



JOB DESCRIPTION

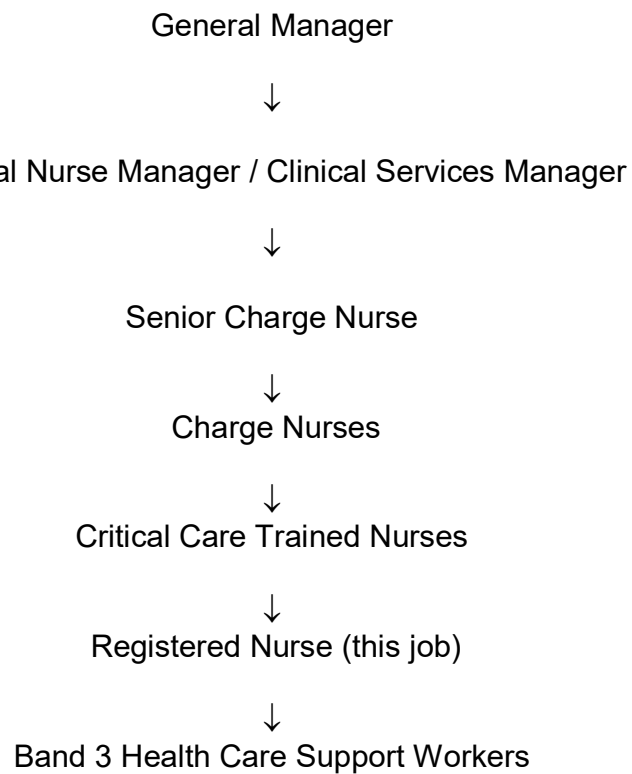
1. JOB IDENTIFICATION	
Job Title:	Staff Nurse
Responsible to (insert job title):	Senior Charge Nurse
Department(s):	ITU
Directorate:	Critical Care & Anaesthetics
Operating Division:	Planned Care
Job Reference:	7229
No of Job Holders:	28
Last Update (insert date):	January 2024

2. JOB PURPOSE
As part of the multidisciplinary team the post holder will have responsibility for the assessment, development and implementation of specialist care programmes to ensure delivery of high quality, evidence based person centred care to critically ill patients.

3. DIMENSIONS
<ul style="list-style-type: none">• The post holder will contribute to person-centred multidisciplinary care in the 9 bedded mixed High Dependency and Intensive Care Unit.• This anaesthetic led service admits from all in patient specialties including paediatrics on an elective and emergency basis.• Pre admission assessment and discharge follow up is provided by a critical care outreach service.

- The post holder may be required to work in any other ward or department within NHS Borders.
- The post holder is required to work flexibly between day and night shift.

4. ORGANISATIONAL POSITION



6. KEY RESULT AREAS

Clinical and Professional

The post holder must work in accordance with NMC and NHS Borders protocols, guidance, procedures and core values.

Working closely with the multidisciplinary care team (MDT), deliver a high standard of person-centred care guided by your assessment, development, implementation and evaluation of individual care needs for a dynamic patient cohort.

Escalate concerns through appropriate channels in a timely manner using SBAR.

Advocate for person-centred care ensuring patients and significant others are included and heard throughout admission.

Using own initiative, maintain effective communications with patients, relatives and other members of the MDT to ensure that appropriate information is shared and patient needs are met.

Promote and participate in clinical audit and research which is evidence based within clinical area.

Maintain patient records in accordance with the NMC.

Ensure self and others adhere to local infection control policies.

Engage in and promote sustainability projects.

Participate in quality improvement initiatives

Participate in an annual appraisal programme, develop and pro-actively pursue personal development plans and objectives with support.

Store, administer and order medicines.

Specialist Skills Relating to Critical Care

Ensure knowledge and specialist skills are current in order to deliver high standards of care to critically ill patients requiring single or multi organ support.

Intra and inter hospital transport of critically ill patients and use of associated equipment.

Participate in organ donation/retrieval under direction from specialist nurse in organ donation (SNOD).

Adherence to bed space safety checks and patient assessments. Meticulous completion of observations and all necessary documentation including ITU admission booklet.

Overcome barriers to patient communication both physical (e.g. Language, Endotracheal tube, tracheostomy tube, hearing or sight impaired) and physiological (e.g. Confusion, Delirium, Emotional) and devise innovative plans to meet patient needs.

Develop scope of professional practice to provide specialist therapies such as;

- airway management – basic and advanced
- tracheostomy care
- assist with intubation and extubation of patients
- bronchoscopy
- chest auscultation
- endotracheal and oropharyngeal suction
- capnography monitoring
- invasive and non-invasive ventilation
- chest drain management
- management of, and assistance during insertion of invasive lines
- knowledge and understanding of physiology behind observations/ability to recognise and understand reasons for deterioration
- safe and effective use of Inotropes/Vasopressors
- recognise and manage cardiac dysrhythmia/arrest
- understanding of the major haemorrhage protocol
- Preparation and administration of intravenous drugs
- familiar with Medusa IV drug monographs
- Blood glucose monitoring
- RASS CAM-ICU and GCS assessment
- management and prevention of delirium
- renal replacement therapy
- parenteral and enteral nutrition
- stoma care and education
- wound management
- drain removal
- Educate patients on self-delivery of longer term care needs
- Palliative care/ End of life care

Further details of expected skills can be found at
<https://www.cc3n.org.uk/step-competency-framework.html>

Educational

Participate in orientation and induction to the unit.

Be pro-active in identifying your learning needs, seeking support where required.

Familiarise yourself with the locations of various learning tools available to you.

Familiarise yourself with The Faculty of Intensive Care Medicine & Intensive Care society's current Guideline for the Provision of Intensive Care Services (GPICS).

Ensure all mandatory training is complete alongside allocated role mandatory training. These will be allocated by the senior nursing team.

Complete training activities allocated through the competency assessment recording system (CARS) section on Learn Pro.

Attend study days relevant to role

The post holder will be required to proactively and successfully complete the Critical Care National Network Nurse Leads (CC3N) Step competency Framework, Steps 1 and 2 during their first 2 years in post. Support and training will be provided.

It is expected that the post holder will progress toward an academic qualification in Critical Care Nursing when they and the senior team agree is suitable. They will be expected to be proactive in applying for funding opportunities.

Supervise and teach pre registration students ensuring learning outcomes are being met.

Supervise and mentor new staff.

Advise on the promotion of health and prevention of illness.

Management

Co-ordinate and prioritise own workload and that of others working as part of the multiprofessional team to ensure that the interests of patients/clients are met.

Accept responsibility for the clinical environment in the absence of a more senior nurse, according to level of experience while acknowledging personal limitations.

To lead and supervise new/junior staff/ learners and support workers who are providing care to patients and act as a source of advise to ensure safe and effective care and that their educational needs are met.

Monitor and maintain own and others health, safety and security

Work toward developing an understanding of leadership styles and practices.

Contribute to discussion, debate and influence change in practice.

Familiarise yourself with work place policies, protocols and checklists and where to find them.

Participate in ward meetings including Morbidity and Mortality weekly meeting.

Following completion of the Step 2 CC3N Competency

In the absence of the Senior Charge Nurse/Charge Nurse, take charge of the department for the management of standards of care and the daily responsibilities, including work allocation, deployment and supervision of staff to ensure smooth running of the area.

Develop and demonstrate leadership, critical analysis and decision making ability

Participate in peer competency support and assessment when appropriate.

Seek out and participate in a variety of learning opportunities to develop knowledge and skills in critical care nursing.

Lead and supervise junior staff/students providing care to patients and act as a source of advice and mentorship to ensure educational needs are met.

Undertake teaching of registered and non-registered nursing staff and participate in the implementation of staff personal development plans to facilitate ongoing development.

Develop quality improvement initiatives

7. SYSTEMS, EQUIPMENT AND MACHINERY

- Intravenous infusion, epidural and PCA devices for safe drug administration
- Invasive lines for monitoring and blood sampling
- Haemodynamic monitors and transducers to obtain accurate observations
- High Flow Nasal Oxygen (HFNO2) equipment to deliver HFNO2
- Mechanical ventilators to provide invasive and non-invasive ventilation and HFNO2
- Transport ventilators to ventilate during inter and intra hospital transfers
- Transfer trolley for inter hospital transfers
- Haemofilter for renal replacement therapy
- Feeding pumps to deliver enteral feed
- Bronchoscope to assess airways and retrieve samples
- Intubation equipment for planned intubation and rapid sequence intubation
- Blood glucose monitors to monitor and manage glucose control
- ECG Machines to assess and monitor rate, rhythm and coronary perfusion
- Resuscitation equipment for use during respiratory and/or cardiac arrest
- Defibrillator for management of shockable rhythms and transdermal pacing
- Various Moving and handling equipment to safeguard staff and patients during moving and handling procedures
- Profile and specialist beds to meet individual patient needs
- Pressure relieving mattresses to maintain skin integrity
- Tympanic, temporal and invasive thermometers to monitor temperature
- Bair Hugger warming blanket and blood warmer to maintain temperature control
- Bladder scanner to assess for urinary retention
- Paging system to contact necessary members of the MDT
- 2222 to obtain help in emergency situations
- blood gas analyser to assess acid base balance and oxygenation
- Wound vac for treatment of open wounds

Computer for

TRAK

Laboratory results

Radiological results

Clinical intranet/internet

Scottish Intensive Care Society Audit Group database/Wardwatcher

Right Decision Service

Shared Drive – ITU resources/information

Critical Care Real Time Staffing resource

Porter request system

Adverse event reporting

Microsoft Teams

Online training/meetings

Learn Pro

Turas appraisal

NMC Revalidation

9. DECISIONS AND JUDGEMENTS

Diligently monitor clinical trends and report changes to nurse in charge.

Recognise your own ability and limitations and identify these to your line manager.

Identify training needs and report these to the clinical nurse educator for support.

Time and task management skills are vital to ensure care is efficient and effective.

Co-ordinate evidence based care in line with the unit routine to ensure MDT time is used effectively.

Use clinical judgement to determine the most appropriate actions when escalation is indicated.

Develop knowledge and clinical skills aligned to the Step competency framework to adequately care for critically ill patients.

Use clinical knowledge and skills to assess and amend therapies as indicated.

Take responsibility for keeping core and role mandatory training including CARS up to date.

Follow procedure for requesting annual leave and reporting absences.

Utilise support from senior and peer colleagues including the MDT.

Expected to carry out all relevant forms of care without direct supervision.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

Meeting competing demands of patients, carers and visitors to the ward.

Setting achievable goals to gain the appropriate skills and knowledge required to be an effective member of the multidisciplinary team.

Emotional demands of caring for critically ill and dying patients and their families.

Nursing critically ill paediatric patients and caring for their relatives until scotstar retrieval team arrives to

transfer to tertiary children's hospital.

Prioritising workload with effective time management.

Effective management and prioritisation of competing demands within an unpredictable environment.

Ensuring best practice remains current by understanding the rationale behind, and implementing changes to practice.

Having the ability and experience to challenge decisions made by members of the multidisciplinary team, which may be unusual practice and not in the best interests of the patient.

11. COMMUNICATIONS AND RELATIONSHIPS

Communicates continuously on routine, difficult and complex matters with a wide range of health and social care workers, patients, families and other relevant departments utilising a wide range of media such as telephone, information technology, verbal and written communications.

Promote good relationships with patients, public and all staff both within and outside of your department and any other inter agency staff e.g. HR, estates, procurement, infection control, social workers, police, paramedics etc.

Demonstrate kindness, courtesy, empathy and listening skills to patients, carers and colleagues.

Network with Primary, Secondary and Tertiary services and specialist professional groups nationally.

Actively listen and seek patients and public opinions on all aspects of nursing services.

Act and communicate in a professional manner in line with NHS Borders core values.

12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

- The post holder will be continually mobile for the majority of the shift.
- Assisting with moving and transporting of patients, equipment and furniture
- Moving and handling items such as case notes/linen.
- Be able to respond speedily and accurately to emergency or unplanned situations.
- Potential control and restraint of physically aggressive patients.
- Therapeutic positioning of unconscious/sedated patients
- Manoeuvring patients in hoists, stand aids etc.
- Use of computers at workstations
- High temperature environment
- Be physically able to deliver CPR
- Potential need to wear cumbersome PPE
- Manual dexterity, hand/eye coordination and accuracy required
- Ability to work in constrained spaces at times
- Concentration and skills to safely calculate drugs dosages

- Management of clinical emergencies
- Self-awareness to recognise when you require physical or emotional support
- Adequate eyesight to see monitor and equipment displays
- Direct involvement with patients, relatives and carers who may be distressed or displaying challenging behaviour
- Caring for patients and relatives following receipt of devastating clinical information or during withdrawal of treatment

13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

- First Level NMC Registration
- Practice Assessor/Supervisor training
- Evidence of continuing professional development is essential
- Demonstrate excellent team working skills with the ability to work using own initiative
- Effective listening, communication and interpersonal skills
- Excellent time management skills and ability to prioritise care
- Basic IT skills

PERSON SPECIFICATION

For the post of Staff Nurse - ITU

This section is intended to identify the training, qualifications and/or experience required for acceptable performance in the job. Ideally, there should be no more than 10 'essentials' and 5 'desirables'.

These include theoretical and practical knowledge; professional; specialist or technical knowledge; and knowledge of the policies, practices and procedures associated with the job. It takes account of the educational level normally expected as well as equivalent levels of knowledge gained without undertaking formal courses of study; and the practical experience required to fulfil the job responsibilities satisfactorily.

It is important to avoid using generalised statements such as "requires extensive experience". Rather, such statements should specify the knowledge gained during this experience that is necessary for the role.

Below are the essential knowledge, training (including qualifications) and experience required to do this job.

ESSENTIAL

1. First Level Registration
2. Recent experience of working in an acute area
3. IV Drugs, Cannulation, ECG, Communication, Interpersonal and Organisational Skills
4. Good interpersonal skills, ability to work as a member of a multidisciplinary team
5. Experience in teaching student and junior staff.

DESIRABLE

1. Previous ITU/HDU experience