

Isle of Man
Public Service
Careers



Sister/Charge Nurse - Coronary Care Unit

Surgical Division

Job Information



MANX CARE

JOB DESCRIPTION

Job Title:	Sister / Charge Nurse
Location:	Noble’s Hospital Coronary Care Unit
Accountable to:	Divisional Manager
Reports to:	Senior Charge Nurse
Pay Band:	6
Job Evaluation Reference No:	0108v4/JE/15
Organisation Chart: (attached)	<pre> graph TD DM[Divisional Manager] --- SN[Senior Nurse] SN --- SSCN[Senior Sister/ Senior Charge Nurse] SSCN --- SCN[Sister/ Charge Nurse - This post] SCN --- RN[Registered Nurse] RN --- SHCA[Senior Health Care Assistant] SHCA --- HCA[Health Care Assistant] HCA --- HK[Housekeeper] </pre>

JOB PURPOSE

Deliver quality nursing care:

- Responsible for assessing, planning, delivering and evaluating
- Clinical care within specialist area of nursing, Coronary Care
- support the patient through investigation, diagnosis, treatment and beyond
- Act as Deputy for Senior Charge Nurse and practice as a member of a multi-disciplinary team.



- Support the Senior Charge Nurse to manage the ward / department, including the employing and selection of staff, deployment and Supervision
- Assessment of staffing needs and skill mix requirements for each 24 hour period in accordance with clinical activity and patient dependency
- Supervise and educate junior staff, overseeing and carrying out clinical supervision

KNOWLEDGE, TRAINING & EXPERIENCE REQUIRED TO DO THE JOB

- Registered General Nurse with current NMC registration
- Diploma of Higher Education in Health Studies or working towards
- Advance Electro cardiograph (ECG) interpretation skills enabling the practitioner to advise medical staff on the implementation of thrombolysis where appropriate
- Significant post registration experience in Coronary Care
- Coronary Care Nursing course – ENB 124 or equivalent or working towards Coronary care course
- Advanced Life Support (ALS) course
- Experience in the treatments of Acute Coronary Syndromes including Acute Myocardial Infarction.
- Experience in co-ordinating care in a critical care environment without supervision.
- Mentoring and Assessing qualification with Practice supervisor workshop or ENB 998, or NVQ Assessor
- Work towards recognised course / qualification in Leadership and Management Development
- Participate in the training of health care professionals e.g. junior doctors, ambulance personnel
- Awareness of responsibility and accountability of role i.e. legal and ethical issues
- Basic knowledge of IT skills, i.e. E-mail system, and Microsoft Word, Excel and Power Point
- Maintain and improve professional knowledge, skills and competence to ensure delivery of evidence-based practice in line with NMC Code of Conduct
- Good communication and interpersonal skills
- Following appropriate training will be able to provide extended practise in the following areas:
 - Venepuncture and cannulation
 - Manual defibrillation
 - Administration of drugs under Patient Group Direction (PGD)
 - Preparation and administration of intra venous drugs via infusion and bolus injection
 - Initiation of external cardiac pacing
 - Advanced Life Support Skills
 - Removal of a temporary cardiac pacing wire and daily checking of pacing thresholds and initiating change of settings as appropriate
 - Care, utilisation and removal of central venous catheters
 - Recording and advanced interpreting 12 lead electrocardiographs



- Rhythm recognition
- Interpretation of blood results
- Knowledge and skill to assist safely during electrical cardioversions, trans oesophageal echo's and insertion of temporary cardiac pacing wires
- Being part of the hospital cardiac arrest team and acting as team leader
- Knowledge and skill to safely and competently care for a patient undergoing non invasive ventilation and alteration of ventilator settings in accordance with arterial blood gases and parameters
- Ability to obtain a sample of arterial blood from an arterial line in a safe manner ensuring all risks to the patient are avoided e.g. infection, air embolus
- Insertion, care and repair of Peripherally Inserted Central Catheters(PICC Lines)
- Care of a patient on non invasive ventilation including altering settings in accordance with blood gas results and set parameters

MAIN DUTIES & RESPONSIBILITIES

- Through effective clinical leadership be able to inspire, motivate and empower others on every shift
- Act as a positive role model with regards to attitude, conduct and presentation on every shift
- Be responsible for the assessment of care needs and the development, implementation and evaluation of programmes of care for patients in the ward / department area to ensure delivery of a high standard of care on every shift
- In the absence of the Ward Manager assume responsibility for the management of daily operational responsibilities in the ward, including work allocation, deployment and supervision of staff to ensure the smooth running of the area
- In conjunction with Senior Charge Nurse set, monitor and evaluate standards of care within defined policies, procedures, standards and protocols to ensure adherence to and delivery of a high quality service
- In conjunction with Senior Charge Nurse ensure all nursing staff are aware of and work within local, directorate and Manx Care policies to ensure that safe working practices are maintained for patients and staff, including non-nursing staff i.e. visitors to the area. Propose changes to working practices within own area
- Lead, support, teach, counsel and appraise junior and unqualified grades of staff to ensure development needs are identified and a cohesive multidisciplinary team approach is maintained. Implement staff personal development plans to meet ongoing development needs
- Develop role by using evidence-based practice, continuously improving own knowledge, using PREP guidelines
- Ensure equipment is maintained (disposables and non-disposables) and stock is managed so all resources are economically used
- Undertake clinical audit within and out with area to ensure development of evidence based practice
- Maintain patient records within agreed standards as stated in the NMC Record Keeping Guidelines on every shift

CLINICAL

- Undertake comprehensive health care needs assessment and re-assessments for patients with varying degrees of complex health problems using advanced clinical and analytical skills to formulate, develop and implement plans of care that are evidenced based
- Attend and contribute to relevant meetings as delegated e.g. National Service Framework, North West



Benchmarking, promoting CCU services in a professional manner.

- Assess, plan, prioritise, continually implement and continually evaluate nursing interventions, developing programmes of care to meet individual patients' needs
- Reviewing transmitted electrocardiographs and advising ambulance personnel and nursing colleagues at Ramsey and District Cottage Hospital accordingly
- Receiving verbal referrals from paramedics and triaging and giving professional advice when required.
- Initiation of emergency care if the patients condition suddenly deteriorates e.g. manual defibrillation, administration of Atropine prior to the arrival of the medical team.
- Demonstrate and use judgemental skills for assessing acute patient conditions, involving medical staff as required and advising junior medical staff of optimum treatment options.
- Contribute to the multi-disciplinary team in discharge planning by attending multi-disciplinary meetings and communicating with the team
- Contribute to the development and maintenance of professional nursing standards, reporting divergences to the Senior Charge Nurse
- Maintain safe custody and administration of medicines concordant with NMC and local guidelines
- Is fully competent to administer drug therapies which require central venous lines / PICC lines for administration
- Directly encourage and guide patients and carers to take an active role in their care should they so wish
- Promote and undertake practice sensitive to the needs of patients, carers and relatives from multi-cultural backgrounds
- Promote practice conducive to reducing the risk of cross infection in hospital
- Ensure record keeping is in accordance with NMC and local policies / procedures
- Ensure medical staff are aware of NSF for Coronary Heart Disease and local guidelines for treatment of cardiac patients and justify treatments given outside of these.
- Frequently co-ordinate management of the ward, whilst undertaking the management and care of a group of patients

PROFESSIONAL

- Maintain Professional Registration on the NMC register
- At all times act in accordance with NMC Code of Professional Conduct and Competence
- Work within agreed Manx Care philosophy and hospital/Manx Care policies and procedures
- Be aware of financial regulations, budgetary constraints and effective resource management
- Proactively manage staff attendance at work in accordance with the Attendance at Work Policy
- Ensure that all members of the multi-disciplinary team act at all times in such a manner as to promote and



safeguard the interests and well-being of all patients

- Ensure personal and other staff members dress and conduct is of a standard that promotes patient and public confidence in the ability of the individual and the service as a whole.

TRAINING, EDUCATION & RESEARCH

- Consolidate and develop management and leadership skills
- Show evidence of continual professional development through IPR and Portfolio
- Act as preceptor/clinical supervisor as required
- Act as mentor to new staff including Registered Nurses (RNs), Healthcare Assistants (HCAs) and students and utilise the skills of other healthcare professionals, educational staff as appropriate to maximise this experience for the new staff member
- Supervision of RN's undertaking extended roles until competent e.g.
 - Venepuncture and cannulation
 - Manual defibrillation
 - Male catheterisation
 - To be competently trained in the use of invasive lines such as Arterial and PICC and Central lines
- Training RN's in the management of specialist equipment and conditions e.g.
 - Acute Myocardial Infarction
 - Acute Coronary Syndromes
 - Thrombolysis
 - Recording and interpretation of ECGs
 - Rhythm recognition
 - Administration of cardiac drugs
 - Safe use of specialist equipment e.g. cardiac monitors, pacing boxes
 - Pericardial tap and follow up care
 - Care of pacing wires
 - Pleural drains
 - Be competent in caring for patients who require CPAP and NIV
- Organise staff development through Individual Performance Review (IPR), National Vocational Qualification (NVQ), study leave and in-house training
- Undertake formal teaching sessions for Registered nurses, student nurses and Isle of Man College students.
- Training RN in the care of the critically ill non cardiac patient e.g. Diabetic Keto-acidosis
- Contribute to professional development and practise of junior medical staff and ambulance personnel in relation to specialist skills required to assess and treat cardiac/medical high dependency patients' e.g. safe practise and procedure for electrical cardioversion.
- Implement policies and procedures
- Undertake Health Promotion by setting up teaching sessions as appropriate to area, on an individual basis for patients and in a staff group session. Display appropriate notices and leaflets in area
- Involvement in setting standards appropriate to area of care



- Ensure research based practice, introducing and implementing new methods of evidence by participating in audit and Essence of Care initiatives
- Take the lead and facilitate the performance of new research within the clinical environment
- Test equipment to ensure its safety for use and in working order and if not withdraw from service and arrange repair.

PLANNING & ORGANISATIONAL SKILLS

- Co-ordinate smooth running of the service on a daily basis by organising rotas, workload and skill-mix
- Demonstrate good effective time management
- Be familiar with financial regulations, budgetary requirements and show effective management of all resources
- Liaise with hospital stores to ensure adequate stocks are available to meet patient / ward needs
- Organise staff meetings to disseminate information, for educational purposes and to address concerns
- Ensure own and staff mandatory training is up to date in conjunction with the Sister / Charge Nurse or Department Manager
- Devise in-house training in conjunction with the Senior Charge Nurse
- Plan induction / training for new staff in conjunction with the Senior Charge Nurse
- Plan and carry out IPRs and reviews in conjunction with the Senior Charge Nurse
- Close liaison with the Aero medical service and UK tertiary hospitals to ensure a seamless transfer of the critical cardiac patient ensuring they are accompanied by a suitably experienced member of nursing staff.
- Maintain accurate records as requested and required by the Senior Charge Nurse or Divisional Manager or Senior Nurse of staff attendance, ward reports, bank staff usage

COMMUNICATION

- Communicates with patients and carers
- Communicates with other wards / departments as well as external agencies such as GPs, District Nurses and Social Services and Cardio Thoracic Centre in Liverpool
- Maintains accurate and up to date nursing and medical records in line with NMC standards, using Patient Administrative System (PAS) and Patient Record Tracking system
- Communicates confidential and sensitive information to patients and their families
- Assesses complex issues and facilitates decision-making relating to patient care, safety and treatment options / outcomes
- Demonstrates patient advocacy when appropriate



- Participates in multidisciplinary meetings
- Maintain effective communication with relatives/ patients/carers where there are barriers to understanding e.g. elderly, stroke, unconscious, deaf.

Key Liaisons:

Ward Managers, Divisional Managers, Senior Nurses, Medical staff of all grades, Director of Nursing, Midwifery and Professional Development, Cardiac Rehabilitation Team, Complaints / Risk Manager, Clinical Governance Facilitator, Occupational Health Department, Allied Health Professionals, Infection Control Team, Finance Department, Human Resources Department, Ancillary staff, Centre for Nurse Education, Heads of Departments, Estates Department, and League of Friends

MANAGERIAL / LEADERSHIP

- Deputise up as required for the Senior Charge Nurse, taking responsibility for the effective efficient day to day operational management of area
- Act as bleep holder for Directorate as required, co-ordinating staffing for Directorate, and dealing with patient concerns as and when they arise
- Involvement in Strategic planning, compilation and implementation of Business Plans / Clinical Governance action plans as requested by the Divisional Manager
- Effective, efficient and economical use of resources within the area to maintain adequate levels of stock and equipment, keeping records as required
- Proactively manage staff and work within Manx Care Policies on Attendance at Work, Employment Legislation and Financial Regulations, resolving staff grievances, capability and disciplinary matters
- Be involved in recruiting, selecting and retaining staff of all grades within your area
- Within constraints of area establishment, ensure shifts are covered with appropriate numbers and grades of staff to meet clinical activity and patient dependency levels
- Actively support management culture that values, develops and achieves maximum potential and performance of each individual team member. Using and encouraging process of IPR, Clinical Supervision, preceptorship and mentorship as required. Including the induction of new members of staff
- Act as role model, clinical practitioner and clinical resource for all staff in all areas, and demonstrate Clinical excellence and high standards of nursing practice
- Ensure 'contingency' plan is initiated when the unit is full by informing all relevant areas – Medical Assessment Unit, Ambulance Control, Accident and Emergency plus the Senior Nurse or Night Manager as appropriate.
- At the commencement of each shift delegate a member of staff to attend as part of the hospital cardiac arrest team. If no one is able to attend due to shortage of staff ensure the on call ST2 and if appropriate the Night Manager are aware.
- Assist in developing and sharing the area philosophy, directorate and organisations vision
- Demonstrate a leadership style that creates a culture of empowerment, promoting practice development, lifelong learning and effective team working
- Develop an effective team roster reflecting skill mix and dependency needs of area, when delegated by Senior



Charge Nurse. Influencing and accessing utilisation of Bank resources as required

- Support Senior Charge Nurse in effective management of all leave i.e. Annual Leave, Maternity leave, Study and sick leave
- Attend meetings relevant to area and hospital wide groups, and as delegated by Senior Charge Nurse in their absence. Actively participating and inputting information relevant to discussions
- Act as overall co-ordinator of area during shift / take responsibility for a team of patients within area during shift
- Influence, make and implement changes to practice, both managerial and clinical when local or hospital wide policies deem it necessary in conjunction with the Senior Charge Nurse

CLINICAL GOVERNANCE

- Identify via IPR your own educational and training needs, ensuring they meet the needs of the ward / department
- Encourage a learning environment for pre-registered and registered nurses and participate in their continuous assessment
- Ensure thrombolysis is administered within National target guidelines.
- Assist the Senior Charge Nurse in the development, implementation and auditing of the quality assurance strategy
- Develop staff to incorporate quality assurance into daily clinical activity
- Assist and support the staff in identifying and developing quality targets and standards within the ward / department
- Participate in the development of clinical policies/projects that facilitate the development of best nursing practice
- Maintain an active knowledge of relevant policies relating to the clinical area
- Participate in Clinical Audit as required
- Undertake the assessment and management of clinical risk in accordance with hospital guidelines
- In conjunction with the Senior Charge Nurse, investigate complaints and untoward incidents, taking remedial action and writing reports as required, using IT skills

SYSTEMS & EQUIPMENT

- Authorised signatory for timesheets for own ward staff and bank staff working on your ward
- Authorised signatory for stock requisitions for own ward area
- Handles patients' cash and valuables and ensures they are documented and secured according to patients' wishes during their stay in the unit i.e. placed in the hospital safe, sent home with relatives, kept on the ward.
- Report and take action on equipment identified as being faulty
- Ensure all equipment is maintained, stored and cleaned in accordance with Infection Control and manufacturers recommendations



- Exercise personal duty of care when using expensive equipment
- Shared responsibility for the safe use, maintenance, storage and cleaning of equipment, pumps, monitors, etc
- Identify training needs for equipment and develop action plan accordingly especially for specialised and very specialised equipment in use within Manx Care e.g. pacing boxes, cardiac monitors, invasive monitoring equipment, non invasive ventilation units, ECG machines, telemetry boxes.

DECISIONS & JUDGEMENTS

- Exercise own judgement in emergency situations i.e. fire, cardiac arrest, initiate first responses and report to the relevant persons
- Exercise clinical judgement in response to the deterioration of a patient's condition ensuring appropriate action is taken
- Advise ward staff and make suggestions regarding treatment and investigations for patients being monitored via telemetry on the medical wards e.g. 12 lead ECG required. (Rhythm recognition and analysis is preformed on CCU)
- Initiate emergency procedures for patients on telemetry e.g. initiate cardiac arrest team attendance.
- Exercise judgement and make decisions on ensuring all shifts are covered with appropriate staffing and skill mix to meet clinical activity and dependency within the constraints of funded nursing establishment
- Use own judgement to ensure all members of the multi disciplinary team act at all times in such a manner as to promote and safeguard the interests and well being of all patients, reflecting ward philosophy, hospital policies including professional guidelines and standards
- Make judgements and decisions on the provision of care to a high standard, monitoring and identifying potential areas for improvements
- Participate in Clinical Audit, making decisions as to appropriate action following the findings, creating an action plan before implementation action needed
- Exercise own judgement, whilst supporting the Senior Charge Nurse to implement change of practice to improve care delivery
- Utilise resources effectively, efficiently and economically to ensure good stock control, maintain equipment records ensuring safe and working order for use within budgetary requirements
- Proactively manage staff attendance at work analysing each situation and deciding on appropriate support to enable each staff member to gain full attendance in accordance with the Attendance at Work Policy
- Analyse staff grievances, provide support and make decisions within Manx Care policies to resolve the situation or take relevant action needed
- Exercise own judgement in Risk Management, providing a safe environment for patients, staff, and all visitors to the ward area
- Investigates analyses and decides on the appropriate action following a report of an Untoward / Critical Incident or Complaint. Ensure communication and referral to relevant persons and documented appropriately



Confidentiality

In the course of your duties you may have access to confidential material about patients, members of staff or other business of Manx Care. On no account must information relating to identifiable patients be divulged to anyone other than authorised persons, for example, medical, nursing or other professional staff, as appropriate, who are concerned directly with the care, diagnosis and /or treatment of the patient. If you are in any doubt whatsoever as to the authority of a person or body asking for information of this nature, you must seek advice from your manager. Similarly, no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe these rules will be regarded by your employers as gross misconduct which could result in disciplinary action being taken against you. In the case of information held on computer systems, you may be held personally liable if you in any way knowingly contravene the appropriate terms of the Data Protection Act 2018.

Health & Safety/Security

It is the duty of all employees to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers. Similarly, it is each person's responsibility to ensure a secure environment and bring any breaches of security to the attention of their managers.

Safeguarding

The Isle of Man is committed to safeguarding and promoting the welfare of children, young people and adults at risk and expects staff to share this commitment.

Staff must work in accordance with all Manx Care policies relating to safeguarding.

CARE

In Manx Care we pride ourselves on being committed, appreciative, respectful and excellent. CARE represents what we are about, what we stand for and what we value. All our recruitment, performance management and development is based on our CARE ethos.

JOB DESCRIPTION AGREEMENT

I have read and agree with the content of this job description, and accept that the role will be reviewed annually as part of the development review process.

Job Holder's name (please print)

Job Holder's signature:

Date:

Line Manager's name (please print)

Line Manager's signature:

Date:



JOB DESCRIPTION APPENDIX 1

PHYSICAL, MENTAL & EMOTIONAL DEMANDS OF THE JOB AND WORKING CONDITIONS

Physical Effort

- Several short periods of moderate physical effort occurs each shift, involving dealing with body fluids/ body fluids, working by beds and making them, with hoists, slide sheets, manoeuvring patients who are conscious and unconscious
- Physical skills and dexterity required for clinical procedures such as –
 - Venepuncture – daily
 - Cannulation – 2 x weekly
 - Bolus intravenous drug administration – daily
 - Subcutaneous drug administration – daily
 - Intravenous infusions – 4-5 x week on average
 - Recording 12 lead ECG – daily
 - Insertion of urinary catheters – weekly
 - Assisting with insertion of temporary pacing wires, central venous catheters – 2-3 x month
 - Chest compressions – 2-3 x year
- Repetitive movements such as bending, stretching, typing / keyboard skills. Pushing hoists, chairs, beds to locations inside and outside area. Transferring patients from bed to chair and vice versa
- Frequent involvement in obtaining medical notes from around the hospital and delivering specimens to the Pathology Department
- Occasionally will be expected to run from a standing start to another area of the hospital as part of the hospital cardiac arrest team.

Mental Effort

- Assesses and diagnoses patient's condition responding to frequently changing patient conditions, and staff needs
- Writes reports and risk manages. Concentration predictable / unpredictable level as responds to requests as needed within and out with ward / department, teaches clinical / manual skills. Checks documents, calculates drug dosages
- Concentration will be intense for up to 4 hours per shift when observing cardiac monitors for patients within Manx Care and those monitoring on telemetry
- Will experience regular interruptions during the course of each shift
- Makes decisions on a constant basis regarding patient care and transfers

Emotional Effort

- Gives unwelcome news to patients, relatives and carers of limited treatment expectations / prognosis. Cares for patients with terminal illness / poor prognosis
- Supports and cares for colleagues due to the high pressured workload often encountered in Coronary Care
- Support and care of relatives/carers following sudden unexpected death



- Deals with patients and families who may be mentally and physically demanding, difficult circumstances and situations
- Deals with distressed relatives, victims of abuse and deceased patients relatives
- Involvement in sometimes fraught social situations, regular exposure to pain and stress of others, providing support to colleagues and others as and when required
- Manages and supports others during challenging and distressing situations.
- Debriefs staff following emotional experiences

- Working Conditions**
- Due to the nature of the work encountered within Coronary Care this area is recognised as a high pressured area with the potential for 'burn out' amongst nursing staff
 - Daily exposure to unpleasant smells / odours, body fluids, faeces, vomit, emptying bedpans and urinals, catheter bags
 - Daily exposure to noise which on occasion can be almost continuous in the form of alarms from the monitoring systems
 - Daily disposal of clinical waste
 - Handling of infectious material, lice and fleas, contaminated equipment / work areas, foul linen. Daily risk of needle stick injuries
 - Exposure to radiation e.g. insertion of temporary pacing wires
 - Use of visual display units on a daily basis which includes monitor screens

<p>AGREEMENT OF ABOVE DESCRIPTION I have read and agree with the above description, and accept that the role will be reviewed annually as part of the development review process.</p>	
<p>Job Holder's Name (please print)</p>	
<p>Job Holder's Signature:</p>	<p>Date:</p>
<p>Line Manager's Name (please print)</p>	
<p>Line Manager's Signature:</p>	<p>Date:</p>



MANX CARE

Coronary Care Unit / Medical Division

Sister / Charge Nurse

PERSON SPECIFICATION

CRITERIA FOR SELECTION	ESSENTIAL REQUIREMENTS	DESIRABLE REQUIREMENTS	METHOD OF ASSESSMENT	LINK TO KNOWLEDGE & SKILLS FRAMEWORK
QUALIFICATIONS	Registered Nurse with current NMC registration. Mentoring and Assessing course. Coronary Care course ENB 124 or equivalent or working towards the Coronary care course. Diploma relevant to speciality or working towards. Current Advanced Life Support course	Practice supervisor workshop / 998. NVQ Assessor. Leadership / management course.	CV Portfolio Pre-employment checks	
KNOWLEDGE & EXPERIENCE	Significant experience as a RN in speciality.	Awareness of resource planning and management	CV Portfolio Interview	



	<p>Ability to interpret research / evidence based findings in relation to clinical practice.</p> <p>In depth knowledge of NSF for Coronary Heart Disease.</p> <p>Able to use own initiative and resolve difficult situations.</p> <p>Awareness of legal and ethical issues.</p> <p>Experience of CCU care interventions.</p> <p>IT skills.</p> <p>Knowledge of PREP guidelines.</p> <p>Experience in management of all operational responsibilities.</p> <p>Ability to facilitate, develop and support all individual staff.</p> <p>Understanding of Risk Management.</p>	<p>Understanding and management of staff sickness and absence.</p> <p>Ability to initiate research and disseminate findings.</p>		
<p>SKILLS & ABILITIES</p>	<p>Sound organisation / time management skills.</p>	<p>Understanding of Business Planning process, Financial Regulations and Clinical</p>	<p>CV Portfolio Interview</p>	



	<p>Ability to competently read and interpret ECGs.</p> <p>Ability to work as part of a team and on own initiative.</p> <p>Well developed written and verbal communication skills and interpersonal skills.</p> <p>Awareness of IPR and appraisal.</p> <p>Ability to manage conflict constructively.</p> <p>Ability to utilise specialised cardiac equipment effectively and safely.</p> <p>Proven decision making and problem solving skills.</p>	<p>Governance plans.</p> <p>Ability to debrief staff post traumatic experiences.</p>		
<p>PERSONAL ATTRIBUTES</p>	<p>On call commitment.</p> <p>Ability to work rotational shifts days and nights.</p> <p>Good communication skills.</p> <p>Ability to inspire promote learning.</p>		<p>Portfolio Interview</p>	



	<p>Proven awareness of own limitations.</p> <p>Ability to take the lead in an emergency.</p> <p>Adaptable to changing circumstances / health needs and the change process.</p> <p>Motivation and enthusiasm.</p>			
<p>OTHER RELEVANT REQUIREMENTS</p>	<p>Awareness of current professional nursing issues.</p> <p>Ability to work effectively under pressure.</p> <p>Up to date Professional Portfolio.</p> <p>Satisfactory Police Check.</p>		<p>Portfolio</p> <p>Pre-employment checks</p> <p>Interview</p>	