

JOB DESCRIPTION

JOB TITLE: Twilight RVN at Paragon Referrals
REPORTING TO: Night Supervisor / Ward Team Leader
AREA: Wards

Company Profile:

Linnaeus Group is a vibrant, forward-thinking partnership of highly respected veterinary practices across the UK, comprising some of the best clinicians in the profession.

Linnaeus invest in quality practices who put patient care at the heart of everything they do. We are incredibly proud of each and every member of our diverse portfolio, from the UK's most respected small animal referral centres to our selection of high quality first opinion practices.

Our Vision is: 'To be recognised as the UK's leading veterinary group, committed to excellence in all that we do, delivered through high quality practices who share a common ethos'.

Our Values are: Leadership with Integrity | Learning & Innovation | Lifetime Commitment to Quality Care

OVERVIEW

The role of the Twilight RVN is vital to the provision of high standards of inpatient care. The purpose of this position is to work closely alongside the dedicated night nursing team and duty intern to ensure the smooth running of wards overnight. By embracing Paragon Referral's Core Values, the night team will achieve a clinically excellent nursing standard. Guidance, support and co-ordination of qualified, training nursing staff and veterinary nursing assistants are important aspects of the role.



				
Excellence	Compassion	Teamwork	Integrity	Commitment
<p>We strive to deliver the best possible service to clients and vets alike and are committed to continuously improving these services by investing in facilities, equipment, recruitment and training for all staff.</p>	<p>We treat our clients, their animals and each other with compassion, empathy and understanding.</p>	<p>We believe that every individual in our practice has a vital role to play in delivering excellence in all aspects of our services. We work together to provide the best possible care to our patients and their owners and the veterinary surgeons who refer them and support each other to get the best out of everybody.</p>	<p>We believe that honesty is a vital part of what we do. We act with integrity and openness to ensure that we do the best for you and your pet.</p>	<p>We are committed to providing excellent care with compassion and integrity. Wherever we can to provide you and your pet with the best service possible when you come to Paragon.</p>

MAIN PURPOSE & GOALS

- **Excellent inpatient care** – Nursing duties and providing a holistic approach to care including, feeding, walking, providing TLC, grooming and providing water to patients.
- **Teamwork** - To work with other team members to help ensure the smooth running of the wards.
- **Infection Control** – To be involved in maintaining the cleanliness of the premises and workspaces especially wards, food preparation, nurses' station and the dog wash area. Regular cleaning/routine care of all equipment to include prompt reporting of any faults or damage
- **Professional Development** - Take responsibility for your development of good knowledge of all aspects of Veterinary Nursing including but not limited to caring for surgical and medical conditions, inpatient care and emergency conditions to allow appropriate nursing care

KEY RESPONSIBILITIES

Inpatient Care

- To ensure the highest standard of nursing care is provided 100% of the time to 100% of our patients
- Follow instructions from the Heads of Departments, Night Supervisor and Ward Team Leader to allow the smooth and efficient running of wards
- Maintain excellent verbal communication with all staff. Promptly identify concerns and worries regarding patients with the duty intern/case veterinary surgeon.
- To achieve the above while bearing in mind that the practice is a business and therefore costs need to be carefully monitored and sensibly managed
- To maintain accurate patient records, including hospital sheets notes
- To understand and implement practice policies and standard operating procedures as supplied and updated and as advised by nurse manager, referral centre manager and directors
- Take responsibility for your development of good knowledge of all aspects of Veterinary Nursing including but not limited to caring for surgical and medical conditions, inpatient care and emergency conditions to allow appropriate nursing care
- Undertake nursing duties and provide a holistic approach to care including, feeding, walking, providing TLC, grooming and providing water to patients, monitoring urine and faecal output.



- Assist with procedures within wards, to include restraint of canine and feline patients.
- Stock control/rotation. Stock levels for wards to be constantly replenished from stock room to ensure efficient ordering.
- Assist and ensure infection control measures, hygiene standards and cleanliness of the hospital are adhered to. Complete daily, weekly and monthly cleaning tasks in specified areas.
- Maintain knowledge of the ward manual and the SOP's associated
- Develop a common-sense approach to task prioritisation, as well as necessary cover during low staffing periods
- Assisting veterinary surgeons, as required.
- Assist with the discharge process, returning patients to clients when asked.
- To carry out and be accountable for any specific tasks or responsibilities allocated by the night supervisor or ward team leader.
- Be fully aware of all Health & Safety issues and read all information supplied; correct use of anaesthetic machines and scavenger units; regular cleaning, maintenance & servicing of equipment etc. Familiarise yourself with all available H & S information and speak to the nurse manager if you have any queries or concerns. Take steps to avoid health and safety risks

Development

- To comply with the nursing rota
- To demonstrate a commitment to continued professional development and actively participate in the staff reviews/appraisal system
- To take an active role in your training programme, both internal and external.
- Take responsibility for building competence in all areas of nursing
- Ensure consistent completion of Paragon Progress Log
- Create a Personal Development Plan with key focus being related to your role
- Welcome and provide support for visiting veterinary surgeons, students and work experience personnel to ensure safe methods of work and minimum disruption
- Attend ward and general nurses' meetings with your colleagues to discuss new cases to be admitted, any concerns/questions and goals for the day to be highlighted
- Follow Employee General Guidelines

Paragon Referrals and Linnaeus Ambassador

- Understand, contribute to, implement practice and group policies as appropriate
- Promote a good image of Paragon Referrals through high personal appearance and in communication with members of the public and work colleagues
- To promote our services, personnel and products, both within and outside the practice
- To treat all practice personnel with the same respect and consideration as clients
- To support marketing and other initiatives e.g. Open Days, Micro-rewards
- Be an ambassador for Linnaeus and engage enthusiastically with all initiatives

Measurement of Achievement:

1. The provision of quality patient care as measure through audit, owner satisfaction and associate reports
2. Ongoing completion of Paragon progress log
3. Good feedback from other night staff, team leaders and veterinary surgeon team
4. High level of satisfaction/low level of complaints from colleagues and clients
5. High levels of attendance and punctuality

This job description reflects the current duties allocated to the appointment. These duties may need to be altered in the future to reflect changing circumstances and requirements.

PERSON SPECIFICATION

SPECIFICATION	ESSENTIAL	DESIRABLE
Experience	RVN	Experience in a referral hospital
Knowledge	Good knowledge of all aspects of veterinary nursing	
Qualifications	RVN	ECC certificate, VTS or similar further qualifications
Skills & Abilities	Good team working skills Good communication skills, both written and verbal Time management skills Approachable, calm, positive and cheerful attitude	



LINNAEUS

--	--	--

OTHER (if applicable)

15/04/2021 SL