

Job Description

Job Title	Urology Registered Nurse
Department	Urology Department
Reports to	Day Unit Manager/ Director of Surgical Services
Date	2014

Overall Purpose of Job

The purpose of the Urology Registered Nurse is to provide specialty-nursing patient care in an environment where quality, respect and compassion are at the centre of all we do.

The Urology Registered Nurse should be an informed resource in the area of Urology Nursing.

Key Responsibilities and Deliverables

- Ensures the effective delivery of competent care to assigned patients.
- Assists with all procedures performed in the Urology Department.
- Takes the nursing history, summarises data, and states nursing diagnoses and patient care needs.
- Observes and records signs, symptoms, and behaviours.
- Executes plan of care for all assigned patients; safely and properly administers medications and treatments.
- Performs admission, discharge and transfer procedures, and assists others with patient's activities and care.
- Notifies appropriate nursing and medical staff to changes in the patient's status.
- Performs duties and assumes responsibility for care of assigned patients.
- Documents nursing care in all assigned patient records.
- Maintains patient's privacy and confidentiality of information and records at all times.
- Evaluates care given including the patient response.
- Reassesses and documents any proposed revision of care and desired outcomes.
- Demonstrates ability to assess patient's understanding of and compliance with instructions and health care teaching.
- Performs related and other duties as required.
- Familiar with the AORN standards for Peri-operative nursing with regard to sterility, aseptic techniques, and infection control management. Incorporates these practices and guidelines into the daily work patterns.
- Participates in the JCI (Joint Commission International) accreditation.

Urology Specific Requirements

- Assists with all Urology procedures.
- Provide clinical management and independent care for Urodynamics, Uroflows, reporting of results to consultants for interpretation.
- Provides clinical management and care for Bladder Instillation with chemotherapy immunisation agents, once training is completed.
- Provides clinical care and education for the patient with catheter changes, self catheterisation, and trial without catheter.
- Participates in Data collection, statistical reporting and outcomes.
- Participates in research projects as needed to support the clinical practice in the department.

Clinical Responsibilities

The post holder will be familiar with and adhere to *The Professional Scope of Practice Framework (An Bord Altranais 2000)*.

The post holder will ensure:

- The patient's needs are individually assessed.
- A care plan and evaluation process is planned and implemented.
- The patient's families/significant others are involved as appropriate.
- Patients are cared for in the optimum clinical environment, adhering to all nursing and hospital wide policies and guidelines.
- Full nursing participation in and supervision of patient's meal and special dietary requirements, if required post procedure.
- Practice is within an ethical and legal framework. You are responsible for limiting your actions to those that you feel competent to undertake.
- All aspects of clinical duties are undertaken as an autonomous practitioner.
- They are responsible for efficient workflow of patients by prioritising appointments according to clinical need.
- They provide advice to colleagues, patients, parents and carers regarding specialist 'patient-preparation' and 'after-care'.
- Demonstration of competence when regularly administering a wide range of intravenous medication safely, according to patients' conditions.
- They take part in 'patient consenting' prior to procedures.
- They are responsible for following policies and procedures and advising healthcare professionals on compliance issues.
- Documentation is in a professional, legible and timely fashion.

The post holder will partake in the Total Quality Management processes thereby contributing to:

- The identification of quality, policy and guideline issues.
- The evaluation of current practices to best practice.
- The setting of standards utilising structure, process and outcome.
- All hospital, regional and national audit processes.
- The Hospital Wide Accreditation Cycle.
- Health Promotion initiatives.

Managerial Responsibilities

- The timely identification and communication of any issues to the Day Unit Manager or Director of Surgical Services.
- Demonstrate a confidence and competence in all hospital policies and guidelines.
- Efficient recording of all necessary documentation.
- Effective managements of complaints.
- Monitoring of all risk management processes.
- Maintaining an effective interdisciplinary communication processes.
- Efficient utilisation of pay and non -pay resources.
- Participate in all ward and hospital nursing communication processes
- The post holder will work autonomously within their scope of nursing within the Urology Department, and will consult with the Day Unit Manager or Director of Surgical Services and other healthcare professionals regarding optimised patient care.
- Responsible for organising own daily workload of patients and liaising with colleagues, where appropriate.
- The post holder will assist the urology staff in facilitating service development, and suggest service improvements.
- Be able to analyse and examine a range of options in difficult clinical situations - and offer advice for positive outcomes in a variety of complex professional judgment issues.
- Contribute to the formulation of nursing policies and procedures - and offer suggestions for improvement, and comment on new policies.
- Attend staff meetings as required.
- Assist in ensuring that risk assessments are undertaken to comply with all relevant health and safety regulations and participating in 'nursing' risk assessments using falls, pain and critical callback assessments as necessary to ensure compliance.

- Ensure that correct patient records and nursing records are maintained.

Working Environment

- Conditions such as noise, odours, cramped workspace and fumes could sometimes cause discomfort.
- Moderate to extreme physical effort may be required such as walking, standing for extended periods in the theatre, and lifting materials, equipment, objects, and patients.
- Vision, hearing, talking, and sense of touch abilities must be adequate enough to enable one to quickly and accurately perform tasks such as: reading small print, reading from monitoring equipment, defining details, dexterity related to managing fine suturing materials, and instrumentation.
- Occasional lifting may be heavy and awkward, over 50 lbs.
- Frequent periods of concentrated or focused attention will be needed to interpret visual, auditory, and sensory inputs.
- Alertness and careful attention to detail will be required to avoid injury.
- May be exposed to such occupational hazards as sharps, communicable diseases, radiation, chemotherapeutic agents, and disoriented or combative patients.

May be required to be on standby and work extended shifts in situations deemed necessary by the ADON, Surgical or another nominated manager.

Communication and Accountability

- Participates in department problem solving and improvement of systems.
- Sending and receiving clear and accurate verbal communication.
- Adheres to Standard Precautions as appropriate.
- The use of personal protective barriers and equipment (PPE) as appropriate.
- Handling and disposing of infectious waste appropriately.
- Hand hygiene as appropriate.

Interrelationships

- Maintains good working relationships with other departments and with physicians, patients, families and outside agencies.
- Communicates during the shift with the Clinical Coordinator for Urology, Clinical Liaison Specialty Nurse-Urology, colleagues, and any other person as necessary.
- Participates in ongoing collaboration with colleagues and other care providers to maximise Urology Department patient outcomes and specific goals.
- Participates in hospital, unit and interdepartmental QI activities.
- Demonstrates willingness to assist co-workers whenever needed.

Other Duties and Responsibilities

- Utilises effective time management skills.
- Maintains professional appearance and dress code.
- Complies with guidelines for absence or tardiness.
- Attends staff meetings, reads email and other postings.
- Attends all required in-services.
- All employees are expected to remain flexible to meet the needs of the hospital, which may include floating to other departments to assist as the patient needs fluctuate.
- Wears Identification badge when working.

Person Specification

Qualifications	<ul style="list-style-type: none"> ▪ An Bord Altranais Registered General Nurse licence in good standing. ▪ BLS (Basic Life Support). ▪ Post-Graduate Diploma in Urology Nursing preferable.
Experience	<ul style="list-style-type: none"> ▪ Minimum of one year clinical experience in Urology nursing. ▪ Demonstrable Urology clinical expertise.
Job Specific Competencies and Knowledge	<p>Teamwork</p> <ul style="list-style-type: none"> ▪ Demonstrate ability to work as part of a multi-disciplinary team. ▪ Demonstrate motivation and an innovative approach to job. <p>Communication & Interpersonal Skills</p> <ul style="list-style-type: none"> ▪ Demonstrate effective communication skills including the ability to present information in a clear and concise manner. ▪ Demonstrate an understanding of change management. ▪ Ability to share knowledge related to Urology specialty nursing. ▪ Speak, read and write grammatically correct English. <p>Planning and Organising</p> <ul style="list-style-type: none"> ▪ Demonstrate evidence of effective planning, organising and time management skills. ▪ Demonstrate flexible approach - to internal rotations, rostering and attitude to work. ▪ Must demonstrate multi-tasking ability. ▪ Candidates must possess professional judgment, critical thinking and problem solving abilities, and a sense of professional development. <p>Knowledge</p> <ul style="list-style-type: none"> ▪ Demonstrate evidence of recent and relevant experience in the specialised area and in an acute hospital setting. ▪ Demonstrate knowledge of new developments in specialised area. ▪ Demonstrate knowledge of national strategies where appropriate to nursing care. <p>Patient & Customer Focus</p> <ul style="list-style-type: none"> ▪ Demonstrate a focus on quality. ▪ Demonstrate evidence of ability to empathise with and treat patients, relatives and colleagues with dignity and respect.
Personal Competencies	<p>All posts in Beacon Hospital require a high level of flexibility to ensure the delivery of an effective and efficient service. Therefore, the post holder will be required to demonstrate flexibility as and when required by their manager or hospital management.</p>

This job description is intended to be an outline of the areas of responsibility and deliverables at the time of its writing. As the Hospital and the post holder develop, this job description may be subject to review in light of the changing needs of the Hospital.

Job Description received by employee: _____ **Signature** _____ **Date** _____

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