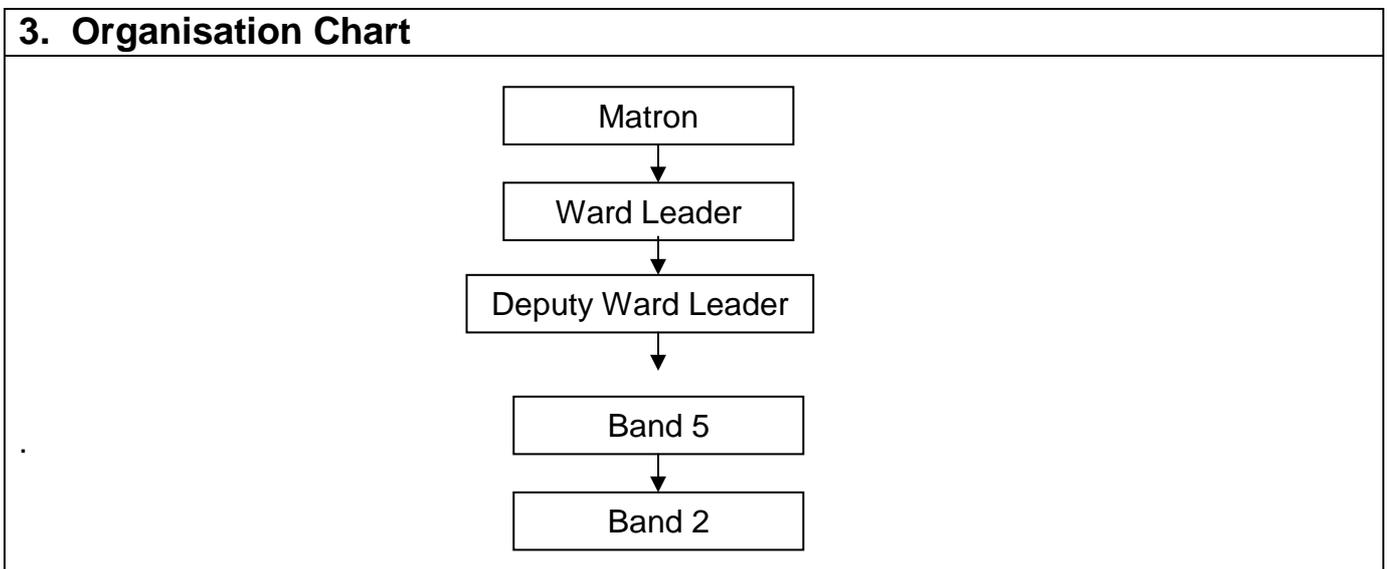


Job Description

1. Job Details	
Job title:	Registered Nurse
Current Job grade:	Band 5
Reports to (Title):	Ward Leader
CMT:	Various
Department/Ward:	All Departments & Wards
Location/Site:	All Sites

2. Job Purpose
The post holder will be responsible for assessing care needs, and the planning, delivery and evaluation of individual care.



4. Duties

1. To be responsible for assessing care needs, and the planning, delivery and evaluation of nursing care utilising flexible and innovative, research based, effective practice that demonstrates improvement in patient care.
2. Liaise and effectively communicate with other members of the multi-disciplinary team to facilitate safe and timely discharge.
3. Act as an advocate for patients and carers and communicate to ensure that their individual needs are met.
4. Maintain and demonstrate up to date clinical and professional knowledge.
5. Occasionally, act as a shift co-ordinator as required. Provides support and supervision for other qualified and unqualified staff and contribute to their learning.
6. To act as a health educator, ensuring that patients and their carers have an understanding of their illness.

5. Physical and Mental Skills

1. The ability to move and handle patients and equipment in a safe manner.
2. Use of medical devices, which require dexterity and accuracy.
3. Communication with and exchanging information with a wide a varied group of staff:
4. Able to work as a team member
5. Good written and verbal skills

6. Responsibilities of the Post Holder

- To participate and ensure that a high quality of individual nursing care is delivered to patients
- Able to supervise unqualified members of the team
- The postholder is expected to treat patients, service users and carers with courtesy, care and compassion at all times, treating each person as an individual by offering a personalised service. Trust staff will adopt behaviours and attitudes which promote, supports and respects privacy and dignity in accordance with the Trust Dignity policies and dignity in care pledges. Staff are expected to challenge poor practice in relation to dignity and treat each other with respect.
- United Lincolnshire Hospitals Trust is committed to safeguarding and promoting the welfare of children, young people and adults, both as service users and visitors to Trust premises. All staff have a responsibility to safeguard and promote the welfare of children and adults. The postholder, in conjunction with their line manager, will be responsible for ensuring they undertake the appropriate level of training relevant to their individual role and responsibilities and that they are aware of and work within the safeguarding policies of the Trust.
- United Lincolnshire Hospitals Trust is committed to providing consistently excellent and

safe patient-centred care for the people of Lincolnshire, through highly skilled, committed and compassionate staff working together. We do this by putting our patients at the centre of all that we do and providing the best quality care with passion and pride. We have a set of values that inform every action we take and every decision we make. They are the foundation of what United Lincolnshire Hospitals NHS Trust stands for, and encompass a desire in all of us to provide the highest quality of care to patients and each other.

All staff are required to advocate, champion and demonstrate the below values and behaviours

Patient centred	I am fully committed to providing the very highest standards of care to our patients
Safety	I do everything I can to keep my patients and my colleagues safe
	I keep my environment clean and tidy
	I recognise when something is going wrong and I have the courage to do something about it
Compassion	I show a genuine concern for my patients and my colleagues
	I communicate well with others, listening and showing an interest in what they have to say
	I am positive, approachable and friendly
Respect	I treat my patients and my colleagues with dignity and respect
	I work openly and honestly as part of an effective team
	I keep my promises and do what I say I will, when I said I will, or I will provide an explanation if I can't
Excellence	I will always go the extra mile and improve things for my patients and my colleagues
	I am competent to carry out my role and committed to my personal and professional development
	I will share good ideas and best practice and encourage my team members to do so too

7. Freedom to Act

The role requires an ability to work as a member of a team within appropriate policies, procedures and guidelines.

8. Physical, Mental and Emotional Effort Required

1. Frequent, moderate physical effort for short and long periods, moving, handling, positioning of patients and equipment - for example, walks and stands for most of the shift. Pushes and pulls trolley, beds and commodes. Kneels and crouches to dress wounds and manoeuvre patients.
2. Dealing with difficult and emotional issues such as dealing with dying patients, their relatives and carers. Unpredictable workload with frequent interruptions for example; taking telephone calls, answer call bells, attend ward rounds .
3. Frequently dealing with interruptions due to the demands of the fluctuating workload and rapidly changing priorities, for example; bed management and clinical care requirements.
4. Communicating with patients, relatives and carers.

9. Outline of Working Conditions

- Works in a area, which complies with the Trust Health & Safety Policy.
- Limited exposure to hazardous substances but these are controlled.
- May be exposed to violent and aggressive patients and members of the public.
- Be required to work shifts if in an area providing 24 hour care.
- Frequent exposure to highly unpleasant working conditions eg, urine, sputum, body fluids etc.

Person Specification

Post of Registered Nurse Band 5

Job Related Criteria	Essential	How Identified	Desirable	How Identified
Qualifications (Academic, Professional & Vocational)	Current Registered Nurse with Nurses and Midwifery Council (NMC).	Application Form	Evidence of post registration training.	Application
Previous Experience (Nature & Level)	Demonstrates the ability to implement and sustain high standards of individualised, clinically effective, up-to-date evidence-based care on a regular basis	Application Form/Interview		
	Current experience of working as a Band 5 in a ward environment	Application Form/Interview		
Evidence of Particular: - Knowledge - Skills - Aptitudes	Excellent written and oral communication skills	Interview	Commitment to on-going personal development	Application
	Understands and can demonstrate good working practices within safeguarding, dignity in care and infection control	Interview	Evidence of extended roles	Application
	Able to manage difficult or complex situations effectively and to work under pressure	Interview		

	<p>Ability to prioritise and organise workload</p> <p>Able to demonstrate MDT working</p> <p>IT Literate</p> <p>Ability to evidence/demonstrate key values and behaviours in line with the Trust framework:</p> <ul style="list-style-type: none"> ➤ Patient Centred ➤ Safety ➤ Compassion ➤ Respect and ➤ Excellence 	<p>Interview</p> <p>Interview</p> <p>Application Form</p> <p>Application Form/Interview</p>		
Specific Requirements	<p>Flexible approach to work</p> <p>Pro-active</p> <p>Able to work using own initiative</p> <p>Team player</p>	<p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p>		

Job Description Agreement

I declare that I have read the Job Description and Person Specification and confirm that this is an accurate and fair description of the role.

Signature

Date

Job Holder:

Line Manager: