

JOB DESCRIPTION

1. JOB IDENTIFICATION

Job Title: Staff Nurse

Department(s): Cardiac Intensive Care Unit

Location: Aberdeen Royal Infirmary

Hours: 37.5 hours

Contract: Permanent

Grade: Band 5

Salary: £30,229 - £37,664 per annum

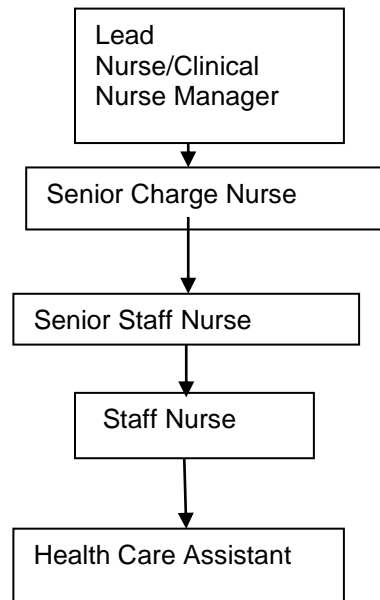
Job Reference: CI172991

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. ORGANISATIONAL POSITION

Organisational chart attached.



4. SCOPE AND RANGE

The post holder is responsible to undertake training to enable the post holder to carry out the care and management of patients on life supporting systems.

The Cardiac Intensive Therapy Unit has 5 beds which supports immediate post-operative care following cardiac surgery.

5. MAIN DUTIES/RESPONSIBILITIES

Nurses appointed into this highly 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 Care environment

CLINICAL

- 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.
- Be proficient in updating nursing care plans and other relevant documents.
- Participate with the multidisciplinary team in total care of patients.
- Maintain effective communication with all staff, patients and significant others.
- Be aware of and adhere to all NHS Grampians policies and procedures.

- Maintain a safe clinical environment.
- Practice and promote the economic use of equipment and supplies within the clinical area.
- Mentor student nurses.
- 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.

- Work flexibly and professionally in order to be responsive to changing clinical scenarios and provision of care to meet patients needs.
- Titrating inotropic support as per guidelines.
- Extubation of patients as per unit protocol.
- Prepare and organise for emergency chest opening.
- Removing pulmonary artery catheters.
- Removing chest and mediastinal drains.
- Undertakes close constant recordings of patient and their life supporting systems on Cardiac Intensive Care Unit specific charts e.g. ICCA computer system
- Participate in highly complex arrangements required for the admission, transfer and discharge of patients and their life supporting systems.

ORGANISATIONAL

- Practises and promotes confidentiality at all times.
- Demonstrates the ability to effectively listen to other points of view.
- Actively communicates with all colleagues in a professional manner.
- Ensures written communications are accurate, appropriate and neatly recorded, adhering to NMC/ NHS Grampian/local policies at all times.
- Effectively analyses, prioritises and organises own workload under supervision.
- Demonstrates the ability to manage the workload of junior staff, ensuring their time is appropriately utilised.
- Demonstrates ability to take responsibility for own workload.
- Actively participates as effective member of ward team and within extended team.
- Provides support to others within the team.
- Demonstrates ability to delegate to junior staff effectively in order to achieve optimal use of time and resource.
- Participate in link/key nurse activities such as H&S rep, Tissue Viability, Infection Control
- Demonstrates understanding of and adherence to local and national Health and Safety policies and procedures

MANAGING RESOURCES

- Demonstrates an awareness of available resources and how they should be most effectively used.
- Demonstrates economy in the use of supplies.
- Demonstrates an awareness of stock control systems and how they should be used.
- Actively participates in the care and maintenance of department stock/equipment.

PROFESSIONAL DEVELOPMENT

- Develop the skills 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.

<ul style="list-style-type: none"> • Contribute to research and development programmes within the unit. • Develop teaching skills. • Participate in Ongoing teaching within the unit.
<p>6. SYSTEMS AND EQUIPMENT</p> <p>A vast range of critical care equipment including ventilators, haemofiltration machines, invasive and non-invasive monitoring systems, intravenous syringe drivers and infusion pumps.</p>
<p>7. DECISIONS AND JUDGEMENTS</p> <ul style="list-style-type: none"> • 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 reopening, chest drain insertion and reintubation. • Work is supported through supervision by mentor and nurse in charge of the shift.
<p>8. COMMUNICATIONS AND RELATIONSHIPS</p> <ul style="list-style-type: none"> • <u>Patients</u> – 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. • <u>Relatives and significant others</u> – 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. • <u>Multidisciplinary team to ensure optimum care is delivered</u> – including daily liaising 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.
<p>9. PHYSICAL DEMANDS OF THE JOB</p> <p><u>Highly developed skills where accuracy is essential</u></p> <ul style="list-style-type: none"> • 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. • Assisting with emergency chest reopening within the unit. <p><u>Other demands</u></p> <ul style="list-style-type: none"> • 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 lumbar punctures, line and drain insertion.
- 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.
- 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.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

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

11. 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: Cardiac Intensive Care Unit

ATTRIBUTES	ESSENTIAL	DESIRABLE
Qualifications	Registered nurse with evidence of continuing professional development.	Recognised post-basic qualification in ICU nursing.
Experience	Acute nursing care experience. statutory & mandatory training up to date and complete – e.g. flying start, bls etc	ICU / HDU experience
Special Aptitudes / Abilities	Committed to lifelong learning. have excellent care values and be dedicated to providing high quality patient care	Management skills. ability to work independently
Disposition	Friendly, outgoing. Effective communicator. Good team player. Able to deal with stressful situations tactfully.	Good sense of humour. even tempered
Physical Requirements	Absence record within NHSG policy.	
Particular Requirements of the Post	12 hour shifts – day/night rotation.	Committed to promote and develop the unit.