**NHS GRAMPIAN**

**Job Description**

## 1. DETAILS OF JOB DESCRIPTION

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| **Job Title:** | Staff Nurse |
| **Department:** | Critical Care - General Intensive Care Unit, ARI |
| **Hours**: | Full time & part time |
| **Salary**: | Band 5 (£30,229 - £37,664 per annum pro rata) |
| **Contract:** | Permanent |
| **Job Reference No**: | CI152606* |

## 2. JOB PURPOSE

The junior staff nurse role exists to acquire education, knowledge and skills to enable the provision of complex nursing care to patients on life support and to assist with the education of student nurses.

## 3. SCOPE AND RANGE

The post holder is responsible to undertake training to enable the postholder to carry out the care and management of patients on life support systems.
The General Intensive Therapy Unit has 16 beds and 800 patients per year. It deals with all specialities of critically ill adults *and* paediatrics requiring life support.

## 4. MAIN DUTIES AND RESPONSIBILITIES

Nurses who are appointed into this specialised critical care area without pre-existing specialist training or knowledge, will undertake an education/induction programme, which will facilitate the preparation of these nurses to become competent in managing the care for patients requiring life support.
Having achieved this basic level of competence in practice, the post holder will support student nurses and untrained staff within the Intensive Therapy environment.

<u>Clinical Function</u>

- Develop a high standard of nursing care while assessing, planning, implementing and evaluating nursing care for individual patients receiving life supporting therapies.
- Become proficient in managing complex pharmaceutical and mechanical systems of support e.g. ventilators, nitric oxide delivery system, haemofilters and epidurals.
- Titrating inotropic support as per guidelines.
- Extubation of patients as per unit protocol.
- Removing chest drains.
- Be proficient in updating nursing care plans and other relevant documents.
- Participate with the multidisciplinary team in the total care of patients.
- Maintain effective communication with all staff, patients and significant others.
- Be aware of and adhere to all relevant NHS Grampian's policies and procedures.
- Maintain a safe clinical environment.
- Undertakes close and constant recordings of patient and their life supporting systems on Intensive Therapy Unit specific charts e.g. 24 hour chart and haemofiltration chart.
- Practice and promote the economic use of equipment and supplies within the clinical area.
- Participate in highly complex arrangements required for the admission, transfer and discharge of patients and their life supporting systems.
- Mentor student nurses.
- Work flexibly and professionally in order to be responsive to changing clinical scenarios and provision of care to meet patients needs.
- Report critical incidents and/or adverse events.
- To fulfil and carry out any other functions and duties as determined, required and requested by management in line with corporate responsibilities.
- Retrieve critically ill patients from the wards requiring life support.
- Be the patients/significant others advocate, offering support, guidance and advice to ensure informed decisions are made about care.

Research/Audit

- Provide demographic and admission data for the ITU (Aberdeen) audit.
- Collect data for the Scottish Intensive Care Society Audit.
- Contribute to research and development programmes within the unit.

Professional Development

- Develop the skill required in caring for patients on life support systems, through completing relevant education packages, self directed learning and attending relevant study sessions.
- Adhere to Nursing and Midwifery Council Code of Professional Conduct at all times.
- Develop teaching skills.
- Participate in ongoing teaching within the unit.

**5. SYSTEMS AND EQUIPMENT**

Equipment

- Abdominal pressure monitoring - Method of checking the pressure in the abdomen, via the urinary catheter.
- ACT machine - Used to test the patients blood clotting while on the haemofiltration machine.
- Anaesthetic machine - Used to deliver anaesthetic gases to specific patients.
- Arterial line - Tube into the patients artery which constantly monitors blood pressure and enable us to take blood samples.
- Autoclave - Used to sterilise equipment.
- Beds/mattresses - Pressure relieving mattresses to help prevent pressure sores.
  Electric bed frames, to aid positioning of patients.
  Rotational beds, for patients with spinal injuries and with mattresses that can
  vibrate for patients with specific chest problems.
  Stoke Mandeville bed, used for patients with spinal injuries.
  Proning mattress, used for patients with severe chest conditions.
- Blood collection tubes - Used for various blood tests.
- Blood gas machine - Blood that is taken from one of the patients arteries is put through the machine giving us essential information about the patients lung compliance.
- Blood warmer - A machine that warms blood prior to giving it to the patient.
- Bronchoscope, video, trolley and light source - fibreoptic device which enables us to look into patients lungs and take samples.
- Bypass machine - Used during coronary artery bypassing to take over the work of the lungs.
- Cardio Q - Tube that sits in the patients oesophagus giving important information about the heart and lungs.
- Central line - Tube into the large vein near the heart monitoring the pressure within the chest cavity. It is also used for administering intravenous drugs.
- Centrifuge - Used to separate blood.
- CFAM and Nervus machines - For continuous monitoring of brain activity using cables stuck to the patients head.
- Chest drains - A tube into the lung to drain blood or fluid. They are also used to re-inflate a collapsed lung.
- Cin-bins - Buckets used for the safe disposal of sharp instruments.

- Commode - Portable toilet on wheels.
- Continuous cardiac output monitor - A machine attached to the pulmonary artery catheter to give detailed information about the heart and lungs.
- Continuous positive airway pressure - whisperflow circuit - A method of assisting the patients breathing without being attached to a ventilator.
- Controlled drug cupboards.
- Cuff manometer - A handheld device, used to check the breathing tube.
- Defibrillator - Machine that delivers electric currents through the heart. Used mostly in emergency situations to change the heart rhythm.
- Doppler - A machine used to check for patients pulses.
- Drug/specimen fridges.
- ECHO machine - Ultrasound device used to acquire important information regarding the heart chambers and vessels.
- Electro cardiogram monitoring - Continuous monitoring of the heart rate and rhythm.
- Emergency power supply - A specialised system used in the event of a unit power failure.
- Emergency transfer kit - Equipment and drugs used in emergency retrievals and transfers of patients.
- End tidal carbon dioxide monitoring - A device attached to the patients breathing circuit, giving us valuable information about the patients lungs.
- Endotracheal or tracheostomy T-piece - Means of giving the patient oxygen.
- Endotracheal tubes - Tube that goes from the mouth or nose to the top of the lungs, enabling mechanical breathing for the patient and to remove secretions.
- Epidurals - Tube into the spinal cord enabling the administration of drugs.
- Euro-bins - Large waste disposal bins.
- External temperature probes - Probe which is attached to the patients skin to obtain a peripheral temperature.
- Extra corpeal membrane oxygenation - A highly technical circuit machine that constantly takes blood from the patient, oxygenates it and gives it back, enabling the lungs to rest.
- Fire hoses, blankets and extinguishers.
- Flowtron boots - 'Boots' attached to the patients calves to help circulation.
- Freestanding Draegar beam system - Specialised, suspended frame around each bed, which along with some emergency equipment and stock, holds the ventilator and monitor in an ergonomically friendly fashion.
- Gas and vacuum-isolation valves - Emergency shut off valves.
- Haemodialysis machine - Used to take over the work of the kidneys, for short spells every couple of days.
- Haemofilter - Used to take over the work of the kidney. Specifically for critically ill patients requiring it 24 hours a day.
- Humidifier - A machine that warms and adds moisture to the oxygen delivered via the ventilator and other breathing circuits.
- Ice maker.
- Intensive therapy unit drug and equipment storage systems - Allows us to safely store drugs and equipment in a logical order.
- Internal temperature probe - Probe inserted into the patients nose or rectum, which allows us to obtain an accurate temperature.
- Intra aortic balloon pump - Machine attached to a large blood vessel, which helps the hearts function.
- Intracranial pressure monitoring - Tube into the patients brain to measure the pressure within the brain.

- Jejenostomy tube - Tube that goes through the patients skin into a part of the stomach to administer liquid feed and drugs as well as draining unwanted secretions.
- Lactate analyser - Machine that analyses the amount of lactate in blood.
- Laerdal bag - Breathing bag used to give patients breaths, usually in emergencies or during transfers.
- Laminar flow control/isolation rooms - Rooms for patients with infections or who are susceptible to infections.
- Laryngoscope - Used to insert the breathing tube into the patient.
- Left ventricular assist device - Machine used to help the heart's function.
- Linen trolleys - Linen bags on wheels for the removal of soiled linen.
- Low suction units - Used for adding low pressure suction to chest drains to help remove fluid and/or air.
- Marquette (fixed) - For monitoring patients heart rate and rhythm, blood pressure, pressure within the heart and chest, oxygen and carbon dioxide levels, internal and external temperature, all at the bedspace.
- Marquette (portable) - For monitoring patients heart rate and rhythm, pressures within the heart and chest, blood pressure, oxygen and carbon dioxide levels during intra hospital transfers.
- Medical gas alarm status system - A safety system that shows the level of electric and gas being used at each bedspace.
- Moving and handling equipment - Various hoists, used to either straight lift or move a patient.
  Roll board, used for transferring patients from one bed to another.
  Glide sheets, used to slide patients into various positions.
  Vacuum mattress and scoop stretcher, used for moving spinal injured patients.
- Nasogastric feeding - Tube from the nose into the stomach for giving liquid feed via a pump. It is also used to give drugs and remove unwanted secretions.
- Nebuliser pots - A pot attached to the oxygen circuit for administering drugs into the patients lungs.
- Nitric oxide - Cylinders of gas for administration to patients with serious lung conditions.
- Non-invasive blood pressure monitoring - Cuff which goes round the patients thigh, calf or arm to obtain a blood pressure.
- Non-invasive mask ventilation - Tight mask over mouth and/or nose, which helps the patients breathing.
- Nurse-call system - System that enables patients and visitors to call the nurse.
- Ophthalmoscope - Equipment that helps view the eye.
- Oroscope - Equipment that helps view the ear.
- Oxygen masks (various) and nasal cannula - Means of giving the patient oxygen.
- Oxygen cylinders - For supplying the patient with oxygen with or without a ventilator, during transfers within and out with NHS Grampian.
- Oxygen monitor - Equipment to test the amount of oxygen administered to a patient.
- Pacing wires and box - Wires that are attached to the heart muscle, to help the heart rate.
- PEEP valves - Used with or without the ventilator in order to give patients help with their breathing.
- Peripheral nerve stimulator - Machine used to check that the patient is 'paralysed' with drugs.
- PICCO monitoring - Tube into an artery and vein giving valuable information about the heart and lungs.
- Portable theatre lights - Used at bed spaces during procedures.

- Pressure bags - Used to administer intravenous fluids, drugs and blood products quickly
- Propaq - For monitoring patients heart rate and rhythm, blood pressure, pressures within the heart and chest and oxygen and carbon dioxide levels during transfers within and outwith NHS Grampian.
- Pulmonary artery catheter - Tube inserted through the heart and into the large artery of the lung, giving constant information on the heart and lungs.
- Pulse oximeter - A clip placed on the patients finger, ear or toe monitoring the level of oxygen in the blood.
- Pumps (IVAC, ALARIS, KANGAROO, GEMINIS ) - Devices used to administer accurate doses of intravenous drugs, fluids and feed to patients.
- Rapid infuser (Level 1) - Machine that heats and gives patients blood and fluids very quickly when high demands are required.
- Resuscitation manikins - Used for teaching paediatric and adult resuscitation.
- Resuscitation trolleys (Paediatric and adult) - Used in emergency situations containing equipment and drugs.
- Site rite - A hand held ultrasound machine that helps find veins and arteries and used during line insertions.
- Skin traction - Used mainly with orthopaedic patients, following trauma to aid the healing process.
- Skull traction - Used to help repair fractures of the skull.
- Sluice master - Machine that destroys waste body fluids.
- Specialised wheelchair - Specifically used for neurological patients.
- Sphygmanometer - Machine used manually to check patients blood pressure.
- Suction units and catheters - Catheters are used to clear unwanted secretions from the patient chest and the waste is collected in the suction bottle.
- Surgical trolleys - Used during surgical procedures and dressing changes.
- Theatre packs - Contain various surgical instruments, required for various procedures.
- Tracheostomies - Tube through the neck into the windpipe that allows mechanical breathing for the patient and removal of unwanted secretions.
- Transoesophageal echocardiogram - Machine that gives information about the heart chambers and vessels.
- Transport trolleys - Used for the safe handling of equipment during retrieval and transfer of patients.
- Urinary catheters and bags - Tube into the bladder draining urine.
- Venflons - Small tubes in the patients veins, used to administer intravenous drugs.
- Ventilators (variety of) - Machine that breaths, or helps the patient breath via a tube that sits at the top of the lungs, or by a mask.
- Ventricular/extraventricular drain - Drain placed in brain, allowing excess fluid to be drained.
- Volume monitor - Used to check the size of the patients breath.
- Warming/cooling blankets - Special air or water filled blankets used to warm or cool patients.
- Wound drains - Used to remove excess fluid from various parts of the body e.g. mediastinal drains.
- X-ray viewer - A rotating viewer, where all patients x-rays are stored and daily 'conferences' are held.
- 12 lead Electro cardiogram - Electronically collected information about the heart rate and rhythm.

<u>Other Systems</u>

- CINAHL - Computerised reference.

- Computers and printers
- Data sheet compendium computer programme - Computerised details on all drugs used to enable safe administration and for reference.
- European working time directive time sheets.
- EXCEL - used for spreadsheets.
- Fax machine
- Internet - For reference.
- Intranet - For reference and communication.
- Laboratory computer - Used for accessing patient data.
- MEDLINE - Computerised reference.
- OUTLOOK EXPRESS - Used for hospital e-mail.
- Overhead projector - Used during teaching sessions.
- Paper shredder
- Photocopier
- Power-Point - Computerised programme used in presentations.
- Slide projector - Used during teaching sessions.
- Telephones.
- Unit library - Used for reference.
- Videos - Used for reference and teaching sessions.
- WORD - Computerised system used for various means of communication and documentation.
- Wardwatcher - Computer assessment of patient dependency.

## 6. DECISIONS AND JUDGEMENTS

- The post holder anticipates, plans and provides individual patient care.
- Through monitoring and experience, learns to anticipate requirements relative to changes in patients conditions in order to react rapidly and appropriately e.g. cardiac arrest, chest drain insertion and reintubation.
- Work is supported through supervision by mentor and nurse in charge of the shift.

## 7. COMMUNICATION AND RELATIONSHIPS

- Patients – must be able to effectively communicate with patients despite constant significant barriers e.g. intubated, sedated, paralysed, confused patients all on complex life support systems. Daily requirement to empathise, persuade, elicit information and educate patients including communicating highly sensitive condition related information and dealing with very distressed patients.
- Relatives and significant others – Daily communication with highly distressed, grieving relatives and significant others, regarding very sensitive condition related information e.g. switching off life support machines, not for resuscitation orders, organ donation, cardiac arrest and bereavement.
- Multidisciplinary team to ensure optimum care is delivered – including daily liasing with the Medical team, Practice Educators, Blood Transfusion Service, Laboratories, Police, Follow-up nurses, Physiotherapists, Nutrition team, Audit nurse, Pharmacy team, visiting nursing and medical staff from all specialities, Radiographers, Porters, ward staff, theatre staff, Trainer Practitioner, Chaplain, medical secretaries and receptionists.

## 8. PHYSICAL DEMANDS

Highly developed skills where accuracy is essential

- Intense concentration, immense skill and dexterity required setting up highly technical life support systems, and often in an emergency e.g. ventilators and haemofilters.
- Daily intravenous injections and infusions, using complicated drug calculations.
- Cardio Pulmonary Resuscitation – requiring intense concentration.

Other demands

- Frequent sudden effort required in moving patients in emergency situations e.g. cardiac arrest, confused patients pulling at their life supporting systems.
- Daily lifting, pulling, pushing of beds, heavy drug boxes, transfer equipment, oxygen cylinders and other machinery.
- The Intensive Care patient is often confused, agitated, violent and aggressive. The Intensive Therapy nurse is required to manage the care of these patients whilst striving to achieve a safe working environment.
- Intensive Care patient's relatives and significant others are often under extreme stress or in a state of near bereavement. This can make their mood and behaviour unpredictable and sometimes violent and aggressive. The Intensive therapy nurse has a very delicate and careful job to do whilst safely managing these individuals.
- Moving patients several times each shift, with or without mechanical aids e.g. sliding patients up beds using glide sheets and positioning patients for lumber punctures, line and drain insertion.
- Staff are often required to work in uncomfortable isolation enduring extremes of temperature and humidity e.g. caring for patients with burns and immunosuppression.
- Daily use of visual display units for short spells.
- Daily exposure to highly unpleasant working conditions e.g. all body fluids, smell, foul linen, lice and fleas.
- Frequent contact with infectious and blood borne diseases e.g. hepatitis A, B and C, meningitis, tuberculosis, human immunovirus (HIV), acquired immunodeficiency syndrome (AIDS) and potential contact with highly infectious hazards e.g. severe acute respiratory syndrome (SARS).
- Unpredictable work pattern e.g. changes in patients conditions and requirements.
- 12.25 hour shifts, day and night rotation (75 hours/fortnight).
- Dealing with frequent interruptions e.g. telephone, cardiac arrest and last minute decisions to transfer a patient to scan.
- Frequent imparting of distressing information to patients and significant others e.g. organ donation, brain stem death tests, life support systems being switched off and unexpected deaths.
- Frequent dealing with patients and significant others as a result of a serious incident e.g. burns, drownings, attempted suicides, road traffic accidents etc.

## 9. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

To undertake and successfully complete the provided education ensuring competence to practice Intensive Care nursing.

## 10. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

Essential

- 1st and 2nd Level Registration, with wide post registration experience.
- Good communication skills.

- Good time management and interpersonal skills.
- Ability to participate as a team player.
- Proven good attendance record.
- Ability to work under pressure.

**NHS GRAMPIAN**

**PERSON SPECIFICATION**

The Person Specification should meet the demands of the job and comply with current legislation. Setting unnecessary standards may, for example, unfairly discriminate against one sex, the disabled or minority racial groups. Applicants should be assessed in relation to their ability to meet the real requirements of the job as laid down in the job description. Shortlisted candidates **MUST** possess all the essential components as detailed below.

**POST/GRADE**: **Staff Nurse/Band 5**

**LOCATION/HOSPITALS: Aberdeen Royal Infirmary**

**WARD/DEPARTMENT: Intensive Care Unit**

| ATTRIBUTES | ESSENTIAL | DESIRABLE |
|---|---|---|
| **Qualifications** | NMC REGISTERED NURSE WITH EVIDENCE OF CONTINUING PROFESSIONAL DEVELOPMENT | RECOGNISED POST-BASIC QUALIFICATION IN ICU NURSING. |
| **Experience** | ACUTE NURSING CARE EXPERIENCE.<br>STATUTORY & MANDATORY TRAINING UP TO DATE AND COMPLETE – e.g. flying start, BLS etc | ICU / HDU EXPERIENCE |
| **Special Aptitude and Abilities** | COMMITTED TO LIFELONG LEARNING. HAVE EXCELLENT CARE VALUES AND BE DEDICATED TO PROVIDING HIGH QUALITY PATIENT CARE<br><br>ABLE TO DEMONSTRATE APTITUDE FOR USING SOFTWARE BASED CLINICAL APPLICATIONS | MANAGEMENT SKILLS.<br>ABILITY TO WORK INDEPENDENTLY<br><br>PREVIOUS EXPERIENCE OF USING ICU CLINICAL DATA CAPTURE APPLICATIONS |
| **Disposition** | FRIENDLY, OUTGOING.<br>EFFECTIVE COMMUNICATOR.<br>GOOD TEAM PLAYER.<br>ABLE TO DEAL WITH STRESSFUL SITUATIONS TACTFULLY | GOOD SENSE OF HUMOUR |
| **Physical Requirements** | ABSENCE RECORD WITHIN NHS GRAMPIAN POLICY | |
| **Particular Requirements of the Post** | 12 HOUR SHIFTS – DAY/NIGHT ROTATION | COMMITTED TO PROMOTE AND DEVELOP THE UNIT |

| **MAJOR RISKS IN DOING THIS JOB** |
|---|
| *Please indicate the major risks the job holder could face in doing this job e.g. lifting patients/objects, working with hazardous substances, dealing with violence and aggression.*<br><br>*If there are no major risks for the job holder please tick this box* ρX |