

**NHS Grampian**  
**Job Description**

**Job Title:** Senior Charge Nurse  
**Department:** Critical Care  
**Location:** Aberdeen Royal Infirmary  
**Hours:** 37 hours per week  
**Band / Salary:** Band 7 (£46,244 - £53,789 per annum)  
**Contract:** Permanent  
**Job Ref:** CI188344

## **2. JOB PURPOSE**

As a senior Intensive Care Unit specialist nurse, the Team Leader will lead, manage, motivate, educate and develop a defined team of staff in order to facilitate the provision of the General Intensive Care nursing services for NHS Grampian.

This contribution includes participation in design, innovation, research and audit to progress Intensive Care Nursing in NHS Grampian.

## **3. ORGANISATIONAL POSITION (See separate sheet)**

## **4. SCOPE AND RANGE**

The post holder is responsible for the management for a defined team of staff comprising of 9.6 WTE subordinate staff:

- 1 WTE Senior staff nurses
- 8.6 WTE Junior staff nurses
- 1 WTE Band 2

Additional to the management of staff, the post holder will have overall supervision of the student nurses, passing through the unit. This amounts to 58 WTE students placed in the Intensive Therapy Unit per year. This is equivalent to 1 student nurse on every shift. As well as these students there are other visiting trained nurses gaining experience and insight into Intensive Care nursing e.g. adaptation, rotation and return to practice.

The General Intensive Care Unit has 16 beds (12 funded) and 800 patients per year. It deals with all specialities of critically ill adults.

## **5. MAIN DUTIES AND RESPONSIBILITIES**

Having achieved status and practice as a specialist nurse within General Intensive Care, this senior position is required to manage, motivate, educate and develop a defined team of staff for the provision of the service.

### Managerial

- To be in charge of the team during a 12 hour shift, operating day and night, 365 days per year.
- To line manage a team of staff ensuring excellent patient-focused care is maintained at all times.
- Take an active role in the recruitment and selection of staff.
- Responsible for the completion of annual leave, study leave, absence records.
- Ensure monthly training figures are completed.
- Ensure European Working Time Directive time sheets are completed for team.
- Act as an expert information source for junior nurses within the adjacent Cardiac ICU, providing information and advice where required.
- Provide daily specialist training, advice and assistance to the Intensive Care team including troubleshooting equipment/machinery issues, leading resuscitation and participating during specialist procedures performed in the unit e.g. insertion of pacing wires, tracheostomies, central lines etc.
- Maintain effective communication with Unit Nurse Manager and peer Team Leaders by attending the Senior Nurses Meeting every 5 weeks. Cascade this information to own team every 5 weeks.

- Promote and aid appropriate 'change' within the unit.
- Responsible for teams daily work planning, allocation, supervision and evaluation.
- Co-ordinate all admissions, discharges and transfers.
- Assess, develop and implement Intensive Care nursing programmes - e.g. care plans, new regimes for insulin administration and nasogastric feeding regime.
- Responsible for ARI as designated senior nurse for hospital, being '2<sup>nd</sup> on' bleep holder on night duty where necessary.
- To implement and follow all NHS Grampian's policies and procedures, including managing absence, standard setting, disciplinary action and the Health and Safety Management and Risk Management processes.
- Implement individual performance reviews for senior staff and other staff, ensuring professional development is occurring throughout the Intensive Care area.
- Work flexibly and professionally in order to be responsive to changing clinical scenarios and provision of care to meet patients needs.
- Determine the requirement for bank, overtime and agency staff.
- Responsible for reporting repair requirements and for the safe use of expensive, complex equipment including ventilators, haemofilters, and nitric oxide machines. Each bed space in the unit is serviced by £120,000 value of life supporting equipment.
- Constantly monitor the Intensive Care environment for cleanliness and infection control purposes.
- Responsible for the security and stock control of a large amount of drugs.

### Clinical

- Demonstrate expert knowledge and ability in skills, required for the highly specialised Intensive Care environment.
- To be the patients/significant others advocate, offering support, guidance and advice to ensure informed decisions are made about care, which can be extremely difficult when most patients are sedated/unconscious and on life support systems.
- Maintain and promote on a daily basis an excellent standard of nursing care while assessing, planning, implementing and evaluating the care required for adults *and* paediatrics requiring life support.
- Retrieve critically ill patients from wards and local hospitals requiring life support.
- Participate in the air transfer/retrieval of critically ill patients requiring life support.
- Participate in supporting practical training for junior and visiting medical staff.
- Trouble shooting issues in other wards e.g. care of central lines, tracheostomy care, endotracheal suctioning and setting up and explaining non-invasive ventilatory systems.
- Titrating inotropic support as per guidelines.
- Extubation of patients as per unit protocol.
- Removing chest drains.
- Undertakes close and constant recordings of patient and life supporting systems on Intensive Therapy Unit specific charts e.g. 24 hour chart and haemofiltration chart.
- Lead the highly complex arrangements required for the admission, transfer and discharge of patients and their life supporting systems.
- To ensure clinical documentation is completed accurately and in a timely manner by all members of the nursing team.
- To function independently at a highly advanced nursing level, while supervising the whole team.
- Be flexible in order to be responsive to frequent changing clinical scenarios.
- 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.

#### Research/audit

- Collection of *patient dependency, drug/fluid prescription issues and quality of care* each shift.
- Provide demographic and admission data for the ITU (Aberdeen) audit.
- Collect data for the Scottish Intensive Care Society Audit.
- Responsible for staff trialling and evaluating alternative equipment e.g. haemofiltration machines and fluids, rotational beds and new intravenous lines.
- To promote nursing practice in line with relevant evidence based critical care practice.
- Support Audit nurse and Research nurses in their duties.
- Contribute to research and development programmes within the unit.

#### Training and development

- Ensure the teams annual training requirements are met e.g. fire lectures, moving and handling and basic life support.
- Encourage a learning-development culture within the Intensive Care environment.
- Assist and ensure student nurses are proficiently mentored.
- Participate in teaching staff and others as required.
- Monitor the allocation of mentors to trained staff, ensuring adequate supervision and support.
- Ensure all grades participate in the induction programme on joining NHS Grampian.
- Routine liaising with educational establishments to ensure clinical placements meet required standards.

#### Professional and Personal

- Through liaison with the Unit Nurse Manager, identify and complete own training needs to extend and promote excellence for clinical practice.
- Adhere to Nursing and Midwifery Council Code of Professional Conduct at all times.
- Exercise leadership by example.
- Ensure nursing care is delivered in accordance with evidence based practice and professional standards, taking a lead role in development, innovative practice and research.

#### Other requirements

At any time highlighted by the Clinical Nurse Manager, the Team Leader will be required to undertake the following tasks:

- Co-ordinate local Partnership meetings.
- Co-ordinate the Protocol Group.
- Co-ordinate quarterly Pharmacy Supply Group meetings.
- Co-ordinate the Quality of Care Audit.
- Chair the Critical Incident Group.
- Co-ordinate standards of adherence to policy for drug administration.
- Mentorship of students on specialist educational programmes (e.g. BA in Critical Care degree).
- Participation as a member of the Infection Control Group.
- Participation as a member of the Health and Safety Group.

## 6. 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.  
Prone 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 - fiberoptic 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 and 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 inured 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.
- Sphygmomanometer - 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.

### Other Systems

- CINAHL - Computerised library 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 library 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.

## **7. DECISIONS AND JUDGEMENTS**

- To analyse requirement and plan the delegation of staff, taking into account the available experience, competence, skill and grade mix to manage extremely complex critically ill patients.
- Must be able to respond rapidly and appropriately in response to changes in patients conditions and in emergency situations. This can entail supervising the situation, teaching, supporting staff and significant others as well as active participation.
- Decision making includes resolving issues around conflicting advice from the multidisciplinary team.
- To communicate timeously advising patients and significant others in crisis situations.
- To organise and facilitate the safe reception and transfer of patients and their life supporting systems into and out of the Intensive Care Unit (including outwith Grampian).
- In line with the unit's training plan/schedule, the post holder identifies individual requirements.
- When the extra available nursing resources are exhausted i.e. overtime, agency and bank, the post holder is required to inform of the staff shortages and bed pressure problems, which may prohibit additional admissions to the unit.
- Offer surplus staff, when available to hospital.
- The assignment of work is self-initiated, self-prioritised and self-directed.
- Is appraised yearly by the Unit Nurse Manager.

## **8. 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.
- Team members – Daily communication with team requires negotiating, educational and powerful persuasive skills as well as the ability to deal with a range of emotions

e.g. debriefing following a traumatic admission, cardiac arrest, brain stem death tests.

- Multidisciplinary team to ensure optimum care is delivered - including daily liaising with the Medical team, Cardiac Intensive Therapy Unit, Hyperbaric Unit, Practice Educators, Follow-up nurses, Physiotherapists, laboratories, Nutrition Team, Audit nurse, Pharmacy Team, visiting nursing and medical staff from all specialities, Radiographers, Porters, ward staff, theatre staff, Trainer Practitioner, Police, Mortuary, Blood Transfusion Service, Chaplain, Infection Control Team, Bed managers, Human Resources, secretaries and receptionists. Communication with the Airdesk, other Intensive Care Units and the Ambulance service regarding the transfer of critically ill patients on life support systems.

## **9. 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, haemofilters, nitric oxide delivery system.
- Intravenous injections and infusions, using complicated drug calculations.
- Transfer of patients attached to life supporting systems from ambulance to aircraft and the consequent care of Intensive Care patients in the very confined aircraft space (5'2" height X 4' 6" wide).
- Cardio Pulmonary Resuscitation – requiring intense concentration.
- Accurate recollection and dissemination for educational purposes of complex information.

### 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.
- 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.
- 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.
- 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).

- Staff are often required to work in uncomfortable isolation enduring extremes of temperature and humidity e.g. caring for patients with burns and immunosuppression.
- Unpredictable work pattern e.g. changes in patients conditions and requirements, admitting patients 24 hours every day and being 2<sup>nd</sup> 'on call' bleep holder for ARI.
- 12.25 hour shifts, day and night rotation (75 hours/fortnight).
- Dealing with frequent interruptions e.g. troubleshooting issues with machinery, telephone, cardiac arrest and last minute decisions to transfer a patient to scan.
- Occasional intense concentration required e.g. disciplinary hearing.
- 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 serious incidents e.g. burns, drownings, attempted suicides, road traffic accidents etc.

## **10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB**

- To ensure that a culture of optimum Intensive care is promoted and delivered.
- To ensure patient care is evidence based by facilitating research awareness, along with the development of critical appraisal skills.
- Manage change effectively while maintaining staff motivation, enthusiasm and morale.
- Developing effective partnerships, facilitating team building and working collaboratively while working within the highly demanding Intensive Care Unit/Hyperbaric Unit.

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

### Essential

- Full NMC Registration, plus evidence of post-registration study.
- Extensive Intensive Care nursing experience.
- Excellent communication skills
- Ability to motivate and lead team of trained and untrained Intensive Care staff to encourage them to reach optimum potential.
- Excellent time management and interpersonal skills.
- Dynamic and innovative disposition.
- Acts as an excellent role model.
- Demonstrates excellent clinical knowledge of Intensive Care nursing.
- Assertive and able to participate as a team player.
- Proven good attendance record.
- Ability to work under pressure.
- Awareness of current issues in Intensive Care nursing.
- Awareness of current educational training issues in Intensive Care nursing.
- Ability to assess, plan, implement and evaluate Intensive Care nursing care models.
- Knowledge of audit tools.
- Knowledge of all NHS Grampian's policies and procedures.
- Capable of negotiating within the multidisciplinary team.
- Experience of changing practice in an Intensive Therapy Unit.
- Demonstrate the ability to accept delegated responsibilities.
- Willingness to expand clinical skills.
- Ability to work flexibly to meet the needs of the service.

Desirable or working towards

- 'Advanced Cardiac Life Support'
- 'Advance Trauma Life Support'
- FCCS
- Relevant course for the safe air transfer of Intensive Care patients.
- 'Institute of occupational Safety and Health'
- Fire warden
- Relevant, post-basic education in Intensive Care nursing.

**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: SENIOR CHARGE NURSE BAND 7**

**LOCATION/HOSPITALS: ABERDEEN ROYAL INFIRMARY**

**WARD/DEPARTMENT: CRITICAL CARE UNIT**

ATTRIBUTES	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	<p>RGN with current NMC registration</p> <p>Registered nurse with contemporary critical care experience.</p> <p>Recognised post basic qualification in Critical Care or equivalent experience.</p>	<p>Degree in nursing.</p> <p>Relevant post graduate education to support clinical experience.</p> <p>Some training / practical exposure to ECMO</p>
<b>Experience</b>	<p>Prior Critical Care or HDU experience within acute hospital setting.</p> <p>Evidence of post registration professional experience to undertake and fulfil the key areas for this post.</p> <p>Expert practitioner in this specialty or similar speciality with relevant clinical competencies</p> <p>Knowledge of current clinical issues and challenges related to clinical area.</p> <p>Motivated to work in the speciality &amp; demonstrates a genuine interest in the clinical environment.</p> <p>Evidence of effective problem solving skills</p> <p>Competent in standard IT packages and systems</p>	<p>Previous senior role/experience within Critical Care</p> <p>Evidence of previous successful management of change within a service</p> <p>Proven quality improvement involvement – undertaken and completed</p>
<b>Special Aptitude and Abilities</b>	<p>Committed to as culture of education and development.</p> <p>Have excellent care values and be dedicated to leading the nursing team to deliver high quality patient centred care.</p> <p>Effective listening and interpersonal skills</p>	

	<p>Evidence of clinical management, both education and training</p> <p>Able to prioritise own workload and that of others as appropriate + manage time effectively.</p> <p>Can respond dynamically to emerging + complex situations where not all information is immediately available.</p> <p>Able to work autonomously within boundaries of role.</p> <p>Demonstrates awareness of importance of working as part of a team.</p> <p>Demonstrates awareness of audit and quality issues and able to apply this.</p> <p>Communicate with distressed relatives/patients</p> <p>Motivated, and able to articulate reasons to work in this role</p>	
<b>Disposition</b>	<p>Friendly, outgoing and robust sense of humour.</p> <p>Excellent communion skills.</p> <p>Excellent clinical leadership qualities and a good role model for collaborative working across the MDT.</p> <p>Excellent communication skills and the ability to manage staff effectively within national and local HR guidance.</p>	
<b>Physical Requirements</b>	<p>Absence record within NHS Grampian guidance.</p> <p>Ability to work flexibly across different areas of Critical Care as dictated by the needs of the service and in full FFP3/PP</p> <p>Day and night shift rotation</p>	
<b>Particular Requirements of the Post</b>	<p>Can deputise for the Nurse Manager as and when required</p> <p>Motivating and supporting junior colleagues in the work environment</p> <p>Understanding of NHS Grampian guidelines related to the workplace and staff performance.</p> <p>Support diversity and equality within NHS Grampian and Critical Care.</p>	

