

Derbyshire Healthcare NHS Foundation Trust

JOB DESCRIPTION

Post Title: Registered Nurse

Grade: Band 5

Hours: Up to 37.5 hours per week

Reports to: Lead Nurse/Senior Nurse

**Professionally
Accountable to:** Senior Nurse

JOB PURPOSE

The post holder will:

- ◆ Work as part of a team responsible for the delivery of Patient/Client Centred Care
- ◆ Promote and support service user and carer involvement as autonomy and choices are an integral part of the philosophy of the Trust.
- ◆ Respond to the needs of people in an honest, non-judgemental and open manner which respects the rights of individuals and groups.
- ◆ Work closely with colleagues to ensure that clinical services are delivered to the highest standard and in accordance with the most recent evidence based guidance.
- ◆ As a registered nurse, be personally accountable for your professional practice that will be delivered in accordance with the legal and professional responsibilities outlined by the Nursing and Midwifery Council.
- ◆ Ensure that services are provided in a safe and supportive environment and at all times adopt a professional approach to your work promoting a positive image to services users/carers and the general public.
- ◆ Always act in a way which reflects both the word and spirit of the Trust's Values and Principles

1. CLINICAL PROFESSIONAL ISSUES

- 1.1** Be a professional role model for the delivery of high quality nursing care

- 1.2 Deliver Care in accordance with the most recent evidence based guidance and research. This will provide the foundation to the Care Programme Approach - assessment, planning, implementation and evaluation of nursing care, as part of an effective multi-disciplinary approach
- 1.3 Promote and support service users and carers involvement in the clinical decision making process
- 1.4 Work as part of a team to ensure appropriate evidence based clinical risk assessments are undertaken
- 1.5 Ensure that care plans are evidence based and address the needs of the individual service user
- 1.6 Always work in accordance to relevant legal and ethical requirements e.g. Mental Health Act 1993, Code of Practice, Health and Safety at Work Act etc.
- 1.7 Maintain high standards of clinical practice and participate in a process of change and development in order to improve the quality of service delivery
- 1.8 Make use of effective interpersonal skills in relating to service users/ carers and fellow team members
- 1.9 Ensure a multi-professional approach to care is maintained respecting the diversity of colleagues' roles and responsibilities.
- 1.10 Work closely with colleagues to ensure appropriate service delivery and maintain a high standard of care
- 1.11 Ensure Trust and professional guidelines are maintained for record keeping
- 1.12 Participate in the process of clinical supervision, both as supervisor and supervisee
- 1.13 Participate in the process of individual performance review and personal development planning
- 1.14 Ensure that the physical and psychological well-being of each individual service user is the foundation for care delivery

2. PROFESSIONAL ACCOUNTABILTY

- 2.1 Exercise professional accountability and responsibility, taking into account the actions of colleagues

- 2.2 Ensure care is delivered in a person-centred way mindful of age, gender, sexuality, ethnicity; cultural and spiritual needs of service users
- 2.3 Ensure carers/significant others are routinely included in the planning implementation and evaluation of nursing care
- 2.4 Use appropriate professional knowledge, judgement and skills in order to guide a clinical decision making process in an ethical and accountable way which is open to the scrutiny of peers

3. **LEADERSHIP**

- 3.1 Demonstrate a level of professional practice, reflecting the standards of the NMC and Derbyshire Healthcare NHS Foundation Trust, upon which junior members of staff can model their own practice
- 3.2 Support staff development through clinical supervision and the Individual Performance Review process
- 3.3 Undertake periods of delegated responsibility as required demonstrating sound judgement in the use of support and deployment of resources appropriately
- 3.4 Utilise knowledge and skill in a competent manner that promotes confidence in colleagues, service users and carers
- 3.5 Demonstrate respect for the gender, sexuality, ethnicity, culture and spirituality of colleagues, service users and carers

4. **QUALITY ASSURANCE**

- 4.1 Support the developing and delivering of the clinical governance agenda/plan
- 4.2 Help to facilitate the development of evidence-based standards of care that include service users, carers and team members
- 4.3 Support the development of the PALS Service and Service User Monitoring
- 4.4 Help co-ordinate untoward incident investigation and reporting, promoting a 'learning the lessons culture'
- 4.5 Support the developing of clinical audit and research activity

5. PRACTICE/PERSONAL DEVELOPMENT

- 5.1** Demonstrate the ability to monitor personal practice, ensuring that the nursing registration is maintained and that appropriate continuing professional development is undertaken
- 5.2** Promote and participate in developing a culture of Life Long Learning
- 5.3** At all times ensure that they and any colleagues for whom they have supervisory responsibility, take every opportunity for professional development
- 5.4** Ensure that they and any colleagues for whom they have supervisory responsibility attends relevant mandatory training as identified by the Trust
- 5.5** Actively participate in clinical practice development and encourage, through role modelling, continued practice development within their Clinical Team

6. OTHER ISSUES

- 6.1** This job description will be reviewed annually with the post holder; alterations will only be made after consultation and agreement
- 6.2** The post holder may be asked to undertake duties not directly highlighted within this job description. This will only be done when the skills and experience of the post holder meet the requirements of the role

7. SPECIALITY SPECIFIC REQUIREMENTS

- 7.1** Hold a caseload of service users and act as a named nurse within the CPA Pathway for those clients.

Information Governance

The Derbyshire Healthcare NHS Foundation Trust requires its staff to comply with Information Governance related standards and policies at all times when dealing with confidential information, which includes any information relating to the business of the Trust and it's service users and employees.

All NHS employees are bound by a duty of confidentiality and must conduct their duties in line with the NHS Confidentiality Code of Practice, Data Protection Act and Freedom of information Act.

Post-holders must maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately and kept up to date. The post-holder must only access information, whether paper, electronic or in other media, which is authorised to them as part of their duties.

All Information obtained or held during the post-holder's period of employment that relates to the business of the Trust and it's service users and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust's discretion and in line with national rules on exemption.

Any breach of confidentiality or computer misuse could lead to disciplinary action, and in serious cases could result in dismissal. Breaches after the post-holder's employment has ended could result in the Trust taking legal action against them.

Post-holders must ensure that they are aware of their responsibilities by attending the Trust Mandatory Training and Induction programme.

Infection Control

All staff have a responsibility to appraise themselves of how the prevention of the spread of infection relates to their role. They have a responsibility to ensure they are aware of Trust policies and procedures in relation to infection prevention and control, and ensure that they comply with them in fulfilling their role.

Values

As an employee of Derbyshire Healthcare NHS Foundation Trust you are required to adhere to the Trust's overriding value of putting "patients at the heart of everything we do". In recognising both the values expressed in the NHS Constitution and the Trust Values you will:

- Take pride in the Trust, show loyalty and commitment.
- Build and maintain trust in all our relationships.
- Treat everyone with respect, recognise people's differences.
- Value everyone, listen to others and respond accordingly.
- Be positive, honourable and honest but also sensitive
- Be respectful, welcoming, polite and courteous.
- Put quality at the centre of all we do.
- Educate and develop ourselves to perform to the highest standards

Safeguarding – The action we take to promote the welfare of children and vulnerable adults and protect them from harm

SAFEGUARDING CHILDREN & VULNERABLE ADULTS IS EVERYONE'S RESPONSIBILITY

All staff working within Derbyshire Healthcare NHS Foundation Trust who come into contact with children, young people and/or their families/carers, including those who are non-clinical and those who work predominantly with adults has a duty within their role and responsibility to ensure that they understand what is required of them as an individual and as part of the wider organisation in order to keep children and vulnerable adults safe.

Derbyshire Healthcare (NHS) Foundation Trust

PERSONAL SPECIFICATION:

Registered Nurse (Band 5)

Issues:	Essential Criteria	Desirable Criteria	How Assessed
<u>Education / Qualifications</u>			
1. RN Part 3/13	•		A
2. RN Part 1/12		•	A
3. Educated to Diploma Level (i.e. Dip HE Nursing) or evidence of post qualification education / training (working towards Diploma qualification)	•		A
4. ENB 997/8, NVQ Assessor, CG 730 or equivalent or willing to undertake appropriate course	•		A
5. Evidence of up to date Personal Development Plan, Professional Portfolio	•		AI
<u>Experience / Skills</u>			
6. Demonstrate the development of post registration clinical competence.	•		AI
7. Demonstrate knowledge and awareness of professional accountability and codes of conduct and their application in practice.	•		A
8. Demonstrate the ability to co-ordinate and lead a care team.	•		AI
9. Demonstrate literacy and numeric skills that enable clinical practice.	•		A
10. Demonstrate knowledge and developing expertise of CPA / Risk Assessment and Management skills	•		AI
11. Demonstrate development of leadership skills such a motivation, facilitation, mentorship etc.	•		AI
12. Demonstrate up to date evidence based knowledge for chosen area of clinical Nursing Practice.	•		AI
13. Demonstrate the ability to practice as a member of a clinical team, in a service user / carer focused way.	•		AI
14. Demonstrate exposure to and	•		AIP

<p>knowledge of Clinical Governance in action (audit, research clinical effectiveness etc).</p> <p>15. Demonstrate the ability to lead and develop practice around best available information.</p> <p>16. Demonstrate the development of operational management skills, including change management, project management etc.</p> <p>17. Demonstrate awareness of the national and corporate strategic service developments.</p> <p>18. Demonstrate knowledge of legal and ethical issues relating to clinical practice, including policy and procedure development.</p> <p>19. Demonstrate development of the ability to deliver Clinical and Managerial Supervision within an effective model.</p> <p>20. Demonstrate an awareness of work-based legislation.</p> <p>21. Evidence of an appropriate professional attitude, disposition and image supporting the Trust's values and respecting the people with whom you work.</p> <p>22. Knowledge and skills related to individuals with a learning disability</p> <p>23. Ability & willingness to enhance skills to enable working with all members of the local community within the Neighbourhood Team</p>	<p>•</p> <p>•</p> <p>•</p> <p>•</p> <p>•</p> <p>•</p> <p>•</p> <p>•</p> <p>•</p> <p>•</p>	<p>•</p>	<p>AI</p> <p>AIP</p> <p>AIP</p> <p>AIP</p> <p>AIP</p> <p>AIP</p> <p>AIP</p> <p>AIP</p> <p>AIP</p>
<u>Values</u>			
<p>24. Respectful and build Trust</p> <p>25. Compassionate</p> <p>26. Be responsive, listen and positive</p> <p>27. Dignity</p> <p>28. Value & support other people</p> <p>29. Engage and Encourage</p> <p>30. Value learning and innovation</p>	<p>•</p> <p>•</p> <p>•</p> <p>•</p> <p>•</p> <p>•</p> <p>•</p>		<p>AI</p> <p>AI</p> <p>AI</p> <p>AI</p> <p>AI</p> <p>AI</p> <p>AI</p>
<u>Other Requirements</u>			
<p>31. Ability to work within a Neighbourhood Team pending Transformational Change</p>	<p>•</p>		

Key: A = Application Form
I = Interview
P = Presentation

Please note that you will need to either provide evidence of all essential criteria on your application form (or in supporting documentation), or an indication that evidence can be provided at interview.