

JOB DESCRIPTION

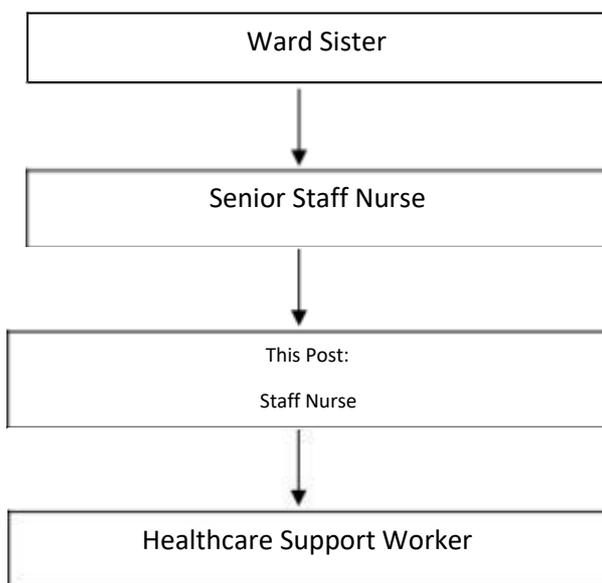
1. JOB DETAILS

POST: Staff Nurse
BAND: 5
RESPONSIBLE TO: Ward Sister / Charge Nurse
ACCOUNTABLE TO: Executive Nurse

2. JOB SUMMARY

- To work as a skilled member of the nursing team.
- To provide a high standard of compassionate patient centred care.
- To lead and supervise the work of other qualified and unqualified staff within the team
- To communicate effectively at all levels within the multi-disciplinary team.
- To be able to take charge of the ward in the absence of senior nursing staff, as deemed appropriate by the Ward Sister / Charge Nurse or Clinical Matron

3. ORGANISATIONAL CHART



4. MAIN DUTIES AND RESPONSIBILITIES

NURSING:

- To provide the highest standard of evidence based / research informed nursing care for all patients
- To plan, assess, implement, and evaluate programmes of care
- To supervise and support members of the ward team to ensure that all patients receive the appropriate care
- To maintain a compassionate, caring, and safe environment for all
- To act as an advocate for the patients and their families and or carers, providing them with information and support and directing them to the relevant support services where appropriate.
- To plan effective discharge from admission, liaising with the multidisciplinary team, other departments, and community services as necessary.
- To develop and maintain clinical skills and knowledge necessary to provide research informed, evidence-based nursing care. This includes expanded role responsibilities, following appropriate competency-based training.
- To be competent and compliant in the administration of medicines in line with Trust policy
- To use electronic patient systems i.e. PAS in accordance with Trust policy and procedure.

MANAGERIAL:

- To co-ordinate care involving members of the multidisciplinary team to ensure that planned care / treatments are carried out and that multidisciplinary team members are informed of changes in the patient's condition.
- To be productive and cost efficient in the delivery of patient centred care.
- To assist in ensuring that patient safety is a key priority within the daily discharge of duty: actively participating in clinical audit / research, clinical risk and quality issues and the reporting and management of incidents.
- In the absence of senior staff take charge of the shift. This would include maintaining the correct skill mix of staff for patient dependency, bed management, utilisation of time and equipment

PROFESSIONAL:

- To act in accordance with the NMC Code of Professional Conduct at all times.
- To actively contribute to the RCHT Nursing & Midwifery Strategy
- To have knowledge of and adhere to ward and Trust policy and professional standards, you have a duty to promote these to other team members
- To maintain the confidentiality of any confidential information which comes into your possession regarding patients, employees or any other business relating to the Trust
- To meet all documentation standards in line with the NMC and Trust guidelines.
- To identify own learning and development needs and ensure they are met to maintain the delivery of high-quality patient centred care
- To contribute to annual staff appraisal and achieve agreed developmental plan

EDUCATIONAL:

- To actively contribute to the educational and practical training of learners and junior staff
- To work in collaboration with the university to provide uniformity and promotion of professional standards with student training and development
- To participate in both informal and formal teaching of all staff
- To act as a preceptor for junior staff nurses
- To supervise student / learner / unqualified nurses and demonstrate skills as a mentor providing a good learning environment

5. OTHER

- The Post holder must comply with all RCHT Policies and Procedures.
- The Post holder must work within infection control guidelines to ensure that work methods do not constitute a risk of infection either to the health care professional, to the client or to any persons working/visiting in RCHT premises.
- This job description is subject to the Terms and Conditions of service of Royal Cornwall Hospitals NHS Trust, and the post holder will undertake any other duties which may be required from time to time.

THIS JOB DESCRIPTION IS SUBJECT TO REVIEW IN CONSULTATION WITH THE POST HOLDER

6. JOB DESCRIPTION AGREEMENT

Job holder's Signature:

Date:

Head of
Department Signature:

Date:

Title:

Please note: This post is exempt from the Rehabilitation of Offenders Act 1974. A provisional offer of employment will be subject to a criminal record check from the Disclosure and Barring Service before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions.

Person Specification: Staff Nurse (Band 5)

REQUIREMENTS	CRITERIA	E/D*	HOW ASSESSED? AF/IV/R/AC
Education/Qualifications/ Training	<ul style="list-style-type: none"> • Level 1 Registered Nurse with valid NMC registration / students pending registration • Evidence of professional portfolio • Assessing & Mentoring qualification • Commitment to obtain assessing / mentoring qualification • Mandatory Training 	<p>E</p> <p>D</p> <p>D</p> <p>E</p> <p>E</p>	<p>AF</p> <p>AF</p> <p>AF</p> <p>AF</p>
Skills/Abilities	<ul style="list-style-type: none"> • Ability to plan, prioritize and evaluate nursing care in accordance with NMC Principles • Good record keeping skills • Excellent verbal and written communication skills • Able to demonstrate accuracy in simple and complex drug calculation • Ability to work as part of an effective team • 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>AC</p> <p>AC</p> <p>AF/AC</p> <p>AC</p> <p>AF/AC</p>
Experience	<ul style="list-style-type: none"> • Demonstrable experience in an acute Trust within the last twelve months (This can include student placement) 	<p>E</p>	<p>AF/IV</p>
Knowledge	<ul style="list-style-type: none"> • Understanding of evidence based practice to enhance care • Understanding of professional and current issues in nursing. • Understanding of the importance of research and evidence based practice • To be able to share and teach knowledge and experience to other healthcare professionals 	<p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>AF/AC</p> <p>AC</p> <p>AC</p> <p>AC</p>
Other Requirements	<ul style="list-style-type: none"> • • Flexible to meet the changing needs of the Trust • Self-motivated • Caring • A disclosure and barring check satisfactory to the organisation. • Ability to undertake duties • Post-holder must comply with professional code of conduct and/or code of conduct for NHS managers where applicable. 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>AC</p> <p>AC</p> <p>AF/AC</p> <p>AF/AC</p> <p>Disclosure and barring service</p> <p>OH</p>

