

SISTER / CHARGE NURSE

Candidate Pack



Job Summary

This summary has been generated using AI to provide a clear and accessible overview of the role. It is intended to support candidates who may find the full job description harder to read, such as those who are neurodiverse, have learning disabilities or lower literacy levels. Our goal is to make the application process more accessible and inclusive for everyone.

- This role involves caring for patients and helping to lead the nursing team.
- You will support the ward manager and help organise staff and daily tasks.
- You will make sure patients get the care they need and that records are kept properly.
- You will help train and support junior staff and students.
- You will work with other teams to keep the ward running smoothly and safely.
- You may take part in meetings, research and on-call duties when needed.

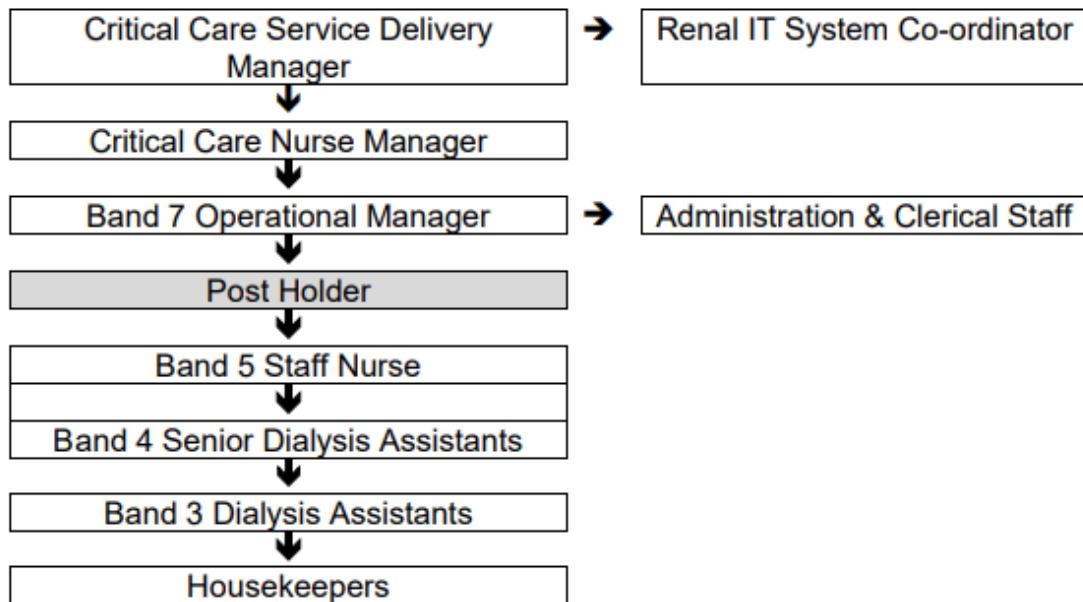
Job Description

Job title:	Sister / Charge Nurse
Grade:	6
Site:	The Royal Shrewsbury Hospital
Accountable to:	Ward Manager
DBS required:	Enhanced

JOB OVERVIEW

The post holder will function as a competent clinical practitioner within the specialty. They will deliver direct patient care whilst co-ordinating and overseeing nursing practice. They will participate in the co-ordination and monitoring of all clinical activities within the renal unit and will be responsible for ensuring the delivery of clinical care to patients with renal disease in need of haemodialysis, CAPD and related extracorporeal and peritoneal dialysis modalities during their span of duty. They will assist in the introduction of new modes of therapy, formulation of policies, procedures and standards relating to haemodialysis and will ensure the efficient and effective utilisation of resources to deliver optimum quality care. The post holder will deputise for the Operational Manager / Modality Sister / Charge Nurse in his / her absence, driving forward evidence-based practice and take responsibility for the supervision of staff and the policies and practices that operate within their clinical area.

Organisation Chart



MANAGEMENT AND LEADERSHIP

1. In conjunction with the Operational Manager / Modality Sister / Charge Nurse be responsible for the day to day supervision of their department / team, effectively motivating, and directing staff to ensure that time and resources are managed through effective teamwork.
2. To ensure that staff have a clear understanding of their duties and responsibilities and of the standards of performance and conduct expected of them during their span of duty
3. To organise their team on a daily basis deploying staff appropriately according to their skills and experience.
4. To deputise for Operational Manager / Modality Sister / Charge Nurse as necessary.
5. In conjunction with the Operational Manager / Modality Sister / Charge Nurse take responsibility for implementing and reviewing clinical practices to ensure that they are cost effective.
6. To contribute towards the new ways of working which support Divisional and corporate objectives and improvement programmes.
7. To support the department in promoting new ways of working which support and contribute towards Divisional and corporate objectives and improvement programmes.
8. To work with all members of the multi professional team to develop services to ensure the effective provision of all aspects of clinical care are maintained at a high standard.

9. To contribute to and influence the total patient experience and journey through collaborative working and effective communications with all members of the multi-disciplinary team throughout the hospital.
10. To assist in the formulation, and review of clinical policies and procedures within their department ensuring trust wide agreed polices within area of responsibility are adhered to.
11. In the absence of the Operational Manager / Modality Sister / Charge Nurse be a point of contact by ensuring that they are a visible, accessible and assertive figure to whom patients, relatives and staff can turn for assistance, advice and support.
12. To act as a role model for other junior staff.
13. To support the Operational Manager / Modality Sister / Charge Nurse manager to assist PALS staff in helping to resolve the concerns of patients and their families as quickly as possible.
14. To ensure that high standards of cleanliness, tidiness and décor are maintained in their designated area. To ensure PEAT standards are adhered to.
15. To work with external agencies in particular Social Services, and community nursing and domiciliary therapy services.
16. To support the Operational Manager / Modality Sister / Charge Nurse in the process of change demonstrating professionalism and integrity.
17. To contribute towards the development, production and implementation of the department's objectives, in line with agreed service and financial objectives.

PATIENT CARE

- To practise clinically, co-ordinating and supervising nursing practice. Ensuring that all patients have their needs assessed, that programmes of care are developed to meet these needs and are delivered in accordance with agreed policies and procedures.
- To be a competent practitioner, leading innovation and demonstrating clinical expertise. The postholder act as a resource and advisor in their area of expertise to colleagues in other wards and departments throughout the Trust.
- To deliver all aspect of care relative to their patient group.
- To assist the implementation and delivery of the Essence of Care standards
- To ensure the use of approved manual handling techniques in delivery patient care using procedures taught by the manual handling team, including the safe use of mechanical and nonmechanical manual handling aids.
- To monitor and assist in the review of clinical standards and practice within their clinical area, with particular attention paid to the drive for evidence-based practice.
- To be aware of the nursing performance indicators and support the Operational Manager/Modality Sister/Charge Nurse in implementing the action plans to address areas for improvement.

Specific Clinical Responsibilities

1. Instigation and interpretation of pathology investigations including acting on interpretation of results by instigating and / or changing the dialysis prescription.
2. Leading the air wash back procedure. Potentially lethal procedure can only be performed with assistance of other staff; renal nurse, doctor, ATO or ITU nurse.
3. Quantitative dialysis prescription. For instance, use of Urea Kinetic Modelling, or other quantitative methods.
4. Titration of crystalloids and colloids against symptoms including infusion for prophylactic use.
5. Titration of anticoagulants against clotting times or other quantitative test of clotting. This is NOT to a sliding scale due to variables such as ultrafiltration, membrane, blood speeds, exchange volumes etc.
6. Modification of supplementary therapies such as use of insulin and total parenteral nutrition and intravenous additives whilst the patient is on dialysis. This may include having to break away from prescribed sliding scales and having to use titration skills. To include advice to dietitians, pharmacists and other professionals on modification of supplementary therapies.
7. Modification of non-dialysis care and treatment of patients with general medical, surgical, nephrological, urological, gynaecological, orthopaedic or other conditions who are receiving renal replacement therapy.

8. Decision to use new AV fistulae, observing basic groundrules set by surgeon.
9. Formulation of dialysis timetables (when in charge.)
10. Decision on dialysis technique including use of convective therapies when on-call.
11. Decision on UF technique (may include UF modelling.)
12. Concentrate proportionate modification (may include sodium modelling.)
13. Control of biochemistry by access technique, extracorporeal circuit including dialyser, concentrate, frequency of treatment, and duration of therapy.
14. Use of potassium trimmers on maintenance patients and ward acutes.
15. Use of potassium trimmers on multiple organ failure patients on ITU in consultation with Modality Sisters or ITU consultant (or deputy) and ITU nurses. To include advice to ITU medical staff on the use of supplementary potassium infusions via intravenous route.
16. Titration of sodium bicarbonate re-infusion against interpretation of patients' acid base balance. To include advice to ITU medical staff on the limitations of maximum re-infusion and the use of supplementary correction via intravenous route.
17. Instigating referral of patient to surgeon for access surgery
18. Referral of patient to named consultant radiologist for access rescue procedures
19. Supervision of patient training for home haemodialysis and being primary nurse for designated HHD patient(s).

20. Independent Nurse Prescribers:

- To undertake the role of Nurse Prescriber within the clinical area and in line with Trust Policy, professional regulatory and national guidance.
- To maintain competency in prescribing according to the level of prescribing qualification and participate in regular continuing professional development in relation to the role.
- To prescribe in accordance with the Trust's medicine Code, its Non-Medical Prescribing Policy and other local and National prescribing guidance.
- To prescribe within the limits of their individual competence and approved Scope of

COMMUNICATION AND RELATIONSHIP

- To ensure that all team members report changes in patient progress effectively, both verbally and in written form. Ensure that accurate, legible and holistic nursing records according to NMC /or HPC guidelines and unit guidance are maintained.
- Where appropriate interpret and present clinical information to patients and their relatives, demonstrating highest levels of interpersonal and communication skills ensure that patients and their carers have sufficient relevant verbal and written information during the patient's stay.

- To actively support staff working with highly distressing / highly emotional levels of illness.
- To respond appropriately to ineffective communication techniques and styles used by staff. Supporting the Ward/ department Manager on first line performance management action in the event of continued issues. To undertake basic ward-based training for junior staff in relation to communication strategies.
- To demonstrate sensitivity in dealing with complex and confidential information from patients, families and colleagues, giving advice and support when necessary. Respond appropriately to the information given. 6. In conjunction with the Ward/ department Manager develop appropriate written and verbal patient information processes and systems
- Will actively contribute towards Ward / departmental meetings.
- To ensure that information / decisions are cascaded appropriately to junior staff using tools forums and communication strategies as identified by the ward/ department manager.
- In conjunction with the ward/ department Manager maintain collaborative working relationships and effective communications between all members of the multidisciplinary team, resolving conflict and working within the team to ensure a high standard of co-ordinated patient care

EDUCATION, PROFESSIONAL DEVELOPMENT AND TRAINING

- To take every reasonable opportunity for maintaining, developing and acquiring competencies and skills for self-development.
- To support the implementation of an effective appraisal system, ensuring that all staff has set objectives that identify and support individual development and training needs.
- To participate in the supervision, training and effective mentorship of junior staff, student nurses and Health Care Assistants.
- In conjunction with the Ward/ department manager identify the training and educational needs for all staff, contributing to the development and provision of the yearly training plan and educational training programmes and opportunities.
- To participate in informal and formal training sessions for their staff, delivering orientation programmes for new staff and provide relevant feedback to all members of the team.
- To support the Ward/ Department Manager in ensuring that all team members attend Mandatory training sessions

RESEARCH AND AUDIT

- Together with the Ward/Department Manager develop standards of care and participate in ongoing research, audit and projects.

- To promote and disseminate relevant research findings to support clinical practice and education within the department.
- To participate in developing systems for assessing the user's views on the quality of services provided and for involving patients relatives and their representatives in the planning and development of services.

HUMAN RESOURCES

- To ensure that all local and national HR policies, procedures and guidelines are adhered to and report any failure to do so appropriately.
- To assist the Ward/ Department Manager in the management of staff within their ward / department including specific induction, recruitment and selection, deployment, training, performance management, sickness/ absence and appraisals .
- Assists the Ward/ Department Manager in planning off duty rotas to ensure appropriate staffing levels and skill mix to meet patient needs.
- To work with the Ward/ Department Manager on the appointment of nursing staff for their designated clinical area.

USE OF INFORMATION

- To ensure that staff maintain and update PAS to support patient care.
- To be conversant in the use of electronic communication systems, personal computer systems, normal office equipment and Trust PAS system

Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Professional /technical Qualifications • RGN • Evidence of Continuing Professional development/ qualification relevant to area of speciality 	
Experience	<ul style="list-style-type: none"> • Extensive post registration experience in the relevant speciality or equivalent. Appropriate experience having been acquired to be able to demonstrate:- <ul style="list-style-type: none"> ○ High level clinical skills and knowledge. ○ Evidence of successfully co- 	

	<p>ordinating, managing and leading the team on a day to day basis.</p> <ul style="list-style-type: none"> ○ Teaching ability ○ Experience in undertaking preceptor/mentor role. Involvement in Nursing audit and Research. ○ An awareness and understanding of policy and practice relevant to speciality 	
Knowledge and skills	<ul style="list-style-type: none"> ● Ability to work and communicate effectively within a multidisciplinary team setting. ● Evidence of excellent communication skills including verbal, non verbal and written. ● Excellent interpersonal skills with professional credibility ● Positive attitude to change with a proven ability to assist senior staff in the implementation of change and practice development. ● Microsoft office PC and Sema Pas skills 	
Other	<ul style="list-style-type: none"> ● Awareness of professional and personal limitations. ● Ability to act as a positive role model to other members of the team. ● Strong team worker ● Flexible and Adaptable in approach 	

General conditions

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

Health and Safety

As an employee of the Trust, you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety

Infection Prevention and Control

The prevention and management of acquired infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and colleagues; and
- maintain an up-to-date knowledge of infection prevention and control, policies, practices, and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy)

Information Governance

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently, and effectively. You are required to comply with the Trust's Information Governance policies and standards.

Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.

Disclosure of Information - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment, to protect yourself and the Trust from any possible legal action.

Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

Professional Standards and Performance Review

As an employee of the Trust, you have a responsibility to:

- participate in continuous personal development including, statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

Safeguarding Children and Vulnerable Adults

We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.

- As an employee of the Trust you have a responsibility to ensure that:
 - you are familiar with and adhere to the Trust's Safeguarding Children procedures and guidelines.
 - you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

NHS Sexual Safety Charter

The Trust is committed to ensuring that all employees work in an environment that is safe, inclusive, and free from sexual misconduct, harassment, and discrimination. As a signatory to the NHS Sexual Safety Charter, the Trust upholds a zero-tolerance approach to sexual harassment and supports anyone affected by inappropriate behaviour. In accordance with the Workers Protection (Amendment of Equality Act 2010) Act 2023, the Trust has a statutory duty to take reasonable steps to prevent

sexual harassment of its employees. All staff, are required to treat others with dignity and respect at all times and to cooperate with Trust policies, procedures and training designed to maintain a culture of safety, professionalism, and mutual respect.

Social Responsibility

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills, and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

Continuous Improvement

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH

continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

Equal Opportunities and Diversity

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

