

Post Description

1. Post identification

Grade: Practice Nurse

Title: Practice Nurse - Adult Resuscitation

Scale: 6

Accountable To: Chief Nursing Manager or his/her delegate

2. Summary of the Post

The post holder will take a key role in initiating and developing evidence-based nursing practice in adult resuscitation care which is responsive to user's needs within the Gozo General Hospital setting in collaboration with the interdisciplinary team. S/he will be responsible for; (a) the developments in nursing care delivery in the respective contexts, (b) Education, training and mentorship of staff, and (c) Research initiatives across the respective contexts. S/he will take a leading role in providing education, advice and support to health care professionals on all aspects of Resuscitation Care.

3. Roles and Responsibilities

The Practice Nurse Adult Resuscitation care must:

- 3.1 Be an active member of the interdisciplinary professional team and work in collaboration with all members of the health care team in the respective contexts.
- 3.2 Contribute to the development and dissemination of guidelines, policies and care pathways in relation to Resuscitation Care.
- 3.3 Advice and support nursing managers and ward staff in the implementation of agreed policies to enhance excellence in the practice of teamwork and resuscitation across the health care service.
- 3.4 Promote and contribute towards patient centeredness through evaluation and regular revision and reflection on Practice.
- 3.5 Spearhead, encourage, and facilitate the setting, monitoring and maintenance of optimal standards of professional practice within the respective contexts.
- 3.6 Ensure regular presence in the clinical areas such as the Emergency department and respond to deteriorating patient situation and cardiac arrest calls in the wards when possible.

3.7 Liaise with professionals, entities, organisations and authorities according to the individualised needs of patients and their informal carers for the provision of comprehensive care.

3.8 Act as a clinical coordinator for any clinical, educational and professional issues and challenges related to the nursing care organisation and delivery in the respective units/wards and with other members of the interdisciplinary team within the hospital settings and other emergency units within the community.

3.9 Lead the training, education and mentorship opportunities provided to staff especially new recruits who are accountable to her/ himself.

3.10 Promote a clinical environment that facilitate change and able to introduce work practices by liaising directly with the ward staff and administration while continually assessing the ward situation in all its aspects.

3.11 Promote a culture of research and evidence-based practice/teaching within the service to enhance patient outcomes from cardiac arrest.

3.12 Develop appropriate database/s with information pertaining to his/ her responsibilities.

3.13 Create an environment which supports a culture of lifelong learning and reflective practice for all staff.

3.14 Ensure systems and processes are in place to support effective mentoring of relevant staff.

3.15 Promote department-based simulations as part of staff learning and development.

3.16 Implement audit programmes to ensure the maintenance of Health Service Standards or any quality improvement initiatives as necessary and identify areas for improvement so as to enhance resuscitation practice across the health care service.

3.17 Maintain a safe environment for staff, and visitors by ensuring compliance with legislation, policies and protocols including health and safety healthcare associated infection, risk management and critical incident reporting.

3.18 Provide expert advice and specialised training of staff according to the exigencies of the service.

3.19 Ensure effective ongoing planning of courses with relevant interdisciplinary teams in all entities as required.

3.20 Act as an expert in resuscitation, where appropriate providing advice on all aspects of resuscitation training, education and practice including but not limited to rapid identification of patient deterioration, basic and advanced life support and post resuscitation care.

3.21 Be Clinically competent in carrying out advanced holistic needs assessment, anticipate needs and early signs of deterioration using clinical reasoning and tools and act promptly in case of emergencies.

3.22 Provide leadership that enables professional decision making and effective teamwork in different scenarios including high stress situations.

3.23 Where appropriate attend and help manage cardiac arrests, keep records of events, audit and act upon deficiencies.

3.24 Ensure that a reliable system of equipment and resuscitation drugs check is in place so that everything is always readily available and accessible for use in wards and departments.

3.25 Assist in the drawing up of specifications and evaluation of equipment and products related to resuscitation care.

3.26 Keep abreast with new developments in resuscitation practice and maintain high standards of clinical competence through continuous training, self-education, reflection and practice development.

3.27 Promote a culture of continuous quality improvement through the use of audits and patient/client feedback.

3.28 Use of the Information Technology systems which may be in operation within the respective entity.

3.29 Any other duties according to the exigencies of the Public Service as directed by the Principal Permanent Secretary or Director General (Nursing and Midwifery Services Division) – office of the Deputy Prime Minister and Ministry of health.

4. Leadership

The post holder should be:

- Visible, accessible, approachable and assertive.
- Able to build effective professional relationships, motivate and lead innovation and expertise in the clinical area.
- Able to inform the interdisciplinary team and the patients, through effective communication and to address challenges and conflicts.
- Accept criticism, and feedback constructively.
- Manage change.
- Develop and maintain optimal levels of care delivery.
- Respect and ensure that all policies, protocols and procedures determined by respective authorities are adhered to.

5. Research

The post holder should:

- Be able to identify the need for research activity.
- Be able to develop research initiatives.
Have the ability to disseminate and report research outcomes accordingly.
- Engage the support of the interdisciplinary team and respective authorities towards indicated research initiatives.

6. Staff Development

The post holder should be able to:

- Identify the need to for training/ education/ mentorship opportunities across staff accountable to oneself.
- Develop relevant opportunities accordingly, and secure resources (HR, Funding, etc) accordingly.
- Secure the effective and efficient uptake and participation of the respective opportunities.
- Monitor the outcomes of such opportunities.
- Ensure support by respective authorities, and report accordingly to such authorities.

7. Confidentiality

The post holder is required to respect and maintain confidentiality in all matters relating to the diagnosis and treatment of patients, to the individual members of staff, and to the organisation.

8. Data Protection

The post holder is to abide by the Data Protection Act.

9. Health and Safety

The post holder is to uphold all Health and Safety regulations held by the respective authorities in the contexts.

10. Infection Prevention and control

The post holder is required to observe and comply with the Infection Prevention and control Policies held by the respective authorities in the contexts.

11. Other Policies, Protocols and Procedures

The post holder is required to abide by all policies, protocols and procedures held by the respective authorities in the contexts.

12. Person Specifications

Knowledge	• Good knowledge and proficient in resuscitation skills to ensure that advanced clinical practice and education programmes represent current best practice.
Experience	• Clinically competent in using defibrillators and emergency resuscitation equipment in accordance to professional boundaries. • Demonstrate experience with the research process
Skills	• Being able to identify long term needs and act and refer accordingly. • Demonstrates ability to lead in high stress scenarios. • Demonstrates excellent written, computer, and presentation skills • Excellent communication and interpersonal skills • Demonstrates ability to negotiate with others. • Demonstrates ability to adapt information in accordance to the need and level of understanding of patients and their informal carers.
Qualities & Attributes	• Visible, accessible, approachable and assertive. • Able to build effective professional relationships, motivate and lead innovation and expertise in the clinical area. • Accepts criticism and feedback constructively. • Manages change. • Develops and maintain optimal levels of care delivery. • Ability to work on own initiative and as part of a team. • Ability to motivate and inspire individuals and groups. • Effective time management and ability to prioritise • Commitment to professional development both on a personal and practice level. • Recognises the limitations of own competency and professional boundaries and make appropriate referrals to other specialists. • Demonstrates an understanding and commitment to equal opportunities and customer care. • Motivated and able to work flexibly within different health care settings and in liaison with other health care professionals.