



Job Code (if applicable):	UK – XXXX <i>(CCF HRIS will provide)</i>
Job Title:	Staff Nurse - Orthopaedic/ Neuro Surgery
Submitting Hospital:	Cleveland Clinic London
Submitting Department:	Nursing
HR Business Partner/ Generalist:	Carli Hearne/ Annabel McIntyre
Date Submitted:	14.02.2019
Effective Date:	

To be completed by HR Business Partner/HR Generalist or Submitting Manager

Is this job (check one): Clinical Non-Clinical

Is this job (check one): Patient Facing Non-Patient Facing

Job Profile Summary:

The variety of activity on the Orthopedic floor will include patients requiring Orthopaedic, Osteosarcoma, Peripheral Nerve Injury and Plastic surgery, as well as providing Rheumatology services .

The post holder will work as part of a multi-disciplinary team to provide a safe, effective, efficient care for patients and relatives, while delivering key performance targets including assurance that the professional nursing practice and delivery of care is aligned to the Cleveland Clinic London mission and values.

They will be responsible for the assessment, planning, implementation and evaluation of care of patients under indirect supervision from the senior staff. They are expected to be able to provide general and specialised direct nursing care in accordance with CCL's established policies, procedures and protocols. Leading the unit on a day to day basis in the absence of the Senior Staff Nurse/Charge Nurse and drive the delivery of high quality and innovative nursing practice consistent with regulatory and professional requirements.

The post holder will build and maintain excellent working relationships with other departments to ensure a seamless service for our patients.

Key Responsibilities

Operational

- Provide direct nursing care to patients in accordance with CCL's established policies, procedures and protocols.
- Monitor, record and communicate patient condition as appropriate.
- Is able to prioritise nursing care, recognise deterioration in a patient's condition and escalate to the senior nursing team/clinicians immediately.

- Evaluate, update and revise plan of care to facilitate achievement of planned and expected outcomes.
- Serve as a primary coordinator of all disciplines for well-coordinated patient care.
- Assess and coordinate patient's discharge planning needs with members of the multi-disciplinary team.
- Provide teaching and educational material as appropriate, validates and documents patient and family understanding of teaching.
- Is proactive in seeking out different style methods of communication to achieve the best outcomes
- Maintain professional growth and development through ongoing formal and informal education and clinical nursing study and ensures they meet the requirements for revalidation.
- Provide students with the opportunity to learn practical skills and gain knowledge by ensuring the provision of recognised and trained mentors.

Leadership

- Provide feedback on individual progression and/or identifies any concerns.
- Identify own training needs and maintains professional development in accordance with Revalidation requirements.

Quality & Safety

- Adhere to the NMC code of conduct and acts as the patient advocate at all times.
- Participate effectively at the Quality improvements initiatives for the ward ensures that the Ward KPI's are achieved and are aligned with CCL quality standards.
- Ensure adherence to CCL Complaints Management Policy and communicates with patients, families, visitors and external providers in a calm, courteous, helpful manner, endeavouring to resolve difficult issues at the departmental level.
- Ensure a safe environment for patients, Caregivers and visitors following the guidelines of risk management. Proactively reporting incidents, risks and/or failings taking responsibility to minimise these.
- Demonstrate Infection Control principles and takes appropriate action where there is variance to the agreed KPI's.
- Use departmental resources in a cost effective and responsible matter.
- Carry out additional roles and responsibilities needed for the role as delegated by the senior team.
- Communicates patient clinical information clearly and accurately, documenting pertinent information in nursing record and ensuring complete documentation of patient care.
- Participate in research and innovation and the dissemination of Evidence Based Practice in care delivery.

Education

Essential

- Nursing Bachelor's Degree.

- Must be willing to undertake relevant post-registration courses.

Desirable

- BLS/ILS provider course completed and qualification in required upon hire, or within 3 months of hire.

Languages

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

Certifications

- Current nursing registration (First Level) through the Nursing & Midwifery Council (NMC) required, with no restrictions to practice.

Complexities of Work (Skills)

- Requires critical thinking skills, decisive judgment and the ability to work autonomously.
- Must be able to work in a stressful environment and take appropriate action.
- Ability to prioritise workload in a complex environment and supervise junior members of the team ensuring high quality safe and effective patient care.
- Supports the Acute Care Nurse Manager in contributing to CCL's nursing and strategic go
- Working in an international, multi-cultural environment, being respectful of others cultures and beliefs.

Work Experience

Essential

- Demonstrable clinical experience in the Ortho ,Neuro care field.

Desirable

- Post graduate Ortho , Neuro courses
- Desirable to be competent in /have had exposure to the use of electronic clinical systems (EPIC, similar clinical systems)