CAJE REF CYM/Wales/2023/0018

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**JOB TITLE Internationally Registered Nurse (Pre-Registration)- All Wales International Recruitment Programme – Band 4**

**JOB OVERVIEW**

This is an All-Wales Job Description for Internationally Educated Nurses (IENs) appointed via the All-Wales International Recruitment Programme. It provides an overview of the roles and responsibilities of a pre-registrant nurse employed within the relevant Health Board prior to their gaining first level registration with the NMC.

The post holder carries out assigned tasks involving direct care in support of and supervised by a Registered Nurse.

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| **Main Duties of the Job** |
| To work towards attainment of NMC registration of a first level nurse by undertaking OSCE training as provided by the employing organisation.Responsible for some elements of patient assessment, undertaken in conjunction with the registrant, implementing programmes of care, and modifying programmes of care as delegated by a registered practitioner |
| **Responsible to** |
| **Reporting:** | **Accountable:**      | **Professionally:** |
| **Main Responsibilities** |
| **Communication**Communicates sensitive information with patients, carers and relatives including those who are vulnerable due to special needs/ learning disabilities or other cognitive impairment. Adapts communication to take account of patient’s individual needs and to ensure patients are fully informed and consent to treatmentDemonstrates empathy and reassurance where patients, carers or relatives may be emotionally distressed or anxious about their condition.Acts as an advocate when representing patients and colleagues viewpoints to others**Assessment and Monitoring** Under the leadership, direction, and indirect supervision of the registered nurse/practitioner, ensure that all patients have appropriate individualised, clinical assessments/ risk assessments providing accurate feedback and escalating discrepancies or concerns to the registered nurse.Effectively monitor the patient’s condition recognising deterioration in their physical or mental condition and liaising with the Registered Nurse/Practitioner in an appropriate and timely manner to review / reassess care needs as required.**Planning and Service Delivery**Work in support of the multi-disciplinary team: registered nurses, doctors and allied health professionals to provide a seamless service to patients with proximal supervision from a registered nurse/practitioner.Partake in the admission, transfer, and discharge of patients in accordance with Health Board policies; performing effective and timely discharge planning**Clinical Skills and Patient Care** Under the supervision of a Registered Nurse and during the course of their pre-OSCE clinical placement, carries out a range of clinical skills appropriate to their area of work* responsible for the care of patients at risk or pressure ulcer development, planning preventative care, including the use of appropriate equipment and care of pressure ulcers in conjunction with the registered nurse
* Venepuncture and cannulation, where deemed appropriate in the role specific scope of practice.
* Vital signs assessment and recording, calculation of NEWS score and discuss appropriate action with registered nurse in line with local protocols and implement and evaluate actions
* Bladder and bowel care. This will include routine re-catheterisation, management of lower bowel dysfunction, application, management and reassessment of urinary aids and appliances.
* The safe administration of medications in line with scope of practice and the All Wales Health & Social Care Administration of Medication Policy.

**Policy and Professional**Adheres to health board policies, written guidelines, and procedures.To work within agreed protocols, national guidelines, and scope of practice**Resources**Responsible for ensuring the care and safe use of clinical equipment.Reports any equipment faults/hazards encountered to the appropriate department, ensuring a safe working environment is maintained within the clinical area.**Professional Development**To demonstrate full engagement with the Health Board’s Pre-Registrant OSCE training programme throughout the period of clinical placement.Demonstrates commitment to developing the clinical skills and competencies required to attain successful NMC registration**Information Management**To maintain accurate records/standards of documentation, including data collection and input ensuring all clinical records are countersigned by a Registered Nurse.**Evaluation and Audit**Participate in the monitoring of standards and quality of nursing care, through benchmarking, audit, and research.Participate in audit and research, interpretation and analysis of findings and their application to practice, promoting excellence and improvement in standards of nursing care. |

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| **Qualifications and Knowledge** | **Experience** |
| **Essential**Registered Nurse in country of trainingDiploma in Nursing in country of trainingIELTS Level 7 in Reading, Speaking, ListeningIELTS Level 6.5 Writing/OET Level B in Reading, Speaking, ListeningOET Level C+ Writing**Desirable**Evidence of professional development/ post-registration study or coursesA basic understanding of the UK Health Sector and principles of nursing practice | **Essential**Experience of working as a registered nurse in country of training with a minimum of 6 months post-registration experience**Desirable**Significant experience in a variety of clinical specialties over an extended period |
| **Skills and Attributes** | **Other** |
| **Essential**Demonstrates the relevant skills, commitment and experience to successfully participate in pre-registration OSCE training and to gain first level registration with NMC.Experienced in undertaking a range of clinical skills • Catheter care (including removal)• Monitor and record vital observation and interpret results• Reviewing risk assessments• Monitor and interpret blood glucose.• Experience of wound careExperience in a range of clinical skills including palliative careAdministration of medicines via oral, topical, SC, IM routes.Basic IT skillsAbility to communicate effectivelyAbility to work under pressure | **Essential**Commitment to working a variable shift pattern including unsocial hours to ensure the delivery of patient care on a 24/7 basis. Details to be agreed with nursing management team on appointment.**Desirable (but not essential):** Awareness of the Welsh language and an understanding of its importance in Welsh society and/or willingness to attain a basic level of proficiency to support the care of Welsh speaking patients. |