NEWLY QUALIFIED NURSE AND MIDWIFE CAMPAIGN

NHS Greater Glasgow and Clyde

Job Reference: 0000047238N
Closing Date: 19 May 2017

www.nhsggc.org.uk
Dear applicant,

Thank you for your interest in this post and for taking the time to read this information pack. We hope this exciting and rewarding role catches your imagination and that you are encouraged to apply.

As the largest Health Board in Scotland, NHS Greater Glasgow and Clyde plays a vital role in the education and training of doctors, nurses and other health professionals, working closely with local universities and colleges. It also provides the full range of community hospital services. The Board has an annual turnover of £3.2 billion per year. It serves a population of 1.2 million people and employs 39,000 staff.

Along with many NHS providers, the Board must respond vigorously to operational, quality and financial challenges in order to continue to improve outcomes for, and the experience of, our patients and the communities we serve. The Board is a large organisation operating in an increasingly tough environment. Building enduring relationships with our partners is vital to continue to drive the changes we are making. Effective communication and productive dialogue is challenged by the spread of the organisation’s sites and stakeholders over a wide geographical area, as well as the variety and large number of partners we work with. The Board is managing these challenges and has developed a positive platform to continue to improve towards excellence.

To drive forward these improvements the Board must have the ability to make tough decisions at a time of change. The next step in the Board’s journey is essential: to build and deliver a strategy that will engage the workforce and public in changing for the future to provide sustainable healthcare services, further embed a culture of innovation and meet the demands and exceed the expectations of our patients.

The following is included in this information pack to help you with your application:
- Job description
- Person specification
- A summary of the terms and conditions for the post
- The application process
- Guidance for completing your application form
- Working for NHS Greater Glasgow and Clyde

If you have a disability or long-term health problem, the Board is committed to offering reasonable adjustments throughout the recruitment process and employment. If you require further information or support, please contact Recruitment Services.

We very much look forward to receiving your application.

Recruitment Services
1. JOB IDENTIFICATION

<table>
<thead>
<tr>
<th>Job Title:</th>
<th>Registered Nurse</th>
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<tbody>
<tr>
<td>Department(s):</td>
<td>Nursing and Midwifery</td>
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</table>

2. JOB PURPOSE

As part of the multidisciplinary team and without supervision, the post holder has the responsibility for assessment of care needs and the development of programmes of care, and/or the implementation and evaluation of these programmes ensuring the delivery of high quality care to patients within clinical settings both hospital and community sites.

3. ORGANISATIONAL POSITION

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Charge Nurse

Registered Nurse

Support Staff
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4. SCOPE AND RANGE

Care will be delivered in a ward/clinical/community area to patients of varying levels of dependency and need.

High quality care is delivered in a safe and supportive environment, which meets identified physical and psycho-social needs.

A family centered approach to care is adopted at all times.
As a registered nurse you will participate in the setting, implementation and evaluation of nursing practice. You may be required to lead a team of nurses within the clinical area.

You will participate in the effective day to day management of resources, including
supplies, pharmacy and equipment.

You will have responsibility for the supervision of junior staff and assist with the clinical teaching of student nurses and newly qualified nursing staff and contribute as required in the appraisal and continued professional development of nursing auxiliary staff.

5. MAIN DUTIES/RESPONSIBILITIES

Responsible for the assessment of care needs and the development, implementation and evaluation of programmes of care for patients to ensure delivery of a high standard of care.

In the absence of the ward sister or deputy, take charge of the ward / department for the management of daily responsibilities, including work allocation, deployment and supervision of staff, to ensure smooth running of the area.

Maintain effective communication with patients, relatives/carers and other members of the multidisciplinary team to ensure that appropriate information is shared and patient needs are met.

Assist in monitoring standards of care within defined policies, procedures, standards and protocols of the ward and department to ensure adherence to, and delivery of, a high quality service.

Lead and supervise/mentor junior staff/students who are providing care to patients, and act as a source of advice to ensure their educational needs are met.

Undertake teaching of registered/non-registered nursing staff, including basic and post-basic students, and participate in the implementation of staff personal development plans to facilitate ongoing development.

Organise own workload to ensure that the interests of patients/clients are met.

Responsible for maintaining patient records within agreed standards.

Participate in maintaining departmental stock levels, through ordering of stores, ensuring the economic use of all resources.

Develop the role by using evidence-based practice and continuously improve own knowledge following PREP guidelines.

Participate in clinical audit as required.

Adhere to the organisational infection control policies and procedures and act as a role model in the maintenance of a safe environment.

6. SYSTEMS AND EQUIPMENT
The post holder is expected to demonstrate and act on the responsibilities placed upon them under the Health and Safety at Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain a safe working environment for patients, visitors and employees.

The post holder is expected to have a working knowledge of all the equipment used in the area but may not have daily clinical involvement, for example:

- Blood glucose analysis
- Volumetric pumps
- Syringe drivers including PCA pumps
- Use of equipment to undertake injections to include, Intra muscular, intravenous and subcutaneous
- Equipment for the administration of Oxygen (including cylinders and humidification)
- Equipment for the administration of tracheal suctioning
- Vital signs monitoring equipment (Dinamap, electronic temperature recorder)
- Resuscitation equipment (cardiac monitor, defibrillator)
- Blood warming equipment
- TED sequential stockings
- Moving and handling equipment (hoist, stand aid, Bolero Trolley etc)

The post holder is responsible for inputting information into electronic patient records where applicable and also into patient written records. Complying with the Data Protection Act, CNORIS, Caldicott Guidelines and local policies regarding confidentiality and access to medical records.

The post holder is expected to demonstrate the ability to maximise the use of Information Technology to benefit patient care and personal development, for example:

**Patient records e.g.:**
- Maintenance of manual patient records
- Hospital Information System (PAS / HIS)
- On-going care documentation
- Ambulance planning documentation

**Clinical assessment tools e.g.:**
- Glasgow Coma Scale (Conscious level)
- Waterlow Scale (Pressure area care)
- Pain assessment charts
- Vital signs charts (TPR & BP)
- Moving and handling risk assessment
- Bedrails risk assessment
- Wound care
- Fluid balance charts
- Risk assessment – clinical incidents & IR1 forms
7. DECISIONS AND JUDGEMENTS

Demonstrate sound judgement in assessment of patient care in order to establish any change in the patients’ condition, and contribute to the subsequent planning of care.

Exercise the ability to challenge practice, which will compromise safety and/or quality of patient care.

The post holder is regularly required to take charge of the department in the absence of sister or deputy, and be responsible for such duties necessary to maintain effective working of the ward / department.

Assessment of more complex patient condition and provision of advice to junior staff in clinical decision making.

Analysis of patient condition and subsequent planning of care.

The post holder is accountable for their own actions as outlined by NMC but works under the supervision of the Ward /Department Manager.

In the absence of the ward or department manager/deputy to provide cover to ensure the effective operation of the ward and appropriate deployment of staff.

8. COMMUNICATIONS AND RELATIONSHIPS

The post holder will be expected to communicate and liaise with the patient, their relatives and the multidisciplinary team involved in the provision of care. This will include information regarding the condition of patients which may at times require complex explanation. At times there may require to be communication with external agencies such as Social Services.

9. PHYSICAL DEMANDS OF THE JOB

Emotional Demands
The post holder is exposed on an ongoing basis to the following emotional demands during each shift:

- Communicating with and caring for distressed, anxious, worried patients/relatives/carers.
- Occasionally caring for patients/relatives/carers during and immediately after receipt of bad news.
- Exposure to verbal and physical aggression.
- Occasionally communicating with difficult personalities within the multidisciplinary team in order to enable effective patient management.
### Physical Demands
*The post holder will on an ongoing basis perform the following physical demands during each shift:*

- Performs moving and handling tasks relating to static load, positioning conscious and unconscious patients, and the assisted moving of compromised patients.
- The post holder is standing/walking for the majority of the shift.

### Mental Demands
*The post holder on an ongoing basis performs the following mental demands during each shift when prioritising patient care/workload in a busy environment:*

- Concentration required when calculating drug dosages and setting up and changing infusion pumps whilst subject to frequent interruptions from patients/carers and other team members.
- Concentration required when supervising less experienced staff/students who are providing care to patients.
- Concentration required when observing patient behaviours, which may be unpredictable.
- Concentration required when checking documentation/case-notes.
- Concentration required when observing unstable ill patients whose conditions are continually changing and are unpredictable.

### Working Conditions
*The post holder is exposed on an ongoing basis to the following working conditions:*

On each shift worked the post holder will have:

- Frequent exposure to body fluids, blood, faeces, emptying bedpans/urinals, changing catheter bags several times throughout each shift.

Within the community the post holder will be expected to drive between patients and clients. They may work within a variety of departments to include schools, community clinics and in the home environment, and may be required to work alone.

### 10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- Maintaining competency and up to date clinical skills and knowledge in a busy clinical environment.
- In the absence of the sister or deputy, managing the ward / department
effectively on a regular basis.

- Performing mentally challenging tasks despite interruptions by outside influences.
- Achieving a balance between the demands of direct patient care and existing resources.
- Communicating and supporting distressed/anxious/worried patients and carers.
- Dealing with verbally and physically abusive patients and members of the public.
- Having the ability to adapt to individual teams.
- Flexibility in moving between wards/departments

11. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

- Registered Nurses on the NMC Register
- Evidence of continued professional development

The post holder is expected at all times to practice competencies that demonstrate insight, understanding and mutual respect of patients, their families / carers and work colleagues. Whether in a clinical or non clinical role, the post holder is expected at all times to be an exemplar of person centred care, embracing their Code of Conduct to a high standard as part of an integrated health professional team.
**Summary of terms and conditions**

The terms and conditions of service are those approved and amended from time to time by the National Agenda for Change Terms and Conditions Agreement.

<table>
<thead>
<tr>
<th>Job title</th>
<th>Staff Nurse / Midwife</th>
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</thead>
<tbody>
<tr>
<td>Job reference number</td>
<td>0000047238N</td>
</tr>
<tr>
<td>Closing date</td>
<td>19 May 2017</td>
</tr>
<tr>
<td>Vacancy enquiries to</td>
<td>For information specific to the role, contact: Recruitment Services, 0141 278 2700</td>
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<tr>
<td>Agenda for Change band:</td>
<td>Band 5</td>
</tr>
<tr>
<td>Salary</td>
<td>£22,440 to £29,034 per annum (pro rata where applicable). Please note candidates new to the NHS should expect to start at the entry point of the payscale shown.</td>
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<tr>
<td>Hours</td>
<td>Various hours per week</td>
</tr>
<tr>
<td>Base</td>
<td>NHS Greater Glasgow and Clyde</td>
</tr>
<tr>
<td>Contract type</td>
<td>Permanent</td>
</tr>
<tr>
<td>Annual leave</td>
<td>The basic annual leave entitlement in a full year commencing 1st April to 31st March is 27 Days on appointment, rising to 29 days after five years and 33 days after 10 years. Leave entitlement is pro rata where applicable.</td>
</tr>
<tr>
<td>Superannuation</td>
<td>All employees are automatically enrolled in the Scottish Public Pensions Agency.</td>
</tr>
<tr>
<td>Healthcare Support Workers</td>
<td>All NHS Scotland postholders that are not governed by a regulatory or professional body are considered to be healthcare support workers. On appointment, you will be expected to comply with the NHS Scotland Mandatory Induction Standards and Code of Conduct for Healthcare Support Workers. Healthcare Support Workers are expected at all times to practice competencies that demonstrate insight, understanding and mutual respect of patients, their families, carers and work colleagues. Whether in a clinical or non-clinical role the post holder is expected at all times to be an exemplar of person centred care, embracing their Code of Conduct to a high standard as part of an integrated health professional team.</td>
</tr>
<tr>
<td>Smokefree policy</td>
<td>NHS Greater Glasgow and Clyde operates a smokefree policy on all premises and grounds.</td>
</tr>
<tr>
<td>Equal opportunities</td>
<td>NHS Greater Glasgow and Clyde is as an equal opportunities employer.</td>
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The Application Process

Please ensure you read the Job Description and Person Specification along with the guidance notes on completing your application form. The hiring manager will shortlist an application for interview based on its content, therefore it is in your best interests to ensure you submit a fully and appropriately completed application.

You will receive confirmation that your application submission has been received when you submit your online application form. When we begin to process your application, you will receive an email from NHS Greater Glasgow and Clyde confirming receipt. If you have not received a confirmation email within 3 days working days from the closing date, please email nhsggcrecruitment@nhs.net.

Unfortunately, due to the volume of applications NHS Greater Glasgow and Clyde receive, we are unable to write to applicants who are not successfully shortlisted for interview. Accordingly, if you have not received an invitation for interview within six weeks of the closing date please assume on this occasion you have been unsuccessful. We hope this will not deter you from applying again.

We will use several methods of communication to advise you of each stage of the recruitment process this includes: email, letter, SMS text, or telephone. It is essential that you regularly check your email and your phone to see if we have been in contact with you to update you on the progress of your application. Please ensure your email account does not treat NHS Greater Glasgow and Clyde email as spam or junk by adjusting the necessary settings.

Please ensure you retain a copy of the job description and person specification for the post you are applying for – you will need this to help you prepare if you are selected for interview.

Please retain details of the job reference number – you will need this if contacting NHS Greater Glasgow and Clyde Recruitment Services.

Should you require further information or assistance in relation to your application please visit www.nhsggc.org.uk/recruitment or email your enquiry to nhsggcrecruitment@nhs.net. Please ensure you have the job reference number to hand.

For details on what happens once you have submitted your application, please visit the NHS Greater Glasgow and Clyde – recruitment guidance for applicants.
Guidance for completing your application form

Completion of the application form is the first stage in the recruitment process, and if you are successful, will form the basis of your employment record. Complete and accurate information is essential. Please note: If you knowingly withhold or provide false or misleading information, this may result in your application being rejected, or if appointed, may result in dismissal from your post.

Your application form plays a vital role in the recruitment and selection process. The information you provide us with in your application form will be used to decide whether you are shortlisted to attend an interview. Only those applicants who can clearly demonstrate in their application form how they meet the minimum essential requirements for the post as specified in the job description and person specification will be considered for interview selection.

Applicants should read the candidate information pack and job description for the post prior to completing the online application form.

When completing the online application form applicants should read the instructions in each section and note the following:

- the application form has an automatic time out mechanisms, therefore you should click on the “save” button as you go through the application form or copy and paste from another document, to avoid losing content.
- please do not use any special characters (i.e. £, #, &, %) when completing your application. You are permitted to use the ‘@’ symbol.

It is recommended that you complete all relevant sections of the application form. It does not matter how long ago your last employment was, if you have an employment history please list it.

If you have not previously been employed, please use the “Present or Most Recent Post” section to detail what you have been doing (i.e. full time student / parent / carer).

Please note that you can list unpaid work including work placements and volunteer work in your employment history.

NHS Greater Glasgow and Clyde do not accept Curriculum Vitae (CV), unless a CV has been specifically requested as part of the recruitment process.

By completing and submitting an application for this post you give your consent for NHS Greater Glasgow and Clyde to commence pre-employment checks, including reference checks, once your formal conditional offer of employment is made to you. Click Here for more information. For details on NHS Greater Glasgow and Clyde’s pre-employment check procedures, please visit the NHS Greater Glasgow and Clyde – recruitment guidance for applicants.
Part A (Personal information), Part B (Declarations), Part C (Application Details)

The job description provides information about the main duties and responsibilities of the post being advertised. It also describes the purpose of the post. Please ensure that your application form clearly demonstrates how your skills / knowledge / experience can be utilised in the role. The job description and person specification also specify the requirements or criteria (knowledge, skills, experience, abilities and qualifications) that are essential or desirable to perform the duties outlined. Please ensure in your application that you demonstrate how you meet the minimum essential criteria and where applicable, the desirable criteria for the role.

Certain posts in NHS Scotland are exempt from the 1974 Rehabilitation of Offenders Act (Exclusions & Exceptions) (Scotland) Order 2003. Click Here for more information. If the advertisement for this position has declared that we require a Disclosure Scotland PVG Scheme Membership / Disclosure Scotland Check, you must declare any previous convictions, classed as either “spent” or “unspent”, including criminal convictions received outside the United Kingdom.

The Asylum and Immigration Act 1996 states that it is a criminal offence to employ a person who is not entitled to work in the United Kingdom (UK). Consequently, before NHS Greater Glasgow and Clyde offers employment, the prospective employee must provide evidence, that he/she is entitled to work in the UK. All applicants regardless of nationality will be asked to provide evidence of eligibility to live and work in the UK.

As a Disability Confident Employer, NHS Greater Glasgow and Clyde operates a Guarantee Interview Scheme for disabled applicants. Candidates who have declared a disability and who meet the minimum essential criteria outlined within the job description / person specification will be guaranteed an interview.

You must provide full and complete employment references including a work email address (personal email address for employment references may not be acceptable) covering a minimum period of the last three years. Employment referees should be listed in chronological order – that is the most recent first. If you have had more than two employers in the last three years we will require additional references. Character referees should only be used in the event that you cannot provide two employer references covering the last three years.

Any gaps in employment history must be detailed within your supporting statement and will be explored carefully with you at the interview stage.

If you have an employment history of less than three years, you should provide full details of an academic referee or other person who is not a friend, is not related to you or involved in any financial arrangement with you to provide a personal reference.
If you have had no previous employment or have been self-employed you should provide details of two personal referees as outlined above and where applicable evidence to confirm your status (i.e. letter from Jobcentre Plus, academic record or evidence from HM Revenue & Customs) if you are shortlisted for interview.

Your application form provides you with an opportunity to provide a supporting statement. This section is one of the most important in the application form as the information that is provided here will be evaluated and used to decide if you are invited to attend interview. This section gives you the opportunity to describe and demonstrate the particular qualifications, skills, abilities, knowledge, relevant experience and other qualities that make you a good candidate for the post.

Part D (Equal Opportunities)
This part of the form is optional and the information you provide in this section exercises no part of the selection process. It is treated in confidence and only the Recruitment Service or Human Resources staff can access this information for the purpose of recording and compliance monitoring, to ensure our workforce is balanced and represents the best candidates from all parts of society regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity status, race, religion or belief, sex, sexual orientation and/or socio-economic status.

Data Protection Act 1998
The information you provide on your application will be treated in confidence. Only those NHS Greater Glasgow and Clyde staff involved in the selection process and processing your application will see your application form. If you are the successful applicant your application form will be retained and used to create your employee record file. Your application form will be held for 12 months, from the date of your application, within the NHS Greater Glasgow and Clyde recruitment system, after which period it will be deleted from the system.
Working for NHS Greater Glasgow and Clyde

About us
NHS Greater Glasgow and Clyde is the largest health board and provider of healthcare in Scotland and one of the largest health care providers in the UK.

NHS Greater Glasgow and Clyde’s purpose is to:

“Deliver effective and high quality health services, to act to improve the health of our population and to do everything we can to address the wider social determinants of health which cause health inequalities.”

The Board works in close partnership with other NHS organisations, local authorities and other agencies including the third sector to ensure that social work, education, housing, employment and environmental services unite effectively and efficiently with the NHS in tackling inequalities and underlying health problems in local communities.

The future shape of health and social care provision is changing following the move to establish new statutory Partnerships between NHS and Local Authorities, responsible for the planning and delivery of Health and Social care for local populations. This requires the development of very different relationships between primary care, mental health services, community and acute services.

NHS GGC serves a population of 1.2 million (over 1/5 of the population of Scotland) with services provided by 39,000 staff.

The geographical area covered includes: Glasgow City, West Dunbartonshire, Inverclyde, Renfrewshire, East Renfrewshire, East Dunbartonshire and North Glasgow (Stepps-Moodlesburn corridor).

Our services
NHS Greater Glasgow and Clyde provides a full range of Secondary and Tertiary Clinical services, Primary Care, Mental Health and Community services included in which are a number of world-class specialist services.

Find out more about NHS Greater Glasgow and Clyde at www.nhsggc.org.uk.

If you want to know more about the NHS Scotland, visit www.show.scot.nhs.uk.

If you are successful in your application to join us, you will be working within one of our Acute, Primary and Community Care Services. These services are in turn supported by a range of Corporate Service functions including Administration, eHealth, Finance, Human Resources, Public Health, Corporate Planning, Facilities and Estates.
• Click Here to find out more about our Community Services
• Click Here to find out more about our Mental Health Services
• Click here to find out more about the services in your area
Employee benefits
We offer all our staff excellent benefits including;

- NHS Superannuation pension scheme,
- Child Care Vouchers,
- Bursaries to support education and training,
- Interest free loans to purchase Zonecards for trains, buses, underground and some ferries
- Cycle to work interest-free loans to purchase bicycles and equipment

For more information on the benefits available to NHS Greater Glasgow and Clyde staff, visit www.healthservicediscounts.com.

Further information
For further information on any aspect of the recruitment process or for further details on working within NHS Greater Glasgow and Clyde contact:

NHS Greater Glasgow and Clyde
Recruitment Services
West Glasgow Ambulatory Care Hospital
Dalnair Street
Glasgow
G3 8SJ

Tel: +44 (0)141 278 2700
Email: nhsggcrecruitment@nhs.net