

Specialist profile: Foundation Staff Nurse Band 5 (Adult Critical Care)

This profile outlines the speciality specific role of a Foundation Staff Nurse in the adult critical care and is complementary to the generic job description and person specification for this post.

1. Speciality specific role description:

OVERALL OBJECTIVES:

- To demonstrate the ability to practice within a critical care environment, developing this practice by learning from others.
- To demonstrate specialist knowledge and skills commensurate with a nurse who has undertaken a foundation course in critical care nursing and implementing evidence-based health care provision of the critically ill, as part of the multi-professional team.
- To demonstrate the ability to practice within a multi-professional team structure and in accordance with the values and beliefs of the Trust.
- When established in the role to demonstrate leadership skills in the care of the critically ill patients. Examples include managing the bay, supporting other departments and staff caring for critically ill patients.
- Utilise skills attained through courses and training to supervise and mentor a range of staff, including those undertaking the foundation course.
- To take responsibility for the development and advancement of specific areas of nursing practice within Critical Care.

CORE RESPONSIBILITIES FOR ROLE:

We would expect all band 5 critical care nurses to have completed all relevant competencies within specific timeframes and demonstrate competence in clinical practice.

CLINICAL PRACTICE AND RESEARCH

- To be professionally accountable for assessment of the critically ill patient's needs, and the development, implementation and evaluation of planned care with appropriate support.
- To plan and organise own workload with appropriate support from senior nurses.
- To support a collaborative approach to planning patient care, through communication and decision making between the multi-professional team, patients and significant others.
- To positively influence patient care by the application of research based practice.

- To ensure that the patients' interests are fully considered within the contexts of care; and actively participate in ethical decision making.
- To demonstrate knowledge and skills specific to the diverse care required by the critically ill patient utilising the foundation course competency programme. To demonstrate competence through the correct interpretation of data and clinical information associated with managing patients requiring for example, continuous electrocardiogram monitoring and cardiac rhythm interpretation; techniques of haemodynamic monitoring (e.g. arterial lines, central venous catheters), invasive and non-invasive modes of ventilation, management of haemofiltration and the titration of continuous intravenous drug infusions.
- To consistently maintain accurate and comprehensive documentation, and demonstrate competency in the use of information technology resources.
- Maintaining personal contact with patients, relatives and carers, being sensitive to their needs for courtesy, dignity and privacy and ensuring a friendly environment at all times.
- To demonstrate an awareness of and participate in review of standards for practice, as part of the Adult Critical Care clinical governance agenda.
- To support the implementation and evaluation of quality initiatives at unit level.
- Assist in the development, introduction and application of research-based findings to nursing practice.
- Works within Adult Critical care and OUH foundation Trust codes of practice, and professional guidelines.
- Exercises accountability by practicing and maintaining within their own limitations and level of competence. Identify developmental needs and be proactive in addressing these requirements with the support of a mentor.
- Understands and complies with the storing, checking and administering of drugs in accordance with Unit drug programme, Trust policy and NMC standards.
- Maintaining and monitoring a safe and clean environment within the clinical area in accordance with the Trust Health and Safety, Clinical Risk and Infection Control Policies.
- Demonstrates effective communication regarding complex and sensitive information to patients, individuals in the multi-professional team, and significant others.

EDUCATION

- To seek appropriate education and support opportunities to develop own practice and demonstrate learning in the unit.
- To complete the foundation course and competency assessment or to have undertaken and be able to produce evidence of equivalent training.
- After completion of foundation course (or equivalent) supports new staff through the mentorship process tailored to individual learning needs.
- To demonstrate the skills and attitude commensurate with time to act as a resource and support for less experienced colleagues, supervising and guiding their practice, and assessing their knowledge, skills, and abilities through the competency framework.
- To actively participate in annual appraisal / personal development plans (reviewed with mentor but led by individual), completing objectives within an agreed time frame.
- To complete mandatory and statutory training as required by the trust and is committed to an ethos of lifelong learning.

MANAGERIAL / LEADERSHIP AND AUDIT

- To develop effective time management skills and demonstrate an ability to appropriately prioritise patient care.
- To participate with support in team projects as requested by Team Band 7.
- After completion of the foundation course or equivalent to coordinate the bay reporting to and in support of the unit coordinator.
- To participate in unit initiatives, completing necessary audits and questionnaires and providing appropriate feedback.
- Demonstrate an understanding of clinical governance and risk management completing Datix forms as required.
- Participate and pro-actively and positively in any changes occurring within the unit and Trust and support others to do so.
- To actively contribute to achieving the goals of the Unit and the Trust's Nursing Strategy.

PROFESSIONAL

- Takes responsibility for continued personal and professional development by setting achievable objectives with mentor.
- Promotes the nursing role within the multi-professional team.
- To act in accordance with the NMC Code of Professional Conduct for Nurses, Midwives and Health Visitors and to be accountable for own clinical practice and professional actions at all times.
- Ensure continued and current registration with the NMC.
- Practice in a confident and competent professional manner. Act as a role model after completion of the foundation course or equivalent.

2. Primary location:

Adult Intensive Care unit /Churchill Intensive Care Unit

3. Experience

When working with the critical care team you will gain the following experience:

- Specifically designed foundation programme for critical care completed over first 12 months replacing the Trust Foundation Course.
- During the second 12 months you will have a structured programme in line with the Trust foundation programme incorporating junior leadership and mentoring development.
- Exposure and support to care for Level 3 (Multi Organ Support) and Level 2 (Single Organ Support) patients.
- Following the completion of the Critical care Foundation Programme an opportunity exists to apply for the Post Graduate Certificate in Intensive Care Practice (PG Cert). The staff member will be supported in this goal through the appraisal process.

- Exposure and development of non-technical skills through clinical experience and simulated practice.

4. Additional Skills and Knowledge

The successful applicant will be expected to have

- Effective and adaptive communication skills dependent upon context and person
- Effective time management skills
- Effective self-awareness, including ability to recognise limitations and maintain safety.
- Recognition of the stressful environment that Critical care can be and the ability to demonstrate recognition of stress/anxiety in self and means to address this or know how to seek assistance.

5. Education and Training Opportunities

The department strives to provide education and training to its team members, you can expect to receive

- Completion of an Critical Care Foundation Programme that supports all Registered staff
- Opportunity to apply for and undertake a Mentoring qualification
- Completion of a leadership course supportive of the role and future development
- Opportunity to apply for and undertake a Post Graduate Certificate in Adult Intensive Care Practice.