

Job Description - REMEO® Healthcare Limited

JOB TITLE:	Staff Nurse
GRADE:	HCG5
HOURS:	37.5h per week
REPORTS TO:	Shift Manager
JOB LOCATION:	Lane Fox REMEO Respiratory Centre, Redhill, Surrey

Remeo Healthcare Limited

REMEO Healthcare Limited is the UK subsidiary of Linde Healthcare, a global business Centre of The Linde Group. Linde Healthcare is present in over 50 countries and with 11,000 employees, the company serves about 800,000. REMEO is Linde Healthcare's concept for long-term mechanically ventilated patient care, offering an integrated care path that bridges the gap between a hospitals' ICU and a patient's home.

REMEO Healthcare Limited entered a strategic partnership with Guy's and St Thomas' to develop specialist centres for patients with respiratory failure across the UK based on St Thomas' Lane Fox unit and the REMEO programme.

Remeo Healthcare Limited as an employer offers competitive salary packages with annual performance based salary reviews and additional benefits such as sponsorship for postgraduate degrees.

The Lane Fox REMEO Respiratory Centre forms part of REMEO's international strategy to grow its network of similar Centres around the world with the potential for international cooperation and learning and of international career opportunities.

New Ventilation and Weaning Centre in Redhill

This new purpose built centre for respiratory failure has been developed as a satellite to the nationally renowned Lane Fox Unit at Guys & St Thomas' Hospital, London in a new and innovative partnership between REMEO® Healthcare Limited and the hospital Trust. It enables NHS patients to access the parent Centre's clinical expertise in treating chronic respiratory failure and specifically in 'weaning' patients dependent on invasive mechanical ventilation following critical illness.



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The centre provides services for patients with chronic respiratory failure, particularly from neuromuscular diseases, respiratory illness or post-surgery showing potential for weaning or a safe discharge home.

The majority of such referrals will eventually be enabled to return home, in some through the use of domiciliary non invasive ventilation in which the Lane Fox Respiratory Centre in London has considerable experience with over 1200 home care patients.

The centre has been designed to maximise the rehabilitation prospects for its patients. It provides a modern and safe environment with access out to garden areas and views of the ancient woodlands. The Centre is a relaxing environment for patients and their visitors with extended visiting hours and family meeting areas. In addition to patient and family support, it provides training programmes for carers to enable even those requiring invasive tracheostomy ventilation to return home.

Collaboration with Guy's and St Thomas'

All staff working in the Centre benefit from appropriate specialist training provided by Guys & St Thomas' Hospital whilst patients will at all times have their care directed by senior medical staff from the Lane Fox Unit. This will include regular ward rounds run by senior Guy's and St Thomas' consultants and ongoing support from the Clinical Centre Manager of the Lane Fox Respiratory Centre at St Thomas'.

The Clinical Centre Manager has a close working relationship with the outreach ventilation weaning service at St Thomas' which provides care coordination for the ventilator dependent patients in the community. Located just next to East Surrey Hospital, the Centre benefits from clinical support services and knowledge sharing provided by the clinicians at East Surrey Hospital.

The centre is linked to the Research team at St Thomas' to provide a unique facility to run research to support innovation in respiratory care.

Values of the Lane Fox REMEO Respiratory Centre:

The post holder will:

- **Put patients first** - consider the patient's needs and wishes in all that they do
- **Take pride in what they do** – strive for highest standards on own work and challenge colleagues to do the same
- **Strive to be the best** – in terms of patient care & teamwork
- **Act with integrity** - maintain the privacy & dignity of patients, work with integrity and be trustworthy, be accountable for own work
- **Respect others** – patients, visitors and colleagues. Actively give and receive feedback.

Role and Responsibilities

1. Purpose of Role

The post holder is responsible for assessment of care needs of patients, planning programmes of care, implementation and evaluation of these programmes - at times without direct supervision.

The post holder will participate in clinical care and supervision as appropriate, and act as a facilitator /mentor and role model for the less experienced and the Health Care Assistants. The post holder will support the development of practice in the Centre and maintain effective communication within the multidisciplinary team. They will be working independently/ autonomously and at times without direct supervision, accountable for their own professional actions. Ensuring the safety and well being of services users, and always working in a manner that promotes dignity and human rights through the adoption of person centred care principles.

2. Key Relationships

Clinical Centre Manager, Clinical Director, Remeo Head of Nursing, Consultants and Junior Medical Staff, Nursing Staff, Allied Health Professionals, Administrative and Clerical Support Staff, Technical staff, Remeo and BOC Management. Social Services and Community Nursing Staff, External Agencies

3. Required Critical Behaviours

- Customer focus
- Communication and collaboration
- Functional/ technical competence
- Visible Leadership
- Promotion of health and wellbeing
- Assessment and care planning
- Enablement to address health and well being needs
- Provision of care to meet health and wellbeing needs
- Assessment and treatment planning
- Interventions and treatments
- Personal development

4. Duties and Responsibilities

4.1 Clinical and Patient Care

- Responsible for carrying out clinical practice within designated clinical areas, ensuring that high quality, current evidence-based nursing assessment, care planning, implementation, interventions and evaluations for patients is provided from admission through to discharge
- Will be responsible for the application of knowledge across the range of work procedures and practices, underpinned by theoretical knowledge and practical experience



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- Act as an advocate for patients, to ensure a patient orientated approach to the delivery of care and to meet standards defined by CQC and other relevant guidelines
- Ensure that patients' receive high quality clinical care and a good patient experience, having regard for their customs, religious beliefs and doctrines
- Recognise and avoid situations that may be detrimental to the health and wellbeing of the individuals
- Will advice on the promotion of health and the prevention of illness
- Recognise the significance of observations made, and use them to develop and initiate nursing assessments and devise a plan of care
- Carry out those activities necessary to conduct a comprehensive assessment of a person's nursing requirements
- Will ensure that all patients will have a discharge plan that is safe and appropriate for their needs
- Carry out nursing procedures and treatments, checking on and maintaining the highest possible standards
- Work alongside the multi-disciplinary team to ascertain treatments and advise on nursing priorities
- Take a clear and concise history from patients by assessing their health and well being and complete documentation ensuring that all entries are accurate and legible and that all information systems are maintained
- Undertake prescribed physical observations as follows: blood pressure, temperature, respirations, blood sugars, urinalysis, weight and height, O2 and CO2 monitoring and report exceptions appropriates
- Responsible for the correct administration of prescribed medication including transfusion of blood and blood products

4.2 Professional Responsibilities

- Is wholly accountable for his / her practice in line with the NMC code of professional conduct and takes every reasonable opportunity to sustain and improve his / her knowledge and professional competence
- Will act in accordance with Remeo, Centre and Statutory Guidelines & Policies including Health and Safety initiatives
- Will be familiar with the Health and Safety at Works Act, and be aware of its implications and ensure that local Centre and departmental policies are followed
- Will work in accordance with Centre Objectives
- Will compile a personal & professional portfolio (in conjunction with the Performance management process and the compilation of a Personal Development Plan)
- Will maintain a high standard of care and give courteous reception to all patients and visitors
- Will adopt a patient orientated approach to work
- Will practice in a cost effective and cost aware manner



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- Will ensure that the Centre's policy is understood and carried out with regard to the care and custody of drugs/medications, especially with regard to those covered by the Control of Drugs Act
- Will be familiar with the Centre's fire, manual handling and C.O.S.H.H. policies and ensure that all nurses in the Centre are aware of the policies
- Will be fully conversant with the site's major incident plan, and ensure that all nurses on the Centre understand the procedure
- Will establish a relationship with a clinical supervisor
- Take all possible precautions to safeguard the welfare and safety of staff, service users, visitors and the public, by implementing all policies related to health, safety, security and risk
- Support the Centre and Shift Managers in undertaking audits and monitoring of the Redhill Centre and participate in the implementation of changes to improve service delivery

4.3 Communication

- Will be responsible for the provision and receipt of complex, sensitive or contentious information related to patients, patient care, relatives, staff and other multidisciplinary colleagues
- Provide highly specialised advice concerning the care or treatment of identified groups or categories of patients/clients
- Communicate effectively and efficiently with all members of the multidisciplinary team regarding patient care
- Will communicate with patients and relatives, making reports and liaising, as appropriate; with medical staff other members of the care team and management
- Will give and receive day/night reports. Acting as team leader/ member/ coordinator as necessary
- Report to the Doctor/Clinical Centre Manager/Shift Manager and members of the multidisciplinary team on patients' conditions, both verbally and in writing as necessary
- Liaise with inter-hospital departments/personnel
- Attend and participate in Centre meetings and help promote new ideas and methods and assist in their implementation
- Attend and participate in multidisciplinary team meetings and case conferences to benefit patient care

4.4 Education and Professional Development

- Act as a role model, giving guidance, counselling and support to unqualified staff
- Actively contribute to the training programme within the Centre
- Act as mentor and introduce new staff members to their role within the team
- Act as mentor/assessor to unqualified staff
- Take every opportunity to maintain and improve knowledge and competence, and take steps to keep up to date with clinical and nursing developments

The post holder is required to follow Remeo policies and procedures which are regularly updated including:

Confidentiality / Data Protection

Post holders must maintain the confidentiality of information about patients, staff and other health service business in accordance with the Data Protection Act of 1998. Post holders must not, without prior permission, disclose any information regarding patients or staff. Moreover, the Data Protection Act 1998 also renders an individual liable for prosecution in the event of unauthorised disclosure of information.

Equal Opportunities

Post holders must at all times fulfil their responsibilities with regard to Remeo's Equal Opportunities Policy and equality laws.

Health and Safety

All post holders have a responsibility, under the Health and Safety at Work Act (1974) and subsequently published regulations, to ensure that the Remeo's health and safety policies and procedures are complied with to maintain a safe working environment for patients, visitors and employees.

Infection Control

All post holders have a personal obligation to act to reduce healthcare-associated infections (HCAIs). They must attend mandatory training in Infection Control and be compliant with all measures required by the Remeo and Guy's and St Thomas' to reduce HCAIs.

Risk Management

All post holders have a responsibility to report risks such as clinical and non-clinical accidents or incidents promptly. They are expected to be familiar with Remeo's use of risk assessments to predict and control risk, as well as the incident reporting system for learning from mistakes and near misses in order to improve services. Post holders must also attend training identified by their manager, or stated by Remeo to be mandatory.

Safeguarding children and vulnerable adults

Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of the specific duties relating to their role.

Smoking Policy

It is Remeo's/BOC policy to promote health. Smoking, therefore, is actively discouraged. It is illegal within Remeo/ BOC buildings and vehicles.



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PERSON SPECIFICATION

STAFF NURSE

	ESSENTIAL	DESIRABLE
Education/ Qualifications	RN1: Adult Nurse level 1 on the NMC register Evidence of continuing professional development	Teaching and assessing qualification Qualification or course in critical care or respiratory care
Previous experience	Experience of working in Critical care and/or respiratory care (providing services for acute and chronic NIV patients and patients requiring tracheostomy care) Experiencing of coordinating a shift Completion of preceptorship Experience of administering intravenous drug therapy Supervision of junior staff Experience of working on own and in a team	Experience in discharge management (incl carer training) of ventilator dependent patients or other complex care patients Experience in other nursing fields
Skills/Knowledge /Ability	Able to assess, plan, implement & evaluate programmes of care Up to date knowledge of current clinical and professional issues. Knowledge of Evidence Based Practice Competent in basic life support Ability to administer prescribed medication including transfusion of blood and blood products Able to work as an effective team member Able to supervise and teach junior staff	



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	<p>Able to prioritise & meet deadlines</p> <p>Able to manage difficult situations</p> <p>Uses own initiative and is able to take decisions</p> <p>Self motivated</p> <p>Able to maintain clear and legible documentation</p> <p>An understanding of Audit and Research Based Nursing Practice</p> <p>Excellent verbal, written and interpersonal communication skills</p> <p>Basic Computer Skills including ability to use Microsoft Word and Electronic Patient Records (EPR)</p> <p>Knowledge of the NMC Code of Professional Conduct</p> <p>Knowledge of Clinical Governance & a commitment to clinical supervision</p> <p>Knowledge of the individual's responsibility towards health & safety</p>	
Additional Information	<p>The ability to undertake reflective thinking on own practice</p> <p>Flexible and positive approach to work</p> <p>Good attendance Record.</p> <p>Manual handling of patients, using lifting aids</p> <p>Able and willing to work flexible shift patterns, internal rotation to day and night duty and unsocial hours, according to service needs</p>	

ADDITIONAL INFORMATION:

Redhill and Reigate area:

This area south of Greater London is within the commuter belt to and from Central London and serviced by fast trains (approx 30 mins) from London Bridge and Victoria station.

The town centre at Redhill offers a large shopping centre and a large selection of shops, boutiques, restaurants and coffee shops. A number of excellent state and independent schools for all areas are located in the area, among them Dunottar, Reigate Grammar, Micklefield, Holmesdale, Reigate Priory St Johns and Reigate Secondary. The well known Hawthorns school is located just outside Redhill in the village of Bletchingley.