

Job Description

Job Title: Registered Nurse / Staff Nurse Bank

Band: Band 5

Hours of Work (p/w): Bank only. Hours booked as and when required

Accountable to: Head of Nursing/Matron/Staff Bank Manager

Reports to: Ward Sister/Charge Nurse

Job Summary:

Providing excellent nursing care. As skills and competencies develop taking charge and actively participating in and contributing to the management of the ward or department on a regular basis. Supervising and mentoring junior staff.

Trust Vision & Values:

The postholder is expected to have a clear understanding of how this post contributes to the achievement of the trust vision of:

We are a thriving Foundation Trust at the heart of an integrated healthcare system. One that delivers improved patient care at a community, hospital and specialist setting, supported by a unique and nationally recognised programme of research, education and employee engagement.

We expect all our staff to share the values that are important to the Trust, being Excellent, Kind, Responsible & Respectful, and behave in a way that reflects these.

St George's University Hospitals NHS Foundation Trust is committed to safeguarding children and vulnerable adults and expects that all staff will share in this commitment. The Trust is clear that all staff have a responsibility to be aware of children and adult safeguarding policies and procedures and that each member of staff, clinical and non-clinical, will attend child or adult safeguarding training that is provided at an appropriate level to suit their role. The Trust has the additional expectation that all staff will be able to identify concerns and know what action to take.

FUNCTIONS

1. Professional/Clinical

- Assessing, planning, implementing and evaluating nursing care, utilising research findings as appropriate.
- To provide leadership of the ward team to ensure a high and safe standard of patient care.
- Ensuring that nursing procedures are carried out in accordance with St George's Healthcare policy taking appropriate action in emergency situations.
- Setting, monitoring and maintaining excellent standards of nursing care in conjunction with the multidisciplinary team.
- Maintaining personal contact with patients, relatives and carers, being sensitive to their needs for courtesy, dignity and privacy and ensuring a friendly environment at all times.
- As skills develop, managing the ward or department in the absence of the Ward Sister/Charge Nurse or Deputy, maintaining safe staffing levels, ensuring that policies are followed up and that the Senior Nurse is informed of any problems or incidents that might arise.
- Maintaining timely and accurate nursing records and ensuring that confidentiality is respected.
- Storing, checking and administering drugs including the intravenous route in accordance with Trust policy and NMC standards.
- To work with minimal supervision in all areas of the speciality as required.

- Communicating with and assisting the multidisciplinary team to promote excellence in the delivery of patient care.
- To prioritise own workload and that of other staff ensuring that the ward or department is managed effectively.
- To contribute to the local resolution, investigation and follow up action of any informal or formal complaints.

2. ORGANISATIONAL

- Co-ordinating the admission/reception of new patients in conjunction with the Bed Management Team and shift leader.
- Arranging, in consultation with the multidisciplinary team and the Bed Manager the discharge/transfer of patients and initiating appropriate community care services.
- Communicating and co-operating with other wards and departments providing accurate information as required, particularly the notification of incidents and accidents to staff, patients and visitors.
- Maintaining a safe and clean environment within the clinical area in accordance with the Trust Health and Safety, Clinical Risk and Infection Control policies.
- Maintaining and monitoring levels of stock and ensuring there are adequate supplies and that resources are used effectively.
- Handling, checking and storing patient's cash and valuables in accordance with Trust policies.
- To take appropriate action to manage unexpected situations and changes, informing the on call manager as necessary.
- To be familiar with and use the PAS system and any other computerised system integral to the running of the service.
- To contribute to Clinical Governance, achieving the goals of the Service Delivery Unit (SDU) and the Trust's Nursing Strategy

3. EDUCATION AND RESEARCH

- Participating in pre and post registration nursing education in accordance with the Trust and University requirements and in consultation with the Ward Sister/Charge Nurse and liaison Tutor.
- Attend mandatory training and ensure attendance is recorded in personal professional portfolio.
- To be responsible for own personal and professional development and practice recognising own limitations and the need for continuing education.
- Contribute to and evaluate the implantation of new ideas and innovations
- Promote health education and provide appropriate information and advice to patients and their carers.

4. GENERAL

- To act in accordance with the NMC Code of Professional Conduct for Nurses, Midwives and Health Visitors and to be accountable for own clinical practice and professional actions at all times.
- Ensure continued and effective registration with the NMC.
- To have responsibility for the health, safety and welfare of self and others and to comply at all times with the requirements of the Health and Safety Policy.
- To ensure confidentiality at all times, only releasing confidential information obtained during the course of employment to those acting in an official capacity.
- To promote equal opportunities for staff and patients in accordance with St George's Healthcare and University policies to ensure that no person receives less favourable treatment than another on grounds of sex, marital status, race, religion, colour, creed, nationality, ethnic or national origin or sexual orientation.
- Be aware of and work within the policies of St George's Healthcare NHS Trust and the University, carrying out such duties as may be required and are consistent with the responsibility of the grade.

This job description is not an exhaustive document but is a reflection of the current position. Details and emphasis may change in line with service needs after consultation with the postholder.

St George's Healthcare NHS Trust is an Equal Opportunities employer and operates a No Smoking Policy.

Person Specification

Job Title: Bank Staff Nurse

Band: 5

Factor	Essential	Desirable	Method of Assessment
Qualifications and Training	Registered Nurse (general) A minimum of 6 months NHS post registration experience.		I&A
Organisational Management	Ability to assess, plan, implement and evaluate nursing care according to individual needs. Ability to effectively prioritise workload and patient care needs. Demonstrates an understanding of managing resources. Demonstrates an understanding of clinical risk.		I
Education & Research	Understands the importance of developing self and others.		I
General & Personal	Computer literate Motivated and demonstrates an enthusiasm for the speciality. Demonstrates a caring and sensitive approach to patient care. Sound verbal and written communication. Adaptable and responsive to changing needs. Ability to use own Initiative.		I

Key:
 I = Interview
 A = Application Form
 T = Practical Test