

## Job Description

**Job Title:** Veterinary Nurse (Twilight)

**Reporting To:** Night Nurse Manager/ Clinical Services Manager

**Starting Salary:** up to £34,000 per annum

**Reason for the Role:**

- Work collaboratively and with passion and contribute to the strong clinical team to deliver high quality clinical and client care across the hospital.
- Work with clinicians from all disciplines, and owners, to provide hospitalised patients with the highest standard of individualised patient care and ensure the hospitalisation facilities and patient care equipment are clean and properly maintained.
- Be a proactive and reliable member of the nursing team and support the Clinical Team Leaders and Clinical Services Manager.

Key Accountabilities	Key Performance Indicators (KPI)
Key Priorities (Clinical)	<ul style="list-style-type: none"> <li>• Work within the company's Standard Operating Procedures (SOP) to ensure all tasks are performed to the highest standard.</li> <li>• Provide high quality nursing across the hospital disciplines and contribute to the efficient running of the assigned service</li> <li>• Maintain a high level of technical proficiency at clinical tasks</li> <li>• Be an attentive and compassionate nurse to all patients, supporting all their activities of living with evidence-based interventions and work with the case veterinary surgeons to plan and carry out comprehensive patient care.</li> <li>• Consider animal welfare and the ethics of interventions</li> </ul>
Twilight Nurse Specific Duties	<ul style="list-style-type: none"> <li>• Take over evening procedures from day team monitoring anaesthesia/ sedations and assisting clinicians with processing cases. (all disciplines)</li> <li>• Assist in triaging evening emergencies</li> <li>• Recovering patients from sedation/anaesthesia and following patient care plans</li> <li>• Handover cases and complete relevant paperwork for evening ward staff and assist in wards if required for ongoing patient management/ inpatient care.</li> <li>• Complete pricing paperwork for all treatments, medications and procedures during your shift</li> </ul>
Key Priorities (Non-Clinical)	<ul style="list-style-type: none"> <li>• To ensure the values of the organisation are recognised and are embedded in your behaviour and interaction with colleagues, patients, owners and member practices as well as the wider professional community.</li> <li>• Work as a member of the Hospital team, contributing to the 'One Team' vision</li> <li>• Work to maximise the relationship between the hospital, member practices and our mutual clients, treating all involved with courtesy and respect</li> <li>• Engage positively with our company's internal training plan</li> </ul>

<p>Patient Responsibilities</p>	<ul style="list-style-type: none"> <li>• Tailor the nursing plan to the individual needs of the patient and consider species specific modifications with regards to substrates, food type and presentation and environmental factors where appropriate such as temperature, humidity and provision of UV light</li> <li>• Select and utilise nursing interventions and equipment to ensure maximum comfort is maintained</li> <li>• Monitor all the necessary clinical parameters to identify any decline in condition quickly and take appropriate supportive action as directed by the case veterinary surgeon</li> <li>• Deliver compassionate and comprehensive care to hospitalised patients as per the hospitalisation sheet</li> <li>• Be the patient's advocate by observing for, and highlighting subtle signs of pain or stress across a range of species and implementing strategies to reduce this</li> <li>• Work with the case veterinary surgeon to manage the patient's nutritional and hydration status using feeding tubes and fluid therapy as required</li> <li>• Administer medication safely and on time by all routes and in bolus or constant rate infusion form</li> <li>• Manage the transfusion of blood or blood products</li> <li>• Manage all indwelling catheters, drains and tubes</li> <li>• Create the optimal cage/kennel/ward environment to support patient recovery</li> <li>• Prepare patients and facilities for anaesthesia and surgery and confidently monitor, manage and recover sedated and anaesthetised patients across a range of species</li> </ul>
<p>Clinical and Health &amp; Safety Responsibilities</p>	<ul style="list-style-type: none"> <li>• Perform diagnostic work-ups requiring internal and external laboratory tests</li> <li>• Prepare for and assist with emergency care provision</li> <li>• Competently perform advanced clinical procedures once adequately trained</li> <li>• Support the delivery of the assigned referral services as directed by the senior nurse</li> <li>• Set up for and assist with diagnostic, surgical, medical or imaging procedures</li> <li>• Correctly clean and maintain hospital equipment and facilities</li> <li>• Assist with patient admissions and discharges when requested</li> <li>• Manage risks correctly and follow SOPs when working with cytotoxic agents and chemotherapy patients and interventions and imaging involving the use of radiation and patients presenting a potential zoonotic risk</li> </ul>
<p>Team Responsibilities</p>	<ul style="list-style-type: none"> <li>• Engage with and work efficiently and proactively with the discipline teams</li> <li>• Diligently maintain accurate records on all hospital documentation</li> <li>• Provide a supportive, inclusive and informative environment for the Nurse Auxiliary, Kennel Assistant &amp; Theatre Assistant teams</li> <li>• Assist the Clinical Services Manager to ensure adequate stock levels for the hospital are maintained</li> </ul>

Communication Responsibilities	<ul style="list-style-type: none"> <li>• Communicate effectively, respectfully and professionally in all verbal conversations and written correspondences</li> <li>• Communicate with owners and referring clinicians as directed by the case veterinary surgeon</li> <li>• Respond positively to direction from the senior discipline nurse and communicate well with the team</li> <li>• Ensure all procedures, consumables and medication charges are recorded accurately and in line with the company pricing policy to enable accurate pricing by the Billing &amp; Nurse Administration team</li> </ul>
Equipment Responsibilities	<ul style="list-style-type: none"> <li>• To handle and maintain all equipment and facilities with care and according to SOP and the manufacturer's instructions</li> <li>• To report all damaged equipment immediately to the Clinical Services Manager</li> </ul>
Professional Responsibilities	<ul style="list-style-type: none"> <li>• To participate in Clinical Governance to satisfy both the RCVS and company policies</li> <li>• To continuously work to improve the hospital's performance in audits</li> <li>• To regularly attend and participate actively in nurse/service/hospital and Morbidity and Mortality meetings</li> <li>• To maintain your RCVS RVN status and comply with the professional mandatory VN CPD hours</li> <li>• To handle and maintain all data confidentially and in accordance with GDPR</li> <li>• To engage proactively in your own training and career advancement</li> <li>• To maintain CPR training in accordance with company policy</li> <li>• To provide training and support to all new staff, student nurses, veterinary interns and members of the profession seeing practice in the hospital</li> <li>• To engage positively with our internal 'Significant Event' and 'Near Miss' reporting whilst always acting in accordance with our strong 'No Blame' culture</li> </ul>

Person Specification			
Job Role	Veterinary Nurse (Twilight)	Department/Team	RVN
Experience:			
Essential: 1+ year experience as a RVN Familiarity with and willingness to comply with RCVS CoPC, particularly CPD and Clinical Governance		Desirable: Referral experience preferable, but not essential Experience and confidence nursing a variety of species is desirable	
Qualifications:			
Essential: RCVS Registered Veterinary Nurse.		Desirable: Further Nursing qualification desirable but not essential	
Skills:			
Essential: Excellent nursing skills Willingness and ability to work within all areas of the hospital for example Surgery, Medicine, Diagnostics, Wards and Oncology High level of interpersonal skills Ability to work without supervision & as part of a team Excellent time management, organised & able to multi-task Excellent written and verbal communication skills High level of attention to detail		Desirable:	
Competencies:			
Essential: <u>Self-management</u> Resilient & adaptable in fast paced, ever-changing environment Ability to remain calm and focussed in busy hospital environment Collaborative team-working Effective communication Initiative & taking ownership Technical expertise & professionalism Drive for excellence Commitment to professionalism, integrity and ethical standards. Commitment to the prioritisation of animal welfare. Aligned with company values Friendly and compassionate Willingness to embrace advancement of own knowledge and skills through the pursuit of formal or informal training.		Desirable:  Positive outlook with confidence and belief in own abilities. Interest in evidence-based veterinary medicine and advancing veterinary care through professional discussion and research	
Special requirements for the role:			
Essential: HSR Cressex hospital based.		Desirable: DISC profile: Combination of S/C/I	

Willingness and ability to work flexibly to meet the needs of the hospital and do overtime to meet the needs of the patients.	
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