



Eileanan Siar
Western Isles

Senior Staff Nurse

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Western Isles Health Board
The best at what we do



Job Advert



Senior Staff Nurse

Salary £33,072 - £40,736 pro rata
Plus Distant Islands Allowance of £1,117 pro rata
23 hours per week
Fixed Term Contract until March 2023

An exciting opportunity has arisen for an experienced and highly motivated Senior Staff Nurse in the Uist and Barra Community Hospital on the Island of Benbecula. The hospital is situated in the Outer Hebrides on the North West coast of Scotland and serves the local community. It provides acute and long stay inpatient care for 16-20 patients along with a 24 hour A&E and outpatients service. The work can be unpredictable and varied offering continuous opportunities to develop practice on an island offering an exceptional work/life balance.

Suitable candidates should have excellent communication skills and be able to demonstrate strong interpersonal skills with a flexible team approach.

Extensive post registration experience in medical and acute care is essential and a knowledge of trauma, paediatrics, A&E and palliative care is also desirable. Advanced training will be provided for the right candidate. Successful candidates will have clinical responsibility for assessing and managing ill patients in emergency situations and implementing a plan of care. They must be able to demonstrate clinical excellence in nursing with sound decision making skills. They will assist in the running of the ward and safeguarding the patients and staff through an open and honest care delivery.

The successful candidate will provide clinical and operational support to the Charge Nurse and Senior Charge Nurse and provide leadership and expertise while contributing to the education, training and support of other health professionals.

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 expenses.

Informal enquiries to: Lizzie Bak, Senior Charge Nurse, elizabeth.bak@nhs.scot.

All NHS Western Isles vacancies appear on the NHS Scotland website: <https://apply.jobs.scot.nhs.uk/along> with a job description

Any further queries please contact 01851 702027

JOB DESCRIPTION

1. JOB IDENTIFICATION

Job Title: Senior Staff Nurse

Band:6

Responsible to: Senior Charge Nurse

Department(s): Uist & Barra Hospital

Job Reference:

No of Job Holders:

2. JOB PURPOSE

As the first point of contact the post holder will competently complete advanced patient assessment, initiate and prescribe further appropriate patient management, evaluate care and refer on to other Healthcare professionals as appropriate.

To provide clinical and operational support to the SCN, Charge Nurse, Nursing and Medical staff often acting as the first point of contact in emergency situations.

Responsible for the assessment of individual care needs and the development, implementation and evaluation of programmes of care.

To pro-actively assess patients within the hospital that have been identified as at risk.

To act as Nurse in Charge in the absence of the SCN or C/N.

To supervise junior staff and teach qualified and unqualified staff (including learners)

N.B In the event of NHS Scotland being placed on an 'Emergency Footing' and or NHSWI declaring a 'Major Incident', or similar critical service demand, the role will be subject to change based on the exigencies of the service and post holder competence.

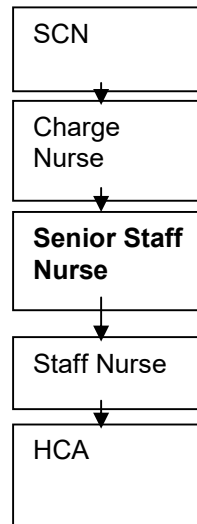
3. DIMENSIONS

The role will provide a service in and out of hours on a rotational basis to include night shift and weekend work.

The Senior Staff Nurse will have responsibility for providing high quality, safe and supportive clinical and emergency care for patients, carers and relatives out of hours and at weekends. The post holder attends clinical emergencies hospital-wide.

The post-holder will have physical assessment skills of patients in the acute hospital setting, advising or providing immediate treatment or care as a Nurse Practitioner and referring to the appropriate medical staff if required, and according to priority.

4. ORGANISATIONAL POSITION



5. ROLE OF DEPARTMENT

The main purpose of the Nursing Team at Uist & Barra Hospital is to coordinate care in and out of hours to include patient assessment and treatment, bed management, patient flow and provide support to all nursing staff across the hospital. In the event of a crisis there may be an expectation to support colleagues in the community setting.

6. KEY AREAS OF RESPONSIBILITY

Be directly involved in providing clinical and non clinical advice to patients in A & E, clinics and ward.

Be skilled in triaging patients and competent in the basic principles advanced clinical assessment, cannulation, venepuncture and be a nurse prescriber.

Participate with visiting specialities which may include minor surgery, endoscopy etc.

Perform pre-op assessments when required

Provides support within the hospital, working with the SCN and CN to prioritise workload and staff resources to meet the needs of the service and ensure patient safety. To support the appropriate deployment of skill mix across the shift, with evidence of planning for the shift including effective deployment of staff.

To act as Nurse in Charge in the absence of the SCN or C/N.

Will run diagnostic tests, initiate laboratory requests in the mini lab and perform basic maintenance of diagnostic laboratory equipment and collect and test specimens as required within the hospital

In association with the Medical staff will co-ordinate patient transfer by aircraft to mainland hospitals and liaise with these staff when required.

Will respond to adverse incidents/near miss/accident/injury etc and ensure that appropriate follow up action is taken.

Will network and call on members of the multi-disciplinary team, including outside agencies such as social work, community nursing resource and police, in situations where the SCN's individual skills require additional assistance.

Demonstrate operational leadership and act as a role model to new starters and other staff as appropriate.

Maintain a safe working environment for patients and staff, working with the clinical and management team to develop guidelines, protocols and patient group directions which ensure timely and effective care for emergency and elective admissions.

Be involved in the development, implementation and evaluation of evidence based policies, procedures and guidelines within area of practice and lead in or undertake clinical audit as required (which may include data collection and analysis of audit outcomes) relating to good practice guidelines (SIGN, QIS, CRAG, Infection Control etc) or national standards.

To participate in audit projects such as the Scottish Excellence in Care Audits, implementing findings to improve patient care.

To promote and collaborate in the development and implementation of educational strategies to meet the identified training requirements for clinical staff and develop an appropriate environment which empowers staff and supports on-going evidence based clinical practice for patients.

7a. EQUIPMENT AND MACHINERY

Will act as a learning resource for all grades of staff including students, be able to demonstrate all hospital equipment, be familiar with and able to demonstrate hospital procedures, be up to date with current nursing thought/practice and able to access and distribute evidence based research material to staff.

Equipment will include for example;

Syringe drivers, infusion pumps.

Mini lab equipment

All equipment used for moving and handling procedures

ECG machine and defibrillator

Bladder scanner

7b. SYSTEMS

Is responsible for the maintenance of patient records and documentation relating to own practice and for the appropriate and timely recording/documentation of clinical care, and to advise and instruct other staff on the same.

To make sure that all necessary information on patient activity is correctly recorded

To take part in ad-hoc and regular systems for data collection.

Electronic systems include; Topas, Cortix, NHS mail, Emergency Care Summary, Key Information Summary, SCI results reporting, Datix

8. ASSIGNMENT AND REVIEW OF WORK

Work is delegated by the SCN, C/N or Nurse in Charge.

Will be reviewed through the TURAS process and develop PDP in association with line manager

Competency based development

Will review and help develop the practitioner's role and their contribution to clinical practice and the overall quality of patient care thereby promoting a positive change.

9. DECISIONS AND JUDGEMENTS

Under the direction of the SCN, C/N has responsibility for standards and quality of clinical practice and clinical leadership and management of the nursing staff within a designated area, and or the hospital.

Will use own judgement whilst observing patient's condition and should ascertain whether or not medical intervention/escalation is required.

Will demonstrate the ability to make independent decisions within and across the multi disciplinary environment in the absence of other senior staff, taking into account professional, regulatory and resource implications with a primary role in bed management and managing staffing resources when in charge of the shift, particularly in crisis situations

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

Managing the hospital out of hours, Staff deployment, Clinical responsibility of managing ill patients when the doctor is unavailable with another ill patient or on call at home

11. COMMUNICATIONS AND RELATIONSHIPS

To promote effective communication within the multi-disciplinary team to support the development of a consistent and cohesive approach to the care and management of patients within the hospital.

Main staff group/s involved will include:

Senior Charge Nurse

Charge Nurse

Medical Officers at UBH

GP and Out of Hours Nurses

Senior Nurse Community

Associate Chief Operating Officer Hospitals

CSNs at the Western Isles Hospital for peer support

Emergency Nurse Practitioners at the Western Isles Hospital for peer support

Radiographers

Community staff

Patients

Relatives and Carers

Receptionists

Hotel Services

Is responsible for facilitating a sensitive and positive approach to the handling and review of immediate stage one complaints that ensures there is learning from the experience of users of the service to improve healthcare experiences and will effectively investigate complaints and clinical incidents within the remit of the role and make recommendations to prevent recurrence.

Will respond to, intervene or negotiate in volatile, hostile or violent situations (staff, patients/members of the public) using all forms of communication techniques (verbal and non verbal) with the view of bringing the situation to a satisfactory

conclusion.

The post holder regularly liaises closely with medical staff where highly complex, sensitive and confidential information is exchanged and where treatment outcomes depend upon this information.

In the event of a crisis may liaise with Senior Charge Nurse, Community setting, to ensure adequate staffing levels across the island chain to support community nursing colleagues.

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

Effort and Environment

Work is varied and incorporates both physical and mental effort eg:-

Physical Effort

Assisting, moving and handling patients on every shift.

Walking long distances

Mental Effort

Unpredictable work pattern required to concentrate occasionally for long periods.

Verbal and written reports to colleagues, carers and patients.

Communicate with patients and the MDT.

Responds to acutely unwell patients in an emergency situation.

Required to interpret investigations.

Required to assess and review patient's management plans on a frequent basis.

Ensure all patient care is dealt with in an appropriate and timely manner.

Frequent requirement for concentration and change of task when acting as hospital co-ordinator.

Required to communicate clinical findings to a consultant.

May be required to transfer patient to a high level of care at short notice.

Constant interruptions from other team members and other professionals.

Responds and takes an active part in the event of a cardiac arrest.

Emotional Effort

Exposure to death on wards.

Exposure to bereaved relatives.

Exposure to customer concerns.

Working Conditions

Occasional exposure to hazardous working conditions.

Frequent exposure to unpleasant working conditions ie verbal aggression, uncontained body fluids, surgical and trauma wounds.

Required to handle infectious material and foul linen.

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

As per personal specification

14. 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.

15. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder's Signature:

Head of Department Signature:

Date:

Date:30.08.2022

WESTERN ISLES NHS BOARD

PERSON SPECIFICATION

Job Title: Senior Staff Nurse

Department: Nursing

Location: Ulst & Barra
Hospital

Factor	Essential	Desirable
Qualifications, training,	<p>1st level Registered General Nurse</p> <p>Nursing Degree</p> <p>Intermediate Life Support Qualification.</p> <p>Further nursing or related qualification</p> <p>Trained in Moving and Handling</p> <p>Trained in Control and Restraint</p> <p>Evidence of Continual Professional Development</p>	<p>Second recordable qualification.</p> <p>Critical Care qualification or SPQ</p> <p>Nurse prescriber</p> <p>Advanced Life Support (ALS) qualification</p>
Experience	<p>Several years post registration experience.</p> <p>The post holder will have the experience and knowledge to act as 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>Ability to assess patients and escalate using NEWS</p>	<p>Community nursing experience</p>

<p>Knowledge and Skills</p>	<p>To be able to demonstrate the following:</p> <p>Skills in cannulation, ECG recording, venepuncture administration of intravenous drugs</p> <p>A high level of communication and leadership skills.</p> <p>An ability to provide supervision to support nurses' professional development.</p> <p>Demonstrate time management skills.</p> <p>Computer literacy.</p> <p>Evidence of audit and data collection skills</p> <p>Ability to prioritise</p> <p>Competency in a wider range of extended clinical skills.</p> <p>Evidence of effective negotiating/de-escalation/conflict management skills.</p>	<p>Able to use mini lab</p>
<p>Disposition</p>	<p>Ability to think laterally and 'out of the box'.</p> <p>Ability to work under constant pressure</p>	
<p>Equality and Diversity</p>	<p>Ability to challenge discriminatory practice.</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.

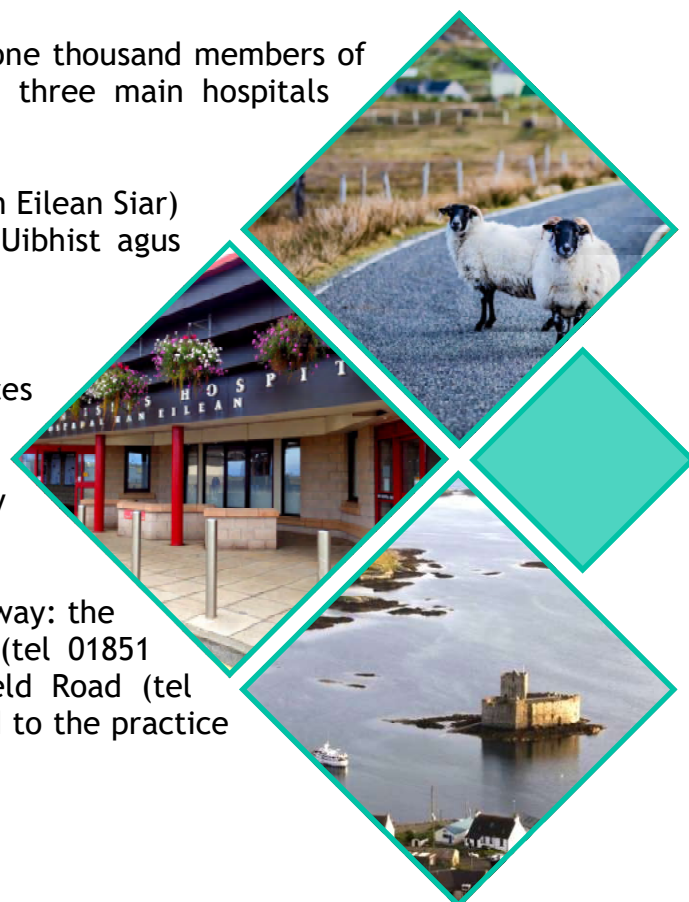
Web

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