#### **JOB DESCRIPTION**

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| JOB IDENTIFICATION |
| Job Title: **DEPUTY** **CHARGE NURSE – BAND 6**  Responsible to (insert job title): **CHARGE NURSE**  Department(s): Ward / Dept **COMBINED ASSESSMENT UNIT**  Directorate: **ACUTE** **MEDICINE/SURGERY/UROLOGY**  Operating Division: **GENERAL HOSPITALS DIVISION**  Job Reference:  No of Job Holders: **14.5 WTE**  Last Update (insert date): 27th November 2017 |

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| 2. JOB PURPOSE |
| The post holder will be accountable for the assessment, development, implementation and evaluation of programmes of care and will participate regularly in the Coordination of the Combined Assessment Unit. A proportion of this care will be defined through the direction of clinical care pathways in the Ambulatory Care area. The post holder will work within the Multidisciplinary Team, adhering to the professional standards held within the NMC Code of Professional Conduct.  The post holder will understand and be aware of the implication for the effective and efficient operational management of nursing resources throughout the unit. This includes awareness and implementation of the General Hospitals Division clinical, corporate and staff governance agendas.  The post holder will promote a culture of health and education by providing both verbal and written information, within the CAU- to colleagues, junior staff, patients and the public. The post holder will understand the systems and processes that lead to the development of successful, effective clinical care and pathways. |

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| **3. DIMENSIONS** |
| * The CAU comprises of, an 8 bayed ambulatory care area, a 6 bay initial assessment area, 5 Rapid assessment bays with attached chaired area & 28 Inpatient beds. x 3 Clinical Coordinators (Post Holders) during the day will coordinate the area & x 1 Clinical Coordinator (Post Holders) will coordinate overnight. * The Combined Assessment Unit has an acute ambulatory care area comprising of 14 Ambulatory Care bays - driving rapid access to emergency assessment, efficient diagnosis using fast track diagnostic techniques and appropriate intervention following evidence based care pathways. The post holder will deliver a number of the pathways in an autonomous manner directed by the clinical care pathway and seek medical review and advice where clinically required. * The post holder will work within the Medical Directorate and be employed by NHS Ayrshire and Arran, General Hospitals Division – making them accountable for all clinical decision making undertaken and for all clinical assessment and treatment under their management. * The staffing establishment is 124.34 WTE with 107 WTE members of staff reporting directly to the post holders. * The post holder will be aware of the restraints when using resources of staffing and supplies budget. The post holder has responsibility for the co-ordination of the clinical area. * The post holder must communicate and liaise with many different clinical teams both on site, inter- organisation and outside organisations. * The post-holder has a responsibility to teach, supervise and assess student nurses and junior staff, to plan and prioritise and to delegate work to other staff members. |
| **4. ORGANISATIONAL POSITION** |
| **Associate Nurse Director**  **Clinical lead**  **CAU**  **Charge Nurses x 3 WTE**  **Combined Assessment Unit** Health Care & Clinical Support Workers.WTE 27.10 **Band 3**  **Student Nurses** Staff Nurses 61.96 WTE **Band 5** POST HOLDER 14.5 WTEBand 6Deputy Charge NurseHealth Care Support Workers WTE 14.48 **Band 2** |

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| 5. ROLE OF DEPARTMENT |
| The Combined Assessment Units Objectives are to improve the quality of care for patients with an Acute Medical problem. The aim is to assess the acutely ill patient – plan & initiate a plan of care/treatment. This will include a senior medical review and a decision on transfer to the most appropriate speciality.  Working collaboratively the department assesses, plans, implements and evaluates individualised programmes of care.  The overall role of the department is to meet the needs of clients requiring emergency medical assessment using an ambulatory model where possible, but also has the ability to manage patients for a 48 hours as an in-patient when required. The aim is to instruct/ guide diagnosis, intervention and treatment, directing follow on care including physical, psychological, social and spiritual needs. Aiming to restrict length of stay in hospital and reduce need for admission to speciality beds.  Where care is standardised, structured and evidence based and is delivered using clinical care pathways as the tool for instruction. The defined groups of patients are- Suspected Deep Venous Thrombosis- and the specific treatment of Intravenous Drug Users; Non- traumatic chest pain; Pulmonary Thrombo- Embolism; Hypoglycaemia; Cellulitis; Minor Upper Gastro- Intestinal Bleed; Renal Colic; Chronic Obstructive Pulmonary Disease- Early Supported Discharge; Symptomatic Anaemia; High INR; Post Sedation Pathway & Head Injury Pathway. This group will develop as more patient care can be defined through high quality, evidence based care pathways.  The clinical care pathway will streamline access to assessment, investigation and diagnostics, treatment and a timely discharge. The pathway is a standardised path of care ensuring delivery of evidence based care, whilst encouraging a service tailor made to meet individual patient’s needs, reduce variability of standards of care, ensuring equality.  The department operates as an integral part of the General Hospitals Division, promoting patient centred services, based upon local and National strategies, taking account of the Division’s clinical, corporate and staff governance agenda.  The department works to promote a culture of openness and honesty and provide a learning and stimulating environment where staff can flourish. |
| 6. KEY RESULT AREAS |
| ClinicalAssessment of individual patient care needs using specific evidence based assessment tools, implementation and evaluation of care whilst following care pathways if available for that individual presenting pathology, ensuring all forms of care/ instructions are understood and carried out.  * The Post holder will act as the Clinical Co-ordinator for a designated area, coordinating staff, patient care and safe effective patient flow into, through and oout of the area including safe and efficient discharge, this includes Co-ordination of the Ambulatory Care area; acting as the Single Point of Contact for Emergency Department & GP’s and Coordinating the in-patient bedded area.  Seek out and evaluate results in preparation for decision making ward round, ensure all aspects of care are performed and any instruction is understood and carried out.Demonstrate expert clinical knowledge and skill with continuous professional development to maintain high levels of clinical practice. Use that clinical knowledge to challenge decision making around presentation to specific areas within CAU including, Ambulatory care- inclusion/ exclusion criteria from pathways.Utilise results from blood samples and assessment tools to autonomously define the next stages of care.  * Perform a range of expanded roles applicable to area of responsibility e.g. venepuncture, cannulation, electrocardiograph (ECG) recording, intravenous administration of medicines and blood culture sampling and performing of Arterial Blood Gases. * Request ultrasound diagnostic intervention as directed by Deep Venous Thrombosis care pathway- this will be an evidence based, clinical assessment request. Accurately fit appropriate Graduated Compression Stockings informing the patient of reason for use, contra- indications of use and need for compliance. * Actively participate in the patient’s journey from admission to discharge. Ensure the patient knows at what stage their journey is at, what to expect and that every stage of their journey is worthwhile and impacts on the final outcome. * Communicate on a daily basis with an extended multi- disciplinary team- nursing,   medicine, A/E team, haematology, biochemistry, radiology, community nursing team, social services, respiratory team- co- creating health team, nuclear medicine, cardiology department, urology- Station 4 Ayr Hospital, diabetic liaison, and many other allied health professionals to ensure the needs of the patient are met.   * + Accurately deliver information to the health care team involved in the care of the patient- verbal, non- verbal, written, telephone.   + Document all patient activity as guided by NMC. Utilising the clinical care pathway in a manner that is accurate and factual, following the philosophy of the care pathway. This is a multi disciplinary documentation tool that the patient’s journey is seamless in the documentation of their care.   + Participate in care provision, acting as a named nurse with accountability for an assigned caseload.   + Co-ordinate care for a delegated caseload in the absence of the caseload holder.   + Ensure safe storage and administration of medicines and treatments according to local and National policy.   + Utilise the Patient‘s Own Drugs system as instructed and competent to do so. Explain this innovative system to the patient and actively participate in the POD’s system with the pharmacist to administer medicines as instructed by NMC guideline to administration of medicines.   + Assist in the assessment of suitable patient group for inclusion of care on the specific clinical care pathways from presentation to the CAU and Emergency Department   + Actively ensure cleanliness champion philosophy and hand hygiene within care of your patient group. You will complete the hand hygiene module and diver care utilising its definitions.    Management  * Support and supervise all members of the CAU team- nursing staff, Health Care Support Workers, Clinical Support Workers and students- in the provision of safe and effective nursing care. Mentor and support HCSW & CSW’s in their expanded role. * Promote, encourage and adhere to all General Hospital Division policies and procedures. Utilise in activity of management and leadership role. * Frequently co-ordinate the clinical area, acknowledging the leadership, supervisor, mentor role, challenging practice that quality evidence based care is delivered. * Responsible for health and safety of patients, staff and relatives. Responsible for the facilitation and adherence to identified Safety, Health and Environment policy and guidelines. Implementing policy and monitoring of compliance from Safety Action Notices, Risk Assessment, COSHH, Infection Control, Health and Safety policy. * Maintain knowledge of current local and National guidelines, disseminating this information to team and ensuring implementation and compliance. * Monitor nursing practice within the department; maintain high standards of safe, effective practice. Monitor competency and quality and recommend development where identified needs. * Report all incidents as per incident reporting policy. Collate information and develop report on any incident. Put actions in place when deficit identified. Reassess standards. * Respond to incidents / complaints and collate statements / reports as requested. * Ensure effective use of all service resources, including staffing levels, staff absence reporting, off-duty and staff deployment. * Assist in the monitoring and effective management of sickness absence, ensuring return to work interviews are held and issues addressed. Meet the 4% sickness/ absence HEAT target and show evidence to the fact. * Understand and be party to the Clinical Quality Indicators measurements.. * Assist in the recruitment and selection process of personnel, enhancing teams and individuals to achieve maximum performance and positive working relationships. * Identifying, minimising and managing interpersonal conflict, maintaining the trust and support of the team. * Investigate complaints including actions to improve patient care as a result of complaints received. * Understand effective management of the nursing and supplies budget ensuring resources are effectively utilised. * Support all members of the team in the provision of safe and effective programmes of care. * Support and actively encourage the professional development of nursing team, identifying development opportunity through PDP. * Participate in the measuring of patient satisfaction within CAU. * Using organisational systems and processes be responsible for the development of evidence based clinical care pathways- act as a change agent in the identification of new ways to deliver evidence based care, that seek alternatives to hospital admission. * Develop and maintain effective communication with all stakeholders * Audit the effectiveness of the delivery of care and clinical care pathways and show the change effect it has had at patient and organisational level.    **Professional/Education**  * Ensure that the Code of Professional Conduct is adhered to at all times. * The maintenance of a high standard of conduct and dress to promote public confidence. * Responsible for development and implementation of staff development programmes- be actively involved in the monthly in- house training programme. * Participate in the teaching of nursing and non-nursing staff as appropriate, mentor and support the auxiliary nursing team to expand their roles. Support and actively encourage the professional development of nursing team, identifying development opportunity through PDP. * Act as a preceptor to nurses in training- keep updated as to the requirements of a mentor and actively ensure the objectives of the student pack are achieved at the time of completion from the area. * Actively participate in and contribute to the professional updating of self and others. Expand your roles, skills and abilities as new pathways are developed and implemented within the area. * Participate in, initiate and deliver results of research and audit at a high level. Present findings and ensure visibility of the achievements of CAU at organisational and directorate levels * The post holders are responsible for the achievement of the monthly rolling audit programme. Ensure completion and action is taken as identified. * The post holder is responsible for ensuring the orientation of new staff. Acting as coach and mentor to support and guide a new way of practice, documentation and team working, in an area where care is driven by the nursing team. * At PDP, the post holder will identify areas for development- service development, professional and personal development and actively participate in the achievement of those objectives. * Establish and maintain effective communication with patients, relatives and the multi-disciplinary team- as is described above. * The maintenance of accurate nursing care plans and all relevant documentation for individual patients * Collaborate with other disciplines to ensure that good communications / relationships are established and maintained * Ensure awareness of relevant safety action notices and other essential communication within the department. * Ensure that education and competency standards are delivered and met by those using the clinical care pathway- ward based training; development of specific pathway education folder; deliver education to multidisciplinary team on the implementation of the new care pathway.   **Communication**   * The post holder will be responsible for the maintenance of accurate nursing care plans and all relevant documentation for individual patients including completion of the clinical care pathway accurately, effectively and in a seamless manner. * Collaborate with other disciplines to ensure that good communications / relationships are established and maintained * Ensure awareness of relevant safety action notices and other essential communication within the department. Establish and maintain a safe, accurate and efficient system for reporting and dissemination of SAN’s, health and safety information and guidelines. * Establish and maintain effective communication with patients, relatives and the multi-disciplinary team- as is described above. * The post holder will lead team performance, creating, maintaining and enhancing effective communication. They will have established systems to measure and maintain performance through PDP and ward communication. * Use appropriate negotiation, motivation and persuasive skills to achieve optimum outcomes for service users. They will use clinical and leadership skills to ensure resource utilisation is appropriate. * 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, or in situations where there are barriers to understanding, e.g. denial or anger, or when dealing with patients with whom it is not possible to rationalise, e.g. head injured patients. * Co-ordinate and disseminate relevant safety action notices and other essential communication within the department. * The post holder will show evidence in their practice of equality and diversity and ensure these practices are upheld.  **Professional/Educational**  * The post holder will compile an accurate record of all staff training, ensuring all mandatory training is undertaken as defined. * The post holder will work through the CAU Competency Framework & support others in doing the same. * 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. * Develop and implement staff development programmes. At PDP the professional and personal development objectives of staff will be identified and the post holder will facilitate in the achievement of those objectives. * Participate in the teaching of nursing and non-nursing staff as appropriate. Will develop and maintain a teaching programme for student nurses. This will be monitored and updated as appropriate. * Ensure all nurses in training are allocated a preceptor and monitoring the performance of preceptors, working in partnership with practice education facilitators and the University as required. * Take an active role in self-development, extending knowledge and skills as opportunities arise. Develop clinically and with management/ leadership skills. * Actively seek opportunities for audit / research of practice within area of responsibility and evaluate findings. Present relevant and interesting material to appropriate forums. * Develop and implement orientation programmes for new staff. And develop an effective rotational programme where development needs are identified at PDP. * Ensure all staff have an annual review of performance and a personal development plan. * Each clinical care pathway will generate a learning needs competency programme that will be assessed and monitored appropriately ensuring competencies are fully met. |
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| 7a. EQUIPMENT AND MACHINERY |
| * The post holder is expected to have a comprehensive knowledge of all the relevant equipment used in the ward / dept. * Specialised e.g. Automated External Defibrillator, ECG Machine, Criticare, Nonin pulse oximeter, Clinitek urinalysis machine and Arterial Blood Gas machine. * Generic e.g. ALARIS syringe pump, volumetric pump, glucometer, portable suction. |
| **7b. SYSTEMS** |
| * Maintenance of paper / electronic based patient record system. * Frequent ordering of supplies for the department using a paper based, stock control system. * Any other system relevant to speciality e.g. electronic ordering, electronic prescribing, time sheets, TSSU etc. * Investigation requests. |

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| 8. ASSIGNMENT AND REVIEW OF WORK |
| * Workload is generated by the clinical activity within the unit through patient needs demand, service improvement and development demands. It is generated through the needs and demands of the nursing team and the extended team involved in the maintenance and growth of patient care within Combined Assessment Unit. It is generated from the clinical nurse manager as the needs of the service develop. * Work is generated by service developments and expansion in clinical care pathways that are advanced in practice and evidence based. * The post holder is responsible for the delivery of excellent patient care ensuring systems are in place for appropriate caseload allocation from a CAU service and the outpatient clinics. * Self directed within own limitations, being able to recognise these and seek appropriate guidance. * Locally agreed objectives- meeting the competency frameworks for each care pathway. * Review will be annually by formal performance appraisal, personal development plan and objective setting. You will be expected to deliver evidence of maintenance of standards and development in professional knowledge and skills. * Peer group review. * The post holder will work within their own initiative meeting preset goals with the Charge Nurse in the development of clinical care pathways. |

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| **9. DECISIONS AND JUDGEMENTS** |
| * The post holder will work in partnership with the charge nurse seeking guidance and agreement, and use sound decision making processes regarding the utilisation of their time to develop new pathways for patients. * Post holder has discretion to work within agreed parameters including the application of Human Resources policies, Health and safety policies and risk management strategies * Post holder is responsible to proactively identify, report and resolve operational and clinical issues that impinge on service needs/ patients safety * Assessment of patient’s complex needs (physical, psychological, social and spiritual) to establish change in condition, inform clinical decision making and plan care. * Provision of professional advice to registered / unregistered staff and students and an ability to recognise own limitations and the requirement for appropriate referral. * Using assessment tools and pathways of care autonomously define ongoing interventions ensuring patient journey is worthwhile and flow is continuous. * Provision of professional advice to junior registered staff, auxiliary nurses and students and an ability to recognise own limitations and the requirement for appropriate referral. * The ability to quickly assess and respond to patient needs in emergency situations, utilising early warning assessment systems and clinical assessment tools. Initiate early emergency treatment whilst waiting for senior expert clinical input. * An ability to assess and respond to operational issues as they arise, to ensure patient safety and service delivery. * Able to effectively manage issues that relate to safety and effectiveness of staff ability to deliver highest quality of care. |

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| 10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB |
| * Identifying and managing interpersonal conflict/and or poor performance of individuals and teams governed by fairness and equality for all staff. * Creating and maintaining fairness and equity to all staff when implementing Human Resource policies * Ensure the service and the staff adjust effectively, with motivation and commitment. * Dealing with violence, aggression and abusive behaviours * Driving/ leading change to improve quality of clinical care for patients. Working in partnership in the development of new pathways of care. Monitor their effect and highlight any problematic issues that may arise. * Recognising and responding to the needs and feelings of others * Delivery of care defined through evidence based, standardised approach utilising clinical care pathways specific to patient group pathologies. * Decision making around nurse driven care delivery utilising care pathways, diagnostic results and support mechanisms to ensure effective, safe treatment plans. * Effectively manage workload of CAU and outpatient service including DVT, hot clinics whilst, meeting the needs of the patients and ward/department when shift leader. * Ability to prioritise own workload under continually increasing demands- striving to ensure the service is effective and impacts positively on the delivery of health systems in the organisation and meet the demands accurately and effectively. * Ability to continually change and adapt to new situations and strategies as clinical care develops and new ways of working and pathways are introduced to the area. * Being responsive to new practices and communicate these to colleagues and junior staff. Develop your knowledge and skills ensuring you are receptive to these changes. * Effectively communicating with other wards / depts 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. * Dealing with challenging behaviours of specific patient groups- aiming to achieve compliance with care and positive outcomes. |

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| **11. COMMUNICATIONS AND RELATIONSHIPS** |
| * The post holder will assist in leading team performance, creating, motivating, maintaining and enhancing effective communication with an extended multi- disciplinary team, patients and relatives. Liaising effectively with external agencies to the benefit of the patient. * Post holder will be expected to communicate effectively verbally and in writing with the multi-disciplinary team, colleagues, patients, relatives, carers and senior staff. * Ability to liase effectively with external agencies. * Utilise the skills learned from self management- co- creating health initiative and actively assist the patient to become engaged and confident, and empower them with education and information so that they have ownership over their health care needs. * Organise and motivate attendance at ward/ department meetings. Attend organisational meetings as requested by the clinical nurse manager. * Nurture a work area of mutual respect and working in partnership with colleagues. Use communication skills to ensure open honest communication. * Adhere to the Divisions policy on confidentiality including the requirements of the data protection act and Caldicott guidelines * Coach others in the use of effective communication and the interpersonal skills required to develop/improve performance * 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. Occasionally deal with situations where patients do not easily understand their care packages due to cultural, language, physical or learning disability * Frequent requirement to receive and communicate complex information tactfully. The ability to handle sensitive information in a manner not liable to offend or antagonise. The main purpose of communication would be regarding the patients’ conditions and / or issues relating to patient care. The patient’s journey and the results of interventions. These would be delivered with knowledge and explanation, discussion around the planned management of care or clinical care pathway and the journey that will follow. The post holder will involve the patient in the decision making process and educate them to the clinical decisions that are made. Frequent requirement to receive and communicate complex information tactfully. * Occasionally deal with situations where patients do not easily understand their care packages due to cultural, language, physical or learning disability. * 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** |
| The post holder will be involved in both clinical and managerial activity and may frequently be required to move between tasks at short notice to meet the needs of the service. 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. Commitment to the service improvement demands with a flexible working rota.  **Physical**   * Frequently working in highly unpleasant working conditions such as having contact with un-contained body fluids, foul linen. Exposure to blood borne virus. * You will frequently perform venepuncture and cannulation, take blood gases and blood cultures thus exposure to uncontained blood. You will be exposed to a high risk patient group- intravenous drug abuse- where you must follow organisational guidelines to reduce and remove risk of contamination. You will be aware of the Risk Assessment and the policy applied for safety in this role. * Potential exposure to hazards such as verbal and physical aggression. * Prolonged light to moderate physical effort, including bending, walking, lifting, pushing and operating equipment is required on all shifts. * Frequent short periods of moderate physical effort, such a lifting patients with mechanical aids or hoists, is required on all shifts. * The post holder will be required to work within limited spaces, and will be required to assist immobile patients. * The post holder will be required to be able to recognise, assess and initiate appropriate emergency/ first responder life support measures. * The post holder need to adapt to the shift pattern required and may be required to work a variety of shifts. * The post holder will travel to different sites in the development and implementation of the clinical care pathway.   **Mental**   * Maintain a supervisory role as shift leader, while having responsibilities for the delivery of care to a defined caseload of presented in bed patients and outpatient case load. * The post holder will be required to use own judgement whilst observing patient’s condition and should report any changes to the relevant disciplines. They will use assessment tools- MEWS, and interpret results of intervention to define decision making. * There is a need for high levels of concentration and for absolute accuracy when undertaking clinical tasks including the administration of medicines from a POD’s system, and administration as per NMC Guideline for the administration of medicines. * At all times maintain safety of staff and patients- pay attention to Safety Action Notices; Risk Assessment. * Frequent requirement for concentration as the work pattern is unpredictable i.e. dealing with frequent interruptions. * The post holder will be required to use own initiative, clinical and managerial skills and knowledge to make autonomous decisions that affect staff, resources, patient care and service/ organisational processes * The post holder will be required to use own judgement whilst observing patient’s condition and should report any changes to the relevant disciplines. * There is a requirement for high levels of concentration and for absolute accuracy for clinical and managerial tasks. * There is a requirement to deal with challenging behaviours/patient groups (e.g. intravenous drug abusers) * At all times maintain safety of staff, patients and carers. Ensure systems and processes are in place to achieve effectiveness and efficiency.   **Emotional Effort/Skills**   * The ability to deal with distressed and anxious patients and carers by using excellent communication skills to diffuse difficult situations. The post holder will have the knowledge to explain and inform to the patient about their condition- diagnosis, treatment, plan of care in terms that are understood. * There is an occasional requirement to work in a hostile and emotive environment, which may result in the need for sudden intense effort and concentration * Frequent exposure to distressing and emotional circumstances. * The post holder will have the ability to handle and diffuse complaints as clinical manager for the area. * There is a requirement to deal with distressed and anxious patients and carers in a professional and sensitive manner on a daily basis. * There is a requirement to support staff, and to deal with difficult and demanding situations such as disciplinary action, bullying or managing absence in an appropriate and fair manner * There is a requirement to deal with complicated family dynamics and high levels of public expectations * The post holder will be required to deal with complaints, involving meeting the complainant and seeking to address their concerns, whilst supporting staff involved. |

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| 13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB |
| * Post holder will be a Registered Nurse with current NMC registration. * Experience that is relevant to the demands of a nurse driven area where some care is defined through use of clinical care pathways- adult medicine. * The post holder must have evidence of working successfully at a senior level within the speciality. * The post holder will have a highly developed expanded role involving clinical assessment skills and planning of patient care, and expanded clinical skills of venepuncture, cannulation, performing and interpreting ecg’s, administration of iv antibiotics. * Welcomes the change process in an evolving service- this is ongoing as pathways and service improvement continually develops and changes within the realms of the CAU. * Ability to keep relevant skills / knowledge updated and documented- will actively pursue professional development as highlighted in PDP and KSF. * Well developed written and verbal communication skills- as per NMC code of professional conduct, and monitoring and maintenance of high standards of staff responsible for your area. * Degree/specialist qualification or equivalent experience * Working knowledge of General Hospitals Division policies and Procedures. * A commitment to lifelong learning and demonstrates evidence of continuing professional development. * Be able to supervise and provide a mentorship role to students and junior staff- will have attended mentorship update and be competent as a sign- off mentor. |