on a daily basis.

Potential contact with patients with blood borne viruses – strict adherence to PPE policies and procedures

Handling and exposure to chemicals used for internally cleaning dialysis machines and RO machines.

Job Description Agreement

Job Holder's Signature

Date:


Head of Department Signature

Date:

Person Specification

Job Title: Senior Registered Nurse
Department: Dialysis
Location: The Balfour

FACTOR	ESSENTIAL	DESIRABLE
EXPERIENCE	3 years' experience within haemodialysis Working as an autonomous practitioner Ability to demonstrate skills and experience in mentorship and teaching	
QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS	First level NMC Registered nurse (RN) Educated to degree level or equivalent. Relevant specialty qualification Evidence of continuing professional development	
KNOWLEDGE AND SKILLS	Good communication skills Able to work autonomously and within team Manual dexterity to use equipment. Ability to plan staff rota and understand resource management. Ability to undertake audits / research if required. Sound experience in relevant speciality, or ability to demonstrate skills and experience at this level. Basic computer skills Training in immediate Life Support. Training in Moving and Handling. Training in Infection Control Training in Health and Safety. Good analytical and judgement skills in relation patient care, with appropriate actions. Ability to teach others and formulate teaching programmes. Cannulation / venepuncture skills Arteriovenous fistula/graft cannulation skills	IT Skills
DISPOSITION	Flexibility for shift work or working in other areas	



	Strong motivation to work within area	
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Job Description – Registered Nurse

1. JOB DETAILS	
JOB TITLE	Registered Nurse - Dialysis
SERVICE	NHS Orkney
DEPARTMENT	Dialysis Unit
GRADE	Band 5
LOCATION	The Balfour
REPORTING TO	Senior Charge Nurse

2. JOB PURPOSE

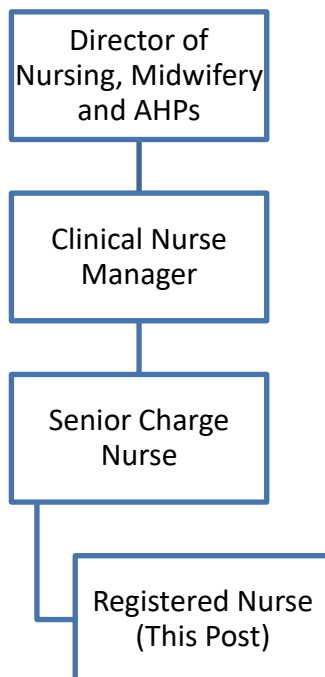
To work within the nursing and multi-professional team to ensure a high standard of care to a defined patient group.

To provide all relevant forms of care without direct supervision

To be responsible for the assessment of care needs and the development of programmes of care with the implementation and evaluation of these programmes.

To ensure effective management of the ward in the absence of the ward manager, providing clinical and managerial leadership to nursing and support staff.

3. ORGANISATIONAL POSITION



4. SCOPE AND RANGE

The post holder will work within a six station, nurse led satellite haemodialysis unit, which provides care for adult patients. Care is organised in collaboration with NHS Grampian Renal Services as part of a shared care agreement. The post holder will be expected to assess and plan care of the patient at each session and know how to escalate and direct any problems to the appropriate specialist and multidisciplinary services.

- The post holder will be expected to rotate between day and night duty and provide cover to other wards when required.
- Through relevant experience, knowledge, and competencies the post holder will be in charge of the area.
- No direct budgetary responsibilities.
- An ability to rationalise resource requirements in the interest of patient management.
- Will be required to supervise qualified and unqualified staff on a day-to-day basis as directed by the Senior Charge Nurse
- Has a responsibility for ensuring cost effective staff utilisation in line with the workload requirements.
- The post holder is expected to provide support for Senior Registered Nurse, Hospital Management and other health care professionals, providing support and leadership for junior staff.

5. KEY RESULT AREAS

NURSING PROCESS

- Responsible for assessing patient needs, planning, implementation and evaluation of a programme of care which is evidence based utilising all available resources taking into consideration the lifestyle, gender and cultural background and ensure involvement with the patient, family, carers and significant others.
- Organise own workload to ensure that the interests of the patients/clients are met.
- Assist or Lead depending on level of experience in the emergency transfer of patients to Aberdeen or other hospitals.
- Assist or Lead in the Emergency cardiac arrest team.
- To supervise and give support to qualified and unqualified staff in accordance with own development, knowledge, competencies and skills.
- Ensure all equipment is used safely, according to procedures, and when necessary is maintained and monitored.
- Prepare written reports as required.
- Assist in collecting and maintaining of statistical information.
- Participate and attend clinical and organisational meetings.
- To take charge of the unit in the absence of the Senior Charge Nurse when required.

LEGAL & ETHICAL RESPONSIBILITIES

- Practice within the Legal & Ethical framework as established by Nursing & Midwifery Council (NMC) and National Legislation to ensure patient interests and well-being are met.
- Work within the NHS Orkney and Health & Safety at work Act 1974 Policies and Guidelines and Procedures.
- It is a requirement of the post holder to maintain the confidentiality of information about patients. Staff and other health service business in accordance with the code of Confidentiality and data protection Act 1998.
- Empower patients to take responsibility for their health; wellbeing and future lifestyle by practising in an open transparent and inclusive manner, thereby ensuring patients have the relevant information to participate in decisions about their care.
- Assists in reviewing and developing new policies and procedures.
- Responsible for maintaining patient records within agreed standards.

LEADERSHIP & MANAGEMENT

- Assist junior members of staff in planning, priority setting and decision making to ensure that they meet patient's needs.
- Act as a role model for junior members of the nursing team by representing the values and beliefs of the nursing profession as well as that of the organisation.
- Provide encouragement and motivation to members of the nursing team.
- Take account of the role and competency of staff when delegating work.
- Participate in personal development planning and formal/informal appraisal of junior nursing staff and student nurses.
- Participate in the development and implementation of the ward vision and objectives of the team.
- Continue to develop leadership skills and provide leadership when required.
- Act on complaints in accordance with the NHS Orkney Complaints Policy.
- Contributes to and influences practice development within the clinical area.

CLINICAL GOVERNANCE

- Take responsibility for personal continuing professional development in order to enhance knowledge, skills and values needed for safe effective practice.
- Select and implement evidence-based nursing interventions to meet the individual needs of patients using National Guidance and standards set by NHS Quality Improvement Scotland in line with the Strategy for Nursing.
- Participate in the development of a programme for Preceptorship and Mentorship in conjunction with the education link nurse.

- Responsible for preceptorship and mentorship of qualified staff, student nurses and unit assistants undertaking any personal development study.
- Evaluate nursing practice by leading in research and clinical audit where appropriate.
- Set goals using a performance work plan.
- Maintain a record of professional development.
- Participates in continuous process improvements and make recommendations for change with regard to clinical and non-clinical policy.
- Deliver formal/informal teaching sessions and support others in providing education to patients, relatives, and colleagues.
- Participates, develops, and implement systems to support the implementation of clinical governance within the clinical setting.
- Assists with the investigation of facts in adverse incidents.
- Utilise appropriate risk assessment tools DATIX in order to identify actual and potential risk, implement the appropriate intervention and report the outcome to the Line Manager.
- Works within other nursing departments if required.
- May be required to take on additional responsibility, for example: link nurse for Nutritional care group.

6. SYSTEMS AND EQUIPMENT

SYSTEMS

- Telephone system.
- The post holder is responsible for inputting information into the clinical information system Trakcare and also into patient's written medical records. They will comply with the Data Protection Act, and local policies regarding confidentiality and access to medical records and other IT systems available to access reports and x-rays
- They also have a responsibility to ensure that their subordinates are adhering to the mentioned policies.
- Ability to access e-mail using outlook express.
- Ability to access intranet for organisational policies and procedures
- Ability to access internet for evidence-based practice guidelines.
- V.C equipment for monthly meeting with ARI renal team
- Dialysis Machine

EQUIPMENT

- ECG telemetry
- Cardiac monitoring e.g. monitors and ability to perform 12 lead ECG
- Residual urinary flow measurements (bladder scanner, flowometry etc)

- Emergency defibrillator and resuscitation instruments.
- Dialysis machine
- ACT machine
- Reverse Osmosis machine

Specialised

- IV Pumps
- Syringe drivers
- Vital signs monitoring equipment (including more specialists CVP and arterial pressure monitoring).
- Central feeding pumps

Generic

- Use of manual handling equipment e.g. hoists and other moving and handling aids.

IT Equipment

- The post holder should be computer literate and with some training, be able to utilise the following.
- Electronic patient record system
- Word processing and e-mail software
- Rostering and budgeting software
- Fax machines and photocopiers
- Toxbase (poisons bureau)

7. DECISIONS AND JUDGEMENTS

- Uses own initiative and acts independently within the bounds of existing knowledge and skills.
- Ensures effective running of the unit in the absence of the ward senior registered nurse.
- Work within a wide range of nursing procedures and professional guidelines.
- Requires exercising competent decision making and problem-solving skills surrounding the care of acutely ill patients.
- Ability to work under pressure.
- Gives feedback on performance directly and sensitively in a timely manner whether the issue is positive or otherwise. Performance is monitored on an ongoing basis and is appraised annually.

8. COMMUNICATIONS AND RELATIONSHIPS

Engages in effective communication with patients, relatives, and visitors.

Effective verbal, non-verbal and written communication with all members of the multidisciplinary team within own department and relevant departments, which service the clinical areas.

The same communication abilities should be evident with external agencies/social services.

This includes dissemination of information for example – specific instructions pertaining to patient management.

Provides support, empathy, and reassurance in the delivery of patient care.

They will support medical staff in breaking bad news to both relatives and patients and show compassion and sensitivity in these circumstances.

Supports junior members of the team to develop confidence in their communication skills.

Addresses inappropriate behaviour in others in a professional manner.

The post holder will be required to have regular contact with the following personnel to be able to carry out duties of the post effectively.

Senior Registered Nurse/Senior Charge Nurse

Nursing staff (this includes staff within NHS Orkney as well as liaising with staff in NHS Grampian when transferring patients.)

General Practitioners when transferring patients.

Consultant surgeons and senior registrars.

Ambulance staff including Air Ambulance personnel when arranging transfer of patients to other hospitals.

Community Health and Social care staff.

Physiotherapists

Occupational Therapists

Administrative staff

Domestic staff

9. PHYSICAL, MENTAL EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

Physical Skills

- Administration and management of intravenous therapies frequently on each shift
- Insertion of urinary catheters occasionally
- Removal of sutures regularly
- Venepuncture and cannulation

Physical Demands

- Working with patients within confined areas.
- Frequent re positioning of patients both, conscious or unconscious. Handling confused and agitated patients.
- Participating in resuscitation attempts.
- Moving and Handling of heavy patients and/or objects in line with Manual Handling Regulations.
- Standing/walking for the majority of the shift.

Mental Demands

- Concentration required when checking documents/case-notes and calculating drug dosages while subject to frequent interruptions from patient/relatives/team members.
- Concentration required when observing patient condition/behaviours that may be unpredictable.

Emotional Demands

- Communicating with distressed, anxious, worried patients/relatives.
- Caring for patients during and immediately after receipt of bad news (occasionally).
- Communicating with difficult personalities within the multidisciplinary team in order to enable effective patient management.
- Occasional exposure to verbal aggression.

Working Conditions

- Exposure to body fluids, blood, faeces, emptying bedpans/urinals, changing catheter bags several times throughout each shift.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- Working within a developing infrastructure in which processes are continually evolving.
- Occasional interaction with patient/relatives/visitor using the facility, that present situations of a complex or challenging nature.
- Dealing with situations that arise for which you have limited experience/knowledge i.e. assisting in the HDU, immediate care of the acutely ill dialysis patient.
- Unscheduled planning and organising the transfer of patients to ARI
- Working in remote satellite unit without onsite renal specialist medical support

11. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

- Registered nurse
- Evidence of post registration experience in acute nursing medical / surgical
- Evidence of post registration qualification or working towards qualification or evidence of further education/continuing professional development
- Effective listening and interpersonal skills
- Time management skills
- Ability to fulfil criteria detailed in Job description

Job Description Agreement

Job Holder's Signature	Date:
Head of Department Signature	Date:

Person Specification

Job Title: Registered Nurse - Dialysis
Department: Dialysis Unit
Location: The Balfour

FACTOR	ESSENTIAL	DESIRABLE
QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS	1st or 2nd level registered nurse NMC Registration Statutory training up to date. Willingness to undertake further study in a relevant area e.g. surgical; medical, renal Evidence of post registration qualification or working towards qualification or evidence of further education/continuing professional development	Evidence of recent relevant CPD Mentor SIPSEP Renal Course Degree or equivalent experience IV cannulation Venepuncture AVF cannulation
EXPERIENCE	Experience within the NHS Evidence of post registration experience in acute care setting	Renal Dialysis Experience
KNOWLEDGE AND SKILLS	Awareness of NMC code of conduct Awareness of importance of confidentiality Ability to work as part of a team Awareness of Infection Control legislation Ability to use own initiative Ability to delegate duties to other staff members Excellent communication skills – written and verbal Excellent observational skills IT literate e.g. Trakcare, SSTS, Word Excellent time management skills	

DISPOSITION	Able to workday or night shifts as required over a seven-day week Pleasant and calm nature Effective listening and interpersonal skills	
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Introduction to Orkney and NHS Orkney



Lying off the northern coast of Scotland, between John O’Groats and the Shetland Isles, Orkney is an archipelago of over 70 beautiful islands; 17 of which are inhabited. The total population is approximately 22,000, with most people living on the Orkney Mainland. Kirkwall, the capital with its spectacular red sandstone 12th-century cathedral and a population of 7,500, is the administrative centre of Orkney with a good mixture of shops, supermarkets, and businesses.

Orkney is a wonderful place to live and offers excellent schools and leisure facilities, low pollution, low crime, unique wildlife, and amazing scenery. Although remote, there are excellent transport connections with numerous flights to Aberdeen, Glasgow, Edinburgh, and Inverness every day. There are ferry services to Aberdeen, Scrabster, and Gills Bay, and of course to the smaller isles in Orkney.

Orkney’s economy is based on agriculture, generating some £30 million per year. Farmers breed and rear beef cattle, dairy cows, and sheep of the highest standard. Orkney has international recognition for its food, with cheese, beef, lamb, and fish produce becoming well known; not to mention whiskey, beer, and gin. Tourism, oil, and the renewable energy sectors are increasingly important. Orkney is at the forefront of the renewable wave and tidal energy drive in the UK.

Kirkwall is a great place for children and a wonderful environment for a family. There is a very strong community spirit with a wide range of cultural and sporting activities for adults and children. Schools in Orkney are very good, with no private fees. Imagine all of this within walking distance of your home and workplace. For residents and visitors there is so much to see and do: playing a round of golf, fishing, kayaking, walking, cycling, diving, wind surfing and horse riding are but a few. The Pickaquoy Centre provides a modern well-equipped sports facility, swimming pool and entertainment centre. There are many cultural activities, with annual music, jazz and science festivals attended by internationally renowned artists and scientists. There is an extremely wide variety of activities for children



and young people. Homes are very affordable and with little traffic, travelling around the islands is easy.

According to the 2020 Bank of Scotland quality of life survey, for eight years in a row Orkney was crowned the best place to live in Scotland. The island took the top prize due to high employment levels, low crime rates, smaller primary class sizes along with good health and happiness scores. With its strong sense of community, picturesque landscape and rich archaeological treasures, the archipelago frequently wins the hearts of visitors.

Not only is Orkney one of the most affordable places to live in the UK, it also has one of the highest employment rates, with 88 per cent of residents between 16 and 64 currently in work. The low crime rate means that many people do not even lock their front doors to allow the postie to place the post and packages inside the door. As for overall wellbeing, more than nine in 10 Orkney residents report good or fairly good health.

To find out more about living and working in Orkney go to www.orkney.com or www.orkneycommunities.co.uk and learn more about NHS Orkney at www.ohb.scot.nhs.uk.



Recruitment Process

The NHS Scotland Everyone Matters 2020 Workforce Vision outlines the commitment the Scottish Government has in putting people at the centre of everything the NHS in Scotland does. Working to a common set of values, the vision will continue to modernise the way we work, embracing technology and digital transformation.

All vacancies will be advertised on NHS Scotland's recruitment website:

<https://apply.jobs.scot.nhs.uk/>

Internal vacancies will be advertised on NHS Scotland's internal recruitment website:

<https://apply.jobs.scot.nhs.uk/internal/>

CVs are not accepted as a form of application; NHS Scotland's electronic application form must be used on the above links.

All adverts will close at midnight on the advertised closing date.

Our selection process will consist of the following assessments:

- **Application short listing** – application forms are reviewed and those meeting the role requirements will be invited to a competency-based interview
- **Interview/Assessment** – competency-based interviews have a focus on NHS Orkney's core values and the candidate's technical expertise. The interview may also include a role specific test or a presentation topic.

Any job offer will be subject to meeting the conditions of NHS Orkney's safer pre- and post-employment checks policy:

- **Employment references** - references should include current and previous employers covering the last 3 years of your employment history
- **Evidence of qualifications** – candidates will be required to provide evidence of their qualifications, including proof of professional registration if required
- **Medical assessment** – the Occupational Health service will make an assessment on your fitness to carry out the information provided in a questionnaire. In certain circumstances further information is required and Occupational Health may contact you by telephone or request that you attend for an appointment
- **Criminal conviction check** – all applicants who apply for posts which are exempt from the Rehabilitation of Offenders Act 1974 and who will have access to patients during their employment will be required to consent to a Disclosure Scotland Criminal Records Check or join the Protection of Vulnerable Groups Scheme.
- **Immigration, Asylum and Nationality Act 2007 – Prevention of illegal working** – candidates must be eligible to work in the UK, evidence of this must be provided.

For any queries relating to this vacancy, or our Recruitment Process, please email

ork.recruitment@nhs.scot

Equality and Diversity

NHS Orkney is committed to Equality & Diversity <https://www.ohb.scot.nhs.uk/about-us/equality-and-diversity>