

Isle of Man
Public Service
Careers




Emergency Department (ED) Registered Nurse

Integrated Primary and Community Care Services
Job Information

Working together for the **Isle of Man**

JOB DESCRIPTION

Job Title:	Registered Nurse (Accident and Emergency)
Location:	Noble's Hospital - Medicine, Urgent Care and Ambulance Service
Accountable to:	Divisional Manager
Reports to:	Sister/Charge Nurse or Department Manager
Pay Band:	5
Job Evaluation Reference No:	0535v6/JE/15
Organisation Chart:	 <pre> graph TD DM[Divisional Manager] --- SS[Senior Sister] SS --- DSCN[Deputy Sister/ Charge Nurse] DSCN --- STRN[See & Treat Registered Nurse] STRN --- RN[Registered Nurse - This post] RN --- HCAR[Health Care Assistant / Reception] HCAR --- RE[Receptionist] RE --- HK[Housekeeper] </pre>



JOB PURPOSE

- As a member of a multidisciplinary team the post holder will have responsibility for the nursing assessment of patient care needs and the development, implementation and evaluation of programmes of care.
- In the absence of the Sister/Charge Nurse or Deputy, the post holder will, for the duration of the shift, take responsibility for the effective and efficient management of patients, staff and equipment.
- Provide direct supervision to junior Registered Nurses (RN 's)and Nursing students, Health Care Assistants (HCAs), ensuring they adhere to departmental policies and procedures.
- Keep records in connection to patient-related activity maintaining confidentiality and within relevant legislation, guidelines, policies and procedures.
- In the event of a Major Incident use relevant knowledge, training and skills to provide acute care as part of the receiving trauma team, supporting team leader/sister in charge.

KNOWLEDGE, TRAINING & EXPERIENCE REQUIRED TO DO THE JOB

- Registered Nurse with current NMC Registration.
- Demonstrate appropriate professional knowledge, skills and competence to deliver care based on current evidence, best practice and where appropriate, validated research when it is available in accordance with the NMC.
- Attend and participate in annual appraisals and identify own educational and training needs and incorporating them with the needs of the Division and Organisation.
- Ability to take responsibility and make decisions based on own knowledge, following guidance from departmental policies, procedures and senior colleagues.
- Awareness of responsibility and accountability of role i.e.: legal and ethical issues.
- Following appropriate training be competent in: application of splints and casts; cannulation and venepuncture; electrocardiogram (ECG) recording; advanced cardiac life support (ACLS); advanced trauma life support (ATLS/TNCC); paediatric advanced life support (PALS); and have knowledge of safeguarding children (within Child Protection Guidelines), support strategies for victims of domestic violence, knowledge of support strategies for vulnerable adults.
- Have knowledge of, and utilise paediatric milestones in the assessment and care of children in the department.
- Knowledge of Manx Mental Health Act (1998) in relation to the provision of a place of safety.
- Ability to teach, directly supervise and assess competency of junior RNs, HCA's, Accident and Emergency (A/E) receptionists.
- Attend mandatory training as per hospital and local policies and ensure adherence to principles within.
- Information technology skills in e-mail, PAS, PACS, Microsoft Word.
- Evidence of continuing professional development by maintaining a professional portfolio in accordance with Post Registration Education and Practice (PREP) requirements as defined by professional body.
- Be familiar with and adhere to departmental, hospital and local policies and procedures relevant to the post.
- Demonstrate effective use of time of self and others by effectively managing workload; minimising disruptions and ensuring waiting times are kept to a minimum.
- Be able to communicate effectively with a wide range of patients, carers and other staff; such as Police, Social services, TT and Manx Race Control, demonstrating appropriate interpersonal skills and the ability to

overcome barriers to communication such as mental disorders and deafness.

- Ability to work as part of a multidisciplinary team.
- Be able to take charge of the department when required, for the duration of a shift, effectively managing resources and coordinating patient flow through the department, ensuring waiting time is within the national four hour target for all patients.
- Maintain knowledge and skills in order to take charge of a resuscitation team, i.e. Advanced (cardiac) Life Support (ALS) and Trauma Nurse Core Course (TNCC)
- Be able to deal with potentially aggressive and violent incidents whilst maintaining safety of self and others.
- Ability to assess risk and take appropriate action.
- Ability to administer Patient Group Directive Drugs including controlled drugs and to take home packs, ensuring patients are educated in the usage of these medications.
- Knowledge of standard setting and auditing.

MAIN DUTIES & RESPONSIBILITIES

- To assess patient needs and develop, implement and evaluate care programmes to ensure delivery of high standards of nursing care in an Accident and Emergency department.
- Act as a positive role model with regards to attitude, conduct and self presentation.
- In the absence of the Department Manager or Deputies, be responsible for the operational management of the accident and emergency department for the duration of the shift, including work allocation, deployment and supervision of staff, liaise with social services, health visitors and community nurses.
- To organise workload to ensure that interests of patients and carers are paramount.
- Responsible for maintaining patient healthcare records within agreed standards as stated in NMC record keeping guidelines on every shift.
- Responsible for self audit of own nursing records on a monthly basis.
- Develop own role by investigation of evidence based practice relevant to the speciality, participation in authorised clinical trials and audits, continuously improving own knowledge and experience.
- Responsible for the direct supervision of junior RN's, HCA's and students as they provide care to patients, ensuring they adhere to departmental policies and procedures.
- Maintain professional registration and adhere to NMC Code of Conduct and associated guidelines.
- Responsible for ensuring that, by act or omission, the safety of others or self is not endangered and reporting all untoward occurrences and incidents as per hospital policy.

CLINICAL

- Responsible for the correct identification of patients using local and national guidelines.
- Responsible for correctly recording patient details on appropriate computer systems and in patient notes.
- Responsible for the delivery of care to all age groups; from neonates to care of the elderly, ensuring that high standards of care are maintained at all times.

- Responsible for the assessment, planning, prioritising, implementing and evaluating nursing interventions; i.e.: Wound dressings,
- Responsible for comprehensive healthcare needs assessment and reassessment for accident and emergency patients, using advanced clinical skills that are evidence based i.e. social care assessment in relation to current injury prior to discharge.
- Responsible for ensuring patient safety and wellbeing whilst under your care including transfer of critically ill / injured patients from A&E to theatre or high dependency areas.
- Responsible for maintaining triage skills; assessing and prioritising patients with a wide variety of injuries/illnesses such as broken bones, burns and foreign bodies, soft tissue injuries, etc, utilising own knowledge, experience and professional guidelines, whilst following the Manchester Triage system. Monitoring and reassessing triage category of waiting patients.
- Demonstrate and use judgemental skills for assessing a variety of acute patient conditions; such as: Appendicitis, Myocardial Infarction, Major Trauma, Ectopic pregnancy, Meningitis and Psychotic episodes involving appropriate specialist staff as required.
- Maintain skills in visual acuity testing on all patients with a variety of eye problems
- Responsible the acquisition of knowledge related to the needs of patients with multi-cultural backgrounds, taking these needs into consideration and incorporating them into the delivery of their care.
- Responsible for ensuring that ordering, storage and administration of prescribed drugs including controlled substances, the provision of drugs to take home from the Patient Group Directive, drugs administered in emergency situations such as cardiac arrest, are in accordance with the Hospital Medicine Policy. Also responsible for the appropriate recording of drugs given during treatment in accordance with NMC guidelines.
- Be aware and adhere to local infection control policies, promoting practice which reduces the risk of cross infection within the department/hospital.
- Have a high level of manual dexterity in order to perform intricate, specialised and potentially pain inducing tasks such as: insert a cannula into a vein; draw blood; administer drugs; perform an ECG; apply splints and casts to fractured limbs; take observations such as temperature and blood pressure readings and perform advanced cardiac and advanced trauma life support.
- Skilled in assisting in emergency invasive procedures such as insertion of chest drains, Central Venous Pressure line insertion into the heart of critically ill patients, Diagnostic Peritoneal Lavage and Interosseous infusion sites in children.
- Actively participate in health promotion strategies within clinical practice for patients, relatives and carers.
- Provide clear and concise explanations to patients, relatives and carers who are undergoing treatment so that they are fully aware of the implications and what will occur.
- Provide information on how the patient will receive results and post treatment care.
- Demonstrate effective communication skills within the multidisciplinary team, sharing information which may be sensitive and liaising with outside agencies, i.e.: Social services, Health Visitor, District Nurse.
- Demonstrate effective planning skills to ensure patients receive treatment in a timely manner and waiting time targets are met.
- Adhere to departmental policies and procedures, Hospital policies and the principles of risk management.
- Maintain confidentiality in accordance with professional code of conduct and organisational policies to ensure that no unauthorised personnel access information regarding patients.

PROFESSIONAL

- Adhere to professional code of conduct of the NMC and associated guidelines.
- Maintain professional registration with the NMC by pursuing professional development and ensuring practice is current.
- Maintain a professional portfolio.
- Be accountable for practice, being answerable for actions and omissions, regardless of advice or directions taken from another professional.
- Work within the agreed department/division philosophy and departmental, hospital and local policies and procedures.
- Act at all times in such a manner as to promote and safeguard the interests and wellbeing of patients using own knowledge, experience and professional guidelines.
- Contribute to the supervisory and peer review process.
- Participate in annual appraisal procedures to enable continuous professional, personal and service development.
- Maintain full and accurate clinical records and be aware of the legal implications of these documents.
- Establish and maintain effective communication channels with all members of the multidisciplinary team.

TRAINING, EDUCATION & RESEARCH

- Participate in mandatory training and actively pursue continuous professional development maintaining an up to date personal portfolio.
- Assist with the orientation of new staff/students to the department.
- Participate in the annual appraisal scheme by appraising one's own annual performance and education/experience needs.
- Participate in health promotion by contributing to the display and availability of leaflets in the department, ensuring they are current and cover a wide variety of topics pertinent to the A&E patient group.
- Contribute to the induction and continuous professional development of peers and junior staff by directly supervising clinical practice and observing and assessing competency of practice.
- Adhere to professional code of conduct and standards set out by NMC guidelines.
- Maintain and update knowledge of appropriate validated research and medical and nursing advances in methods of accident and emergency care in order to demonstrate an ability to deliver care based on current or best practice and to promote a continuous improvement within the department.
- Undertake clinical audit acknowledging available national/local audit tools and evaluate the results, formulate appropriate action plans based on the results and disseminate them to colleagues.
- Ensure research based practice, introducing and implementing new evidence through participation in audit

and essence of care initiatives.

- Participate in the in-service education programme, identifying own area of specialist interest relevant to Accident and Emergency nursing, and develop a link role for the dissemination of information and education of colleagues.
- Under direction and supervision participate in national and local clinical trials in accordance with the procedure of the trial.
- Utilise the hospital incident reporting system.
- Maintain skills in the operation of all items of equipment in the accident and emergency department, test equipment to ensure its safety for use and in correct working order, reporting faulty equipment promptly to the Sister or Deputy and remove from use.

PLANNING & ORGANISATIONAL SKILLS

- Plan and organise own daily allocated area within the Accident and Emergency Department by prioritising workload to ensure the needs of patients are met in a timely manner depending on the severity of a patient condition and the direct impact on their management.
- Demonstrate good time management and organisational skills, acting as a role model for junior staff.
- Undertake transfer and discharge planning involving other services such as Social Services, District Nurses and Health Visitors.
- When in charge of the department, allocate staff to areas with regard to skill mix and plan and organise breaks. Ensure correct staffing levels are maintained, organising staff cover when required. Notify the Department Manager of any absences in accordance with the hospital attendance policy completing and dispatching relevant paperwork to the Human Resources Department.

COMMUNICATION

- Have a good working knowledge of the A/E department, hospital and other departments.
- Maintains accurate, up-to-date nursing records in line with the NMC standards using patient administrative system, (PAS) and patient record tracking system.
- Demonstrate at all times a confidential and professional manner when communicating information.
- Demonstrate effective communication and interpersonal skills at all times, acknowledging the sensitivity of some situations, by confidently and effectively communicating with patient groups which include: elderly; children; mentally and physically handicapped persons; potentially violent persons and patients with altered levels of consciousness.
- Provide information by explanation of often complex procedures, listening to the patients requirements in order to encourage compliance with the treatment process. Some patients such as the elderly will have a barrier to understanding or be unable to communicate because of e.g. dementia or deafness.
- Ensure patients comply with correct treatment regimes for example use persuasive or diplomatic skills to encourage the patient to comply.
- Diffuse potentially volatile or violent situations using effective communication skills, for example provide regular update regarding delays in the provision of information about accident victims to waiting family members.
- Receive information from relatives and carers regarding patient care and provide reassurance (after consent has been gained from the patient) as to the necessity of treatment.

- Maintain effective communication channels with patients, relatives, carers and other members of the multidisciplinary team to ensure that appropriate information is shared and patient needs are met.
- Communicates with other wards/departments as well as external agencies; such as, district nurses and social services.
- Communicate clinical, managerial and organisational information to other colleagues within the department at handover periods.
- Ensure information given to other agencies is delivered directly to the intended recipient and is in accordance with hospital policy and departmental guidelines.
- Communicating information in emotionally upsetting/distressing circumstances, e.g. unsuccessful resuscitation after cardiac arrest to relatives/carers/other staff.

MANAGERIAL/LEADERSHIP

- Supervise junior colleagues as needed and act as a source of advice using own knowledge, expertise and professional guidelines as a basis from which to do so.
- Be able to take charge of the department when required, for the duration of a shift, effectively managing resources and coordinating patient flow through the department, ensuring waiting time is within prescribed four hour target for all patients.
- Effective, efficient and economical use of resources within the department to maintain adequate levels of stock and equipment, ensuring stock is replenished when required.
- Responsible for the delivery of high standards of nursing care and demonstrate clinical excellence, acting as a role model to junior members of staff.
- Work as an effective team member, empowering junior members of the team, promoting practice development in a controlled environment.
- Provide mentorship for new nurses, health care assistants, agency nurses and students in line with professional and organisation guidelines.
- On a daily basis be prepared to operate specialist equipment in differing and demanding environments.
- Be able to manage an unpredictable workload effectively and interact successfully with other healthcare professionals.
- Be able to exercise personal responsibility and make decisions in complex and unpredictable circumstances, e.g. in a trauma or cardiac arrest situation.

CLINICAL GOVERNANCE

- Required to undertake mandatory training sessions which include: moving and handling; data protection; resuscitation training, fire safety; clinical governance; infection control; etc.
- Adhere to NMC professional code of conduct.
- Maintain professional registration with the NMC by actively pursuing continuing professional development.
- Encourage a learning environment, participating in training and teaching as required.
- Participate in clinical audit as required, disseminating results to colleagues to improve services and facilitate best practice.

- Responsible for maintaining a safe working environment at all times, ensuring the safety of self, patients, relatives, carers and other staff during the care of the patient.
- Maintain a high level of expertise in the safe operation of equipment related to patient care and be familiar with the action to be taken when dealing with hazards and faulty equipment.
- Comply with and participate in the hospital Clinical Governance strategy appropriate to the Division
- At all times adhere to departmental, hospital and local policies, procedures and guidelines, including identification of risk (clinical, health & safety and security).
- Record and report all untoward incidents in accordance with hospital policy.
- Relay all concerns and potential complaints as they occur to the Sister/Charge Nurse, deputy or manager.
- At all times adhere to the Data Protection Act 2018 and the Health and Safety at Work Act 1974.
- Undertake appropriate risk assessment in accordance with statutory guidance and both hospital and local policy.
- Participate in the annual appraisal scheme, identifying own education and training needs, ensuring that they meet the needs of the department.
- Maintain knowledge of all aspects of Clinical Governance.

SYSTEMS & EQUIPMENT

- Ensure the ordering, storage and administration of medications is in accordance with hospital and local policy.
- Maintain departmental stock levels through ordering of items and ensuring economic use of all resources.
- Store patient record cards according to local policy.
- Must be able to maintain a working knowledge of the following information technology (IT) systems: patient administrative system (PAS) for patient registration which links to other IT systems such as the radiological information system; picture archive and communication system (PACS) for access of radiological images; Toxbase National Poisons Information Service (for obtaining poisons information and treatment guidelines); label printers; and others.
- Must be able to ensure safe and appropriate use of, and maintain and clean all equipment utilised within A/E department, for example; level one infuser; bear hugger (for treatment of hypothermic patients); alaris pump and syringe driver (for administration of intravenous medication over time); ECG machine for recording the electrical impulses of the heart; cardiac monitor (which includes carbon dioxide monitor for patients with respiratory difficulties or intubated patients, central venous pressure monitor for critically ill/injured patients)
- Ensure safe and appropriate use of flammable and hazardous equipment used in the treatment of patients: entonox cylinders; oxygen cylinders; nebulisers and suction as per COSHH guidelines/regulations.
- Must be able to ensure safe and appropriate use of, and maintain and clean all equipment associated with patient assessment: blood pressure and oxygen saturation monitor; urinalysis machine for providing technical analysis of urine content; arterial blood gas machine for analysing arterial blood; hCG machine for determining pregnancy status of patient; BM machine for analysing blood glucose content; oroscope for examining eyes; otoscope for examining ears; thermometer for temperature readings.
- Ensure safe and appropriate use of treatment aids: futura splints for wrist injuries; mallet splints for finger injuries; plaster trolley with plaster saw for application and removal of casts; donway splints for specialised

immobilisation of broken limbs; wound stapler for closing certain wounds; nail trephiner for release of subungal (under nail) haematoma (blood clot); ring cutter for removing rings when digits are swollen; defibrillator and automated external defibrillator (AED) for delivering electrical shock to the heart in certain cardiac arrests; catheters.

- Ensure safe and appropriate use of immobilisation aids: scoops; spine board; head blocks; stiff neck collar; futura splint; mallet splint; plaster casts; donway splint.
- Report and take appropriate action on faulty equipment.
- Ensure that knowledge in use of equipment used in department is kept up-to-date and report training needs to Sister or Deputies.

DECISIONS & JUDGEMENTS

- Be accountable for own professional actions, working independently.
- Plan and prioritise own workload throughout the shift.
- Perform as a clinical expert in emergency situations, i.e.; cardiac arrest, trauma, initiating first responses and involving relevant personnel.
- Ensure that all healthcare professionals within the department safeguard the interests and well being of all patients in accordance with hospital and professional guidelines/standards.
- Demonstrate effective decision making skills appropriate to the needs of the patient. Use skills to assess a patients' condition, often acute, and decide on appropriate method to obtain treatment from a range of options.
- Using Manchester Triage System prioritise patient needs, independently.
- Assess and evaluate patient condition to establish any change/deterioration and report/act accordingly using own knowledge and expertise, involving other members of the multidisciplinary team as required.
- When making a decision be receptive to and seek advice, when appropriate, from other members of the multidisciplinary team.

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 health and social care policies relating to safeguarding.

CARE

In Manx Care we pride ourselves on being Committed & passionate, Accountable & reflective, Respectful & inclusive, and Excellent & innovative. 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

- Frequently manipulate and position patients for treatment during every shift.
- Kneel, crouch, bend and stretch to perform tasks such as dressings, catheterisation and immobilisation on every shift.
- Frequent transfer of patients on every shift from a trolley, bed, chair and x-ray table requires the use of safe moving and handling skills, using mechanical aids, such as hoists, pat-slides and slide sheets, where appropriate.
- Frequent specialised moving of conscious/unconscious patients on scoops and spinal boards, i.e. log roll which requires coordinated, synchronised, precise movement and stretching.
- Have the expertise to handle and operate highly specialised and expensive equipment on every shift.
- Physical skills and dexterity required on every shift for procedures such as, escorting patients to wards and other departments.
- Cleaning of equipment and changing mattress sheets on every shift involves bending and lifting.
- Walks and stands for long periods of time on every shift.
- Walk long distances whilst pushing a patient in a chair or trolley to transfer them to a ward or another department.
- Repetitive use of keyboard skills for the entry of data into IT systems such as PAS and the access of data from IT systems such as PACS.
- Be able to work at speed when treating a critically injured/seriously ill patient, often prior to emergency surgery or transfer.
- Occasionally required to wear heavy lead aprons (approx weight 3.9kg - 5.2kg) when assisting patients to keep still/continuing care to patients undergoing radiological examination
- Frequently moving and handling heavy boxes of supplies from stores or pharmacy (e.g. Examination gloves, medications) and then unpacking and storing in appropriate cupboard or store room in A&E. Requires repetitive stretching, lifting and bending.

Mental Effort

- Frequent concentration is required when assessing and treating patients throughout the majority of the shift periods.
- Frequent concentration and dexterity is required to undertake clinical procedures such as cannulation and venepuncture.
- Frequently change from one speciality to another (i.e. paediatrics, orthopaedic, ophthalmology, cardiology, mental health, etc) requires practitioner to have a broad knowledge base along with good recall skills.
- Caring for several patients, with differing problems, at the same time requires complex concentration/decision making skills, regularly, each shift.
- Complex and precise concentration is required for drug administration: drug calculations, also in emergency situations e.g. cardiac arrest; calculation of paediatric dosages; ensuring correct drug, dose and route of

administration; titration of dosages; administration of intravenous and blood infusions.

- Concentration can be interrupted when answering queries from patients/colleagues/ phone calls etc.
- Deals with regular requests from all members of multidisciplinary team, on occasion having to cope with several requests at the same time.
- Concentration is required frequently on every shift for admission and discharge of patients including: obtaining patient history; recording observations; acting on these observations; compiling nursing records.
- Recalling and utilising own knowledge/experience for delivery of care and teaching junior staff, regularly, each shift.
- Triageing patients in regard to the severity of their illness/injury requires periods of intense concentration frequently throughout the shift.
- Documentation of care given requires accurate recollection of events regularly on each shift.
- Prioritising workload requires diplomatic skills in discussion with relatives, carers and the multidisciplinary team who all believe their patient should take priority.
- Will be expected to carry out several tasks at one time, switching tasks throughout the shift
- Intense, constant concentration frequently required for complex, precise positioning and immobilising of patients with life threatening and spinal injuries.
- When explaining procedures to patients, relatives, etc; ensures that understandable terminology is used, regularly, each shift.
- Frequent concentration required on every shift when observing patient behaviour, the majority of which may be unpredictable.
- Equipment malfunction requires evaluation of the situation and provision of an immediate solution, often in tense situations.

Emotional Effort

- Frequent care of patients in pain on every shift in A/E department.
- Regularly deals with the sudden, unexpected death of patients within the A&E department and consequently deals with shocked and distressed relatives.
- Providing care to terminally ill patients and their relatives and carers.
- Providing last offices care to deceased patients in line with the unexpected patient death guidelines placing patient identification tags on the body, completing mortuary paperwork, placing the body in a body bag, liaising with the Coroner's Officer.
- Involved with child protection /safeguarding children issues regularly.
- Following Sudden Unexpected Death of an Infant guidelines; informing children's ward staff to prepare the area in which they will receive the dead infant, the parents and family and professionals investigating the death. Transferring the dead infant and providing support to the parents.
- Regularly involved in " breaking bad news".
- Frequently responds to emergency situations such as cardiac arrest, collapse and death of adults, children and babies.
- Regularly deals with sudden and traumatic death and the implications of this to grieving relatives. This is

exaggerated during motorcycle racing fortnights (TT & MGP).

- Frequently deals with disfiguring injuries, traumatic amputations of limbs and severe burns. This is exaggerated during motorcycle racing fortnights (TT & MGP).
- Regularly deals with Spinal trauma resulting in the loss of all or partial movement.
- Repeatedly support and care for patients and relatives following diagnosis and prognosis on every shift.
- Provide information and guidance to support patients and relatives under difficult and sensitive situations such as child abuse, domestic violence, rape, violent attack, drug / alcohol overdose and sudden infant death.
- Move quickly from a routine examination to an acute setting due to sudden and unpredictable demand, e.g. dealing with a twisted ankle to a multiple trauma road traffic accident or the death of a child returning to laceration to a thumb over the duration of one morning.
- Communicate with and support distressed, anxious and worried patients, relatives, carers and other members of staff on every shift.
- Defusing potential violent /aggressive situations.

Working Conditions

- Frequent exposure to unpleasant odours, bodily fluids and hazardous substances throughout every shift: blood; urine; faeces; cleaning fluids; clinical waste.
- Regular exposure to infectious illness/conditions.
- Exposure to climatic elements when assisting patients into the department from the car park/ambulance bay.
- Handling of infectious/ infested / contaminated materials, lice and fleas, contaminated equipment/work areas.
- Frequent exposure to sharps, e.g. needles and syringes, throughout every shift.
- Regular exposure to swearing, spitting, hostility, verbal and physical abuse from patients and relatives.
- Regular exposure to verbal abusive from telephone callers.
- Occasional risk of exposure to scattered ionising radiation when holding/staying with patient in x-ray, CT scan and trauma rooms.
- Moving from cold air-conditioned area to hot air conditions in the working area.
- Work constantly in artificial lighting with little natural daylight.
- Frequent use of visual display units (VDUs) to register patients, access blood results and x-rays.
- Expected to work evenings, weekends and nights as part of normal working hours.
- Frequently deals with patients who are under the influence of drugs and/or alcohol and may potentially be aggressive and violent.

AGREEMENT OF ABOVE DESCRIPTION

I have read and agree with the above description.



Job Holder's Name (please print)	
Job Holder's Signature:	Date:
Line Manager's Name (please print)	
Line Manager's Signature:	Date:

MEDICINE, URGENT CARE AND AMBULANCE SERVICE
EMERGENCY DEPARTMENT
REGISTERED 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.	Mentor/preceptorship training. Ability to teach and assess.	Pre-employment checks. Interview.	
KNOWLEDGE & EXPERIENCE	Understanding of professional accountability. Evidence of continuing professional development. Current professional profile. Awareness of current issues in nursing.	IT skills – keyboard, use of PAS & PACS etc.	Interview. Portfolio.	
SKILLS & ABILITIES	Effective communicator. Supportive team member. Ability to assist with the implementation of change.	Innovative practitioner.	Interview. Portfolio.	
PERSONAL ATTRIBUTES	Professional role model. Motivated. Flexible to meet the needs of the role.		Interview.	
OTHER RELEVANT REQUIREMENTS	A keen interest in the speciality. A commitment towards quality in nursing. Evidence of involvement in quality issues. Commitment to effective clinical governance. Satisfactory Police Check.	Able to cope with potentially stressful situations.	Interview. Portfolio. Pre-employment checks.	