**Job Description – Intensive Care Unit**

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| Job Identification |
| Job Title: Staff Nurse- Band 5  Responsible to: Senior Charge Nurse  Department(s): Critical care, University Hospital Crosshouse (UHC)  Directorate: Surgical Services  Operating Division: NHS Ayrshire & Arran  Job Reference:  No of Job Holders:  Last Update: April 2023 |

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| 2. Job Purpose |
| With minimal supervision and in collaboration with the multi-disciplinary team, the post holder will assist in the assessment, development, implementation and evaluation of programmes of care for a defined caseload of patients working within the professional standards held in the NMC Code.  The post holder will be required to participate in audit, quality assurance and quality improvement programmes, and contribute to the teaching and supervision of student nurses and nursing auxiliaries as appropriate. |

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| **3. Dimensions** |
| The critical care unit is currently a 14 bedded unit, which caters for patients requiring level 3 treatment (>2 failing organ systems) (9 beds) and patients requiring Level 1 and Level 2 care (5 beds).  The post holder will work within Surgical Services and is employed by NHS Ayrshire and Arran – making them accountable for all clinical decision making undertaken and for all clinical assessment and treatment of a delegated case load.  The post holder has a responsibility to teach, supervise and assess student nurses and untrained nurses, to plan and prioritise workload and to delegate work to other staff members. |

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| **4. Organisational Position** | | |
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|  | CNMSurgical Services |  |
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|  | Senior Charge Nurse Band 7 |  |
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|  | Deputy Charge NurseBand 6 |  |
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|  | Staff Nurse Band 5(Postholder) |  |
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| 5. Role of Department |
| * The overall role of the department is to meet the needs of patients requiring level 3 care (>2 failing organ systems) and Level 2 critical care. It provides all services, including physical, psychological, social and spiritual needs; * The department provides a number of highly specialised and complex treatments for patients requiring respiratory, circulatory or renal support. * ICU admits a combination of emergency and elective patients from all specialities. The team stabilise adult admissions prior to transfer to the regional Neurosurgical Unit. The unit also stabilises paediatric admissions prior to transfer to regional centres. The unit may also send staff to the Ayrshire Maternity Unit for the transfer of adult patients to Crosshouse ICU; * To promote and develop a high standard of nursing care; * To promote and implement NHS policies and procedures and to promote a culture of openness, providing a learning environment where staff can flourish |
| 6. Key Result Areas |
| **Clinical**   * Assessment of individual patient care needs and the planning, implementation andevaluation of care, ensuring all forms of care/instructions are understood and carried out to achieve the optimum clinical outcome; * Actively participate in the patients journey from admission to transfer; * Perform a range of expanded roles including IV administration, venepuncture/ cannulation; * Raise and maintain patients awareness of health promotion where appropriate; * Support and supervise student nurses and nursing auxiliaries in the provision of safe and effective nursing care; * The maintenance of accurate nursing care plans and all relevant nursing documentation for individual patients; * Assist in the monitoring of nursing practice within the department; * Participate in care provision acting as a named nurse with accountability for a delegated caseload.   **Operational**   * Promote and implement all NHS Ayrshire & Arran policies and procedures at ward/department level; * Maintain knowledge of current local and national guidelines; * Report all incidents as per policy; * Ensure effective use of resources; * Respond to incidents/complaints and provide statements/reports as requested by Charge Nurse or Senior Staff Nurse; * Take personal responsibility for ensuring awareness of Safety Action Notices and other essential communications; * Contribute to audit/quality assurance programmes; * Undertake Risk Assessment to ensure staff/patient safety at all times; * Contribute to management of Health & Safety within the work area.   **Communication**   * Establish and maintain effective communication with patients, relatives and the multi-disciplinary team; * Collaborate with other disciplines to ensure effective communications/ relationships are established. This can involve the communication of complex information in a highly sensitive environment.   **Professional/ Educational**   * The maintenance of a high standard of conduct and dress to promote public confidence; * Ensure that the Code of Professional Conduct is adhered to at all times; * Participate in the teaching of student nurses and nursing auxiliaries as appropriate; * Actively participate in and contribute to the professional updating of self and others; * Following training act as a preceptor to nurses in training; * Participation in department induction programmes for new staff; * Take an active role in self-development, extending knowledge and skills as opportunities arise; * Participate and contribute to research and clinical development within clinical speciality. |

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| 7a. Equipment and Machinery |
| The post holder is expected to gain a comprehensive knowledge of all the equipment used in the ward / dept.  Highly specialised   * Ventilators, Dragar V500; Hamilton C6 * LIDCO, monitors complex cardiovascular data; * Gambro Prismaflex haemofiltration; * Gambro AK 200, haemodialysis; * Blood gas analyser; * Transfer trolley, portable monitor, Hamilton T1 ventilator and infusion devices; * Cardiac pacing; * Respiratory therapy bed.  Specialised  * 12 lead ECG machine; * Hi-flo, oxygen system; * CPAP, oxygen system; * Monitoring, ECG, arterial blood pressure and tissue saturation; * Electric warming blanket; * Defibrillator and external pacing; * Baxter Colleague triple channel infusion device * Arctic Sun Therapeutic Temperature Management   Generic   * Respiflo, oxygen delivery system; * Baxter Colleague infusion device; * Alaris syringe driver and PCA; * Glucometer; * Enteral feed pump; * Electric Hoist; * Blood warmer; * Electric bed; * Tympanic thermometer.   This equipment is in addition to endotracheal tubes, tracheostomy tubes, chest drains, syringes, needles, dressings and dressing packs that are used on a daily basis. This list is not exclusive and is subject to change. |

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| **7b. Systems** |
| * Ward Watcher, links directly to the Scottish Intensive Care Society. Contains patient information including interventions, therapies, predicted outcome and ICU bed availability throughout Scotland; * Critical Care Clinical Information System (CCCIS)/Intellispace Critical Care Anaesthesia (ICCA) * Investigation requests; * Patient records include care plans, risk assessment forms, 24 hour recording charts, infection control, intervention charts and high risk infusion charts. * Electronic patient systems, including PMS, electronic prescribing system and referral systems * Turas: Real time staffing |

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| 8. Assignment and Review of Work |
| * Workload is generated by the clinical activity within critical care; * Post holder may be required to work in areas out with critical care depending on overall site pressures; * The post holder is responsible to the Senior Charge Nurse for clinical guidance and professional management; * The Senior Charge Nurse or senior staff nurse will assign workload. However, the post holder will have responsibility for managing a defined workload within professional guidelines; * The post holder will be involved in the review of the work of nursing students, reporting to the Senior Charge Nurse, to ensure effective communication throughout the team; * Work is also generated by service developments and research; * Objectives are agreed locally; * Review will be annually by formal Performance Appraisal and development of PDP; * Peer group review. |

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| **9. Decisions and Judgements** |
| * Assessment of patient’s complex needs (physical, psychological, social, spiritual and cultural) to establish a change in condition, inform clinical decision making and plan care; * Provision of professional advice to auxiliary nurses, students and members of the multidisciplinary team; * Ability to recognise own limitations and the requirement for appropriate referral; * The ability to quickly assess and respond to patient needs in emergency situations; * An ability to assess and respond to operational issues as they arise, to ensure patient safety and service delivery. |
| 10. Most Challenging/Difficult Parts of the Job |
| * Ability to prioritise own workload under continually increasing demands; * Ability to continually change and adapt to new situations and strategies; * Being responsive to new practices and communicate these to colleagues and junior staff; * Accepting increased responsibility in the absence of more senior nurses (often at short notice) within agreed parameters; * Effectively communicating with other wards/departments and related disciplines both internally and externally, ensuring the needs of the patient are met; * Dealing with relatives, coping with challenging behaviours and high levels of public expectation. |

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| **11. Communications and Relationships** |
| * Post holder will be expected to communicate effectively verbally and in writing with multidisciplinary team, colleagues, patients, relatives and carers and nurse in charge; * Ability to liaise with external agencies; * Continually promoting a high professional profile of self and of colleagues; * Participate in ward/department meetings; * Adhere to Ayrshire & Arran’s Confidentiality Policy; * The main purpose of communication would be regarding patients’ conditions and/or issues relating to patient care; * The Post holder would be required to communicate with the Senior Charge Nurse regarding nursing team issues; * Occasionally deal with situations where patients do not easily understand their care packages due to cultural, language, physical or learning disability; * Demonstrate empathy, sensitivity, support and reassurance when communicating with patients, relatives and staff, particularly in relation to breaking bad news and dealing with emotionally challenging situations; * Dissemination of relevant information to appropriate persons, including complex discharge planning issues; * Utilise communication skills to motivate others; * Use appropriate negotiation and persuasive skills to achieve optimum outcomes for service users. |

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| **12. Physical, Mental, Emotional and Environmental Demands of the Job** |
| There is a requirement for flexibility of working patterns and for the ability to deal with situations as they arise. Workload is unpredictable, with priorities changing constantly.  **Physical**   * Frequently working in highly unpleasant working conditions such as having contact with un-contained high risk body fluids, foul linen; * Frequent exposure to hazards such as face to face verbal and physical aggression; * A portion of the job entails physical work and the post holder would require moving and handling skills, which should be updated annually or more frequently if required; * Highly developed manual dexterity required for setting up and maintaining complex monitoring and therapeutic procedures; * Frequent periods of moderate effort for several short periods;   **Mental**   * The post holder will be responsible for the delivery of care to critically unwell patients; * The post holder will be required to use own initiative and be able to make decisions with minimal supervision; * Frequent concentration, unpredictable pattern. Daily concentration on patient-related activities, unpredictable patient demands.   **Emotional Effort/Skills**   * There is a requirement to deal with distressed and anxious patients and carers in a professional and sensitive manner on a daily basis; * Occasional exposure of self to highly distressing circumstances including the dying patient and their carers; * There is a requirement to support staff, and assist in the management of complex/contentious personnel issues; * There is a requirement to deal with complicated family dynamics and high levels of public expectations; * There is a requirement to, on occasion, work in hostile and emotive atmospheres, which may result in the need for sudden intense effort and concentration; * The post holder will be required to assist in dealing with complaints, involving meeting the complainant and seeking to address their concerns.   **Working Conditions**   * Frequently working in highly unpleasant working conditions such as having direct contact with un-contained body fluids, foul linen. |

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| 13. Knowledge, Training and Experience Required to do the Job |
| * Post holder will be a registered first level nurse with current NMC registration. * Previous post-registration experience in acute nursing; * Have/acquire a working knowledge of NHS Ayrshire & Arran Policies and Procedures; * Ability to keep relevant skills / knowledge updated and documented; * Well-developed written and verbal communication skills; * A commitment to lifelong learning and demonstrates evidence of continuing professional development. |

**Person Specification - Intensive Care Unit**

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| bottom.jpgQualifications & Training – Essential Criteria |
| First Level Registered Nurse |
| **Qualifications & Training – Desirable Criteria** |
| Evidence of continuing personal development |
| **Experience – Essential Criteria** |
| Relevant knowledge of the acute/critical care environment  Demonstrate effective communication and interpersonal skills |
| **Experience – Desirable Criteria** |
| Able to meet the needs of patients requiring level 3 care (>2 failing organ systems) including physical, psychological, social and spiritual needs  Ability to demonstrate theory  Evidence of audit |
| **Knowledge – Essential Criteria** |
| Understands holistic care  Awareness of evidence based practice  Understands group dynamics  Demonstrates patient centred care  Have an aptitude for learning |
| **Knowledge – Desirable Criteria** |
| Demonstrates an understanding of governance |
| **Competencies & Skills – Essential Criteria** |
| Highly developed manual dexterity required for setting up and maintaining complex monitoring and therapeutic procedures  Demonstrate awareness of own limitations in the critical care environment  Ability to delivery caring, safe respectful care to all patients  Ability to provide accurate concise reports / documentation  Reliable, trustworthy  Ability to follow instruction and organise workload  Have demonstrated sound clinical decision making skills |
| **Competencies & Skills – Desirable Criteria** |
| Ability to delegate effectively  Act as a mentor  Competencies in areas of expanded role |
| Personal Characteristics and Other – Essential Criteria |
| Be innovative and responsive to change  Be research minded  Establish good relationships with the multidisciplinary team  Able to demonstrate empathy, sensitivity, support and reassurance when communicating with patients, relatives and staff particularly in relation to breaking bad news and dealing with emotionally challenging situations |
| **Personal Characteristics and Other – Desirable Criteria** |
| Be a team player  Have personal initiative, drive and resourcefulness |

