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| Job Code (if applicable): | UK – XXXX <i>(CCF HRIS will provide)</i> |
| Job Title: | ICU Senior Staff Nurse |
| Submitting Institute/Division/Hospital: | Cleveland Clinic London |
| Submitting Department: | Nursing |
| HR Business Partner/ Generalist: | Carli Hearne/ Annabel McIntyre |
| Date Submitted: | 29.1.2019 |

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| <i>To be completed by HR Business Partner/HR Generalist or Submitting Manager</i> | |
| Is this job (check one): <input checked="" type="checkbox"/> Clinical | <input type="checkbox"/> Non-Clinical |
| Is this job (check one): <input checked="" type="checkbox"/> Patient Facing | <input type="checkbox"/> Non-Patient Facing |
| Notice Period: 3 Months | |

Job Profile Summary:

The post holder will work as part of a multi-disciplinary team in delivering key performance targets including assurance that the professional nursing practice and delivery of care is aligned to the Cleveland Clinic London (CCL) mission and values.

They will be responsible for the assessment, planning, implementation and evaluation of care of patients requiring level 2 and 3 care under indirect supervision from the sister/charge nurse and in accordance with established policies, procedures and protocols.

They will be expected to be able to demonstrate procedures, mentor and supervise pre and post registration staff without direct supervision; lead the unit on a day to day basis in the absence of the Sister /Charge Nurse and drive the delivery of high quality and innovative nursing practice consistent with regulatory and professional requirements. They will also build and maintain excellent working relationships with other departments to ensure a seamless service for our patients.

Key Responsibilities

Operational

- Provides direct nursing care to patients requiring level 2&3 care in accordance with established policies, procedures and protocols of CCL .
- Prioritises nursing care, recognizes deterioration in patient’s condition and escalates to the senior nursing team /clinicians immediately .
- Manages the intensive Care Unit when on duty, demonstrating clinical responsibility in order to carry out safe delivery of care to a complex group of patients.

- Supports, and in the absence of the Intensive Care Unit Sister /Charge Nurse, organises the day to day running of the Intensive Care Unit. This includes allocating nursing staff according to their level of competence, reviewing skill mix and workload to ensure they meet the needs of the service.
- Keep the Intensive Care Sister/Charge Nurse informed of all the relevant issues affecting patient care e.g. risk, staffing levels, skills and equipment needs.
- Contribute to the outreach and resus team rotas if required.

Leadership & Team Management

- Creates a climate of support and cooperation, a culture of shared accountability across the organisation whilst holding individuals to account where there is non-compliance.
- Acts as a clinical leader and role model whilst providing direct quality patient care, sharing expertise with colleagues.
- Ensures adherence and timely management of unit's and CCL KPIs on recruitment and retention, staff development, appraisal, sickness management, disciplinary and grievance.
- Contributes to the development and delivery of department teaching and mentorship programs
- Ensures personal and team adherence to all CCL policies and procedures .
- Liaises with the Clinical Educators regarding the developmental needs of staff.
- Supports team engagement through application of Shared Governance principles.
- Provides feedback to the intensive care Sister/Manager on individual staff progression or identify and document any concerns.
- Identifies own training needs and maintains professional development in accordance with Revalidation requirements.

Quality & Safety

- Adheres to the NMC code of conduct and acts as the patient advocate at all times.
- Facilitates the implementation of quality systems and improved patient outcomes as a result.
- Ensures a safe environment for patients, staff and visitors following the guidelines of risk management. Proactively reports incidents, risks and/or failings, taking responsibility to minimise these.
- Supports the Intensive Care Sister /Intensive Care Manager with the implementation and revision of core standards of care, policies and SOPs. Manages non-conformance to policy, procedure and standards of care.
- Ensures adherence to the CCL Complaints Management Policy by supporting the unit manager in investigating all concerns and verbal/written complaints. Ensures the management of these are undertaken appropriately and within the CCL timescales.
- Ensures that nursing and clinical practice is in accordance with the mission and strategic plan
- Demonstrates Infection Control principles and participates in the development of unit infection control related reports, taking appropriate action where there is variance to the agreed KPIs.
- Ensures duty of candor at all times.
- Communicates with patients, families, visitors and external providers in a calm, courteous, helpful manner, endeavoring to resolve difficult issues at the /department level.
- Communicates patient clinical information clearly and accurately, documenting pertinent information in nursing record and ensuring complete documentation of patient care.

- Participates in research and innovation and the dissemination of Evidence Based Practice in care delivery.

Education + Certifications:

- Current nursing registration (First Level) through the Nursing & Midwifery Council (NMC) required, with no restrictions to practice
- Completed Adult Critical Care/Intensive Care Course or equivalent
- ILS/ALS provider course completed and qualification in date

Languages:

- Ability to speak and write in English to the equivalent of level 7 of the International English Language Testing System or the Occupational English Test (OET) at level B.

Complexities of Work (Skills):

- Ability to prioritise workload in a complex environment and supervise members of the team, ensuring high quality, safe and effective patient care.
- Can effectively manage conflict within the workplace and able to demonstrate high emotional intelligence when dealing with team and patients.
- Ability in adapting and managing change.
- Demonstrates initiative to proactively problem solve with a solution focus.
- Supports the Intensive Care Unit Nurse Manager in contributing to CCLs nursing operational and strategic goals.
- Communicates succinctly and effectively to differing levels across the organisation in order to achieve best practice - both verbally and in writing.
- Has demonstrable critical thinking skills, decisive judgment and the ability to work autonomously.
- Demonstrates understanding of managing nursing budgets.
- Ability to work in an international, multi-cultural environment, being respectful of other cultures and beliefs.

Work Experience:

Essential

- Demonstrable clinical experience in the field of high acuity critically-ill adults with invasive lines, mechanical ventilation, continuous and intermittent hemodialysis, and vasoactive intravenous medications in a hospital setting.
- Wide range of experience working in critical care specialties including cardiac and cardiothoracic, neurosurgery, renal, and GI surgery.
- Track record of achievement of objectives in present and past posts, in both clinical and leadership fields.

Desirable

- Experience in an acute private hospital with Level III patients.
- Desirable to be competent in/ have had exposure to the use of electronic clinical systems (EPIC, similar clinical systems).

Personal Protective Equipment:

- Follows standard precautions using personal protective equipment as required.