



Royal Hospital for Neuro-disability Job Description

Job title:	Peripatetic Staff Nurse (Nights)
Department:	Nursing
Salary grade:	Band 6
Responsible to:	Site Night Manager (Nights)
Behavioural Framework:	Leadership Level 3

Scope

The RHN is a leading national centre of excellence, providing adult person-centred services that span the entire care pathway from post-acute rehabilitation services to end of life care, for people with complex Neuro-disability and their families, underpinned by a strong research and education programme.

Main Objectives of the role

- To provide leadership and direction to the Nursing workforce on nights.
- To provide site-wide management out of hours and across night shifts for all workforce and estates and facilities issues.
- To provide night time management and supervision of the nursing workforce, ensuring that RHN provide clinically excellent, safe care and a person-centred model of care to each of our patients/residents.
- To ensure the nursing cohort comply fully with the NMC code and standards of practice.
- Plan and lead a programme of teaching on the night education programme and to ensure night staff have equal opportunities to receive training as their daytime counterparts.
- To create a culture where quality is at the centre of everything we do and it is delivered on all occasions, to the highest level, in accordance with the appropriate regulations, professional standards and legislation.
- To deliver against our nursing budget and workforce planning targets, managing staffing efficiently and effectively.
- The post holder will work collaboratively with the Head of Nursing, Head of Service, Practice Development and Clinical Nurse Specialist team and all key stakeholders to deliver safe, effective nursing.
- To be responsible for the implementation of organisational policies and procedures within the clinical setting.
- Co-ordinate and monitor the progress of patient care and ensure staff report in a timely way any variance appropriately using the NEWS system and/or SBAR.
- To manage IV antibiotic administration and be the lead for this on nights, as necessary.
- To participate in complaints management within the framework of the hospital complaints policy; this will include investigations, incident reports and root cause analyses, closing the loop and reviewing trends.

Key Responsibilities

- You will work within agreed nursing standards and according to the Nursing and Midwifery Council Code for nurses and be accountable for nursing outcomes.
- Enhance the quality of care you deliver by assisting with the management of change in nursing practice based on evidence/research.
- Take charge of the ward on a shift basis at short notice, as delegated by the Night Site Manager.
- Plan and organise your own workload, be proactive and work independently without guidance within the team in order to meet all patients need on a shift whilst ensuring supervision of junior members of staff.
- Co-ordinate and monitor the progress of patient care and report any variance appropriately using the NEWS system and/or SBAR. Understand the principles of delivering prescribed treatment safely to achieve positive patient outcomes.
- Ensure the correct storage and administration of medications including intravenous antibiotics in accordance with the hospital policies and NMC Standards for Medicine Management and ensure the safe handling of drug keys at all times.
- Practice multidisciplinary team care and contribute actively towards its successful management ensuring that agreed treatment programmes are implemented.
- Respect the privacy and dignity of all patients at all times.
- Act at all times as the patient advocate. Acknowledging and valuing the contributions of all patients and having an understanding of the needs of individuals with a disability.
- Assist the Night Site Manager/Bleep holders as appropriate in the event of an accident, incident or emergency.
- Escort acutely ill patients to A & E if required.
- Contribute to the identification of resources required on a shift basis to include motivating colleagues and self to contribute to effective, efficient and economical use of resources.
- Identify and report shortages to appropriate manager.

Person specification: Essential and Desirable

1. First level Registered Nurse. **E**
2. First degree in relevant subject or post-registration qualification in Specialist Practice. **D**
3. Evidence of continuing professional development at degree level or equivalent. **E**
4. Advanced qualification at post-graduate level (or equivalent). **D**
5. Teaching/Mentor qualification or commitment to undertake and successfully complete within 12 months of appointment. **E**
6. Relevant management/leadership qualification or evidenced experience. **E**

Knowledge and Experience:

7. Extensive post-registration experience with significant experience at ward and department level in a Neuro-disability setting and/or in a medical nursing environment, including but not limited to experience of complex long-term conditions, patients on ventilators, HD patients, behavioural difficulties and the acutely unwell patient. **E**
8. Experience of working in a MDT. **E**
9. Evidence of astute financial awareness to inform clinical decisions without compromising patient care, e.g. ordering specialist equipment etc. **E**

Leadership Behavioural Framework: Level 3

Working Collaboratively for RHN

Working Collaboratively for the RHN is about working together to deliver the best possible service for patients, carers and key stakeholders. It is about demonstrating our values particularly in finding ability in disability, delivering excellence through personal responsibility, being pioneering and sharing knowledge, ensuring clarity and compassion, respect and constancy.

- I work and model productive relationships both internally and externally to deliver services and determine the future direction of RHN.
- I ensure and inspire a shared understanding of the vision and direction of the RHN.
- I am aware of my own working style and recognise that it may need to be adjusted when working with others.
- I listen to what others have to say and am open to new ideas including those that may challenge my own assumptions and expectations.
- I understand and control my own behaviour and emotional responses to situations. Accepting constructive feedback and considering issues from others' perspectives.

Achieving our Potential

Achieving our Potential is about giving staff and volunteers the time, support and opportunities to develop both themselves and their roles. It is about being able to develop our skills and knowledge and being able to take the time to reflect on successes and set-backs. It is about demonstrating a commitment to continuous professional and personal development and a flexible approach to working.

- I understand the wider context in which we all work and seek to develop, unleash skills and take risks for myself and others to take RHN forward
- Understands the major challenges facing the wider health sector and is constantly looking "up and out"- horizon scanning
- Is aware of the range of skills, knowledge and experience that exist within all of our people
- Understands the strategic objectives of the RHN and ensures we have a developed workforce to enable future performance to be delivered
- Provides challenges and opportunities for all people to realise their potential
- Prepared to take calculated risks for organisational benefit

Preparing for the Future

Preparing for the Future is about being aware of what is over the horizon, anticipating opportunities and having the vision to look forward. It is about taking the time to reflect on current activities and challenging the status quo. It will involve accepting the need for change and developing a culture of continuous learning and improvement.

- I will establish a culture of creative engagement that encourages collaboration and participation in a wider vision for the future
- I will fuse the ideas of others with my own to create a shared vision
- I will encourage relationships and partnerships
- Will collect information from a number of sources in order to shape strategy and deliver change
- Will encourage a culture of continuous personal & professional development
- Look beyond your own area and look at wider development opportunities

Leading by Example

Leading by Example is about acting as a role model and setting an example that motivates and inspires others. It involves providing a clear direction that recognises and utilises the strengths of our people.

- I am able to inspire others within all areas of the organisation by my presence and personal leadership
- I promote the RHN's vision and values in an inspiring way, both internally and externally, and ensure my behaviour is in accordance with them.
- I behave in a manner which is consistent with acting as a role model to others.
- I demonstrate the courage to take difficult decisions.
- I model decisive behaviour and take sensible risks in the interest of the RHN.

Committing to our Patients & Customers

Committing to the patient and customer is about understanding who those people are and what their specific needs involve. It is about the provision of high quality patient care and/or customer service and the development of on-going relationships. It is about treating those people as individuals, meeting and exceeding their expectations and treating them with respect, dignity and consideration. It is about providing an exceptional patient/customer experience.

- I create a culture that puts the patient and customer at the centre of all that we do.
- I will be proactive in seeking customer feedback and acting on what it tells us
- I will seek to develop new services, procedures and methods that enhance the already excellent customer experience
- I will actively foster productive relationships with key stakeholders

The job description is not exhaustive and will be reviewed in light of changing needs and organisational development, in consultation with the postholder.

I have read, understood and accepted the responsibilities, expectations and behaviours outlined above.

Signed:

Date: