

Job Description

Job Title	Staff Nurse (Generic)
Department	Trustwide
Division	Trustwide
Band	5
Reporting To	Deputy Ward Sister
Job Reference	J1297

▪ Role

Responsible for the assessment planning and delivery of nursing care for a caseload of patients. They participate in the education, development and supervision of other staff.

▪ Key Responsibilities

- Assessment planning and delivery of nursing care for a caseload of patients
- Supervise others and contribute to their education and development
- Assist in the day-to-day management of the Ward/Department and the achievement of objectives

▪ Duties and Key Tasks

- Take responsibility for the assessment, planning, delivery and evaluation of the nursing care for a named caseload of patients, including their property and valuables
- Assist in creating a therapeutic environment which meets the needs of patients, relatives and carers
- Adhere to Wirral Hospital objectives, policies, protocols and guidelines
- Liaise with other members of the multidisciplinary team
- Contribute to promoting a critical, analytical approach to the delivery of care and implementation of change
- Participate in audits
- Continuously update own skills and knowledge and maintain awareness of clinical issues
- In the absence of the Ward/Departmental Manager or their deputy, act as shift coordinator
- Act as a preceptor, Practice Assessor/Supervisor and/or NVQ assessor to junior staff and students
- Supervise and lead a team of junior staff
- Undertake appraisals of staff within the team
- Contribute to meeting the agreed objectives for the Ward/Department
- Be aware of and adhere to national, local and professional policies, protocols and guidelines
- Ensure effective communication with Patients , families , peers promoting safe patient care and good patient experience.

Person Specification

Qualifications, Specific Experience & Training	Essential	Desirable	Measure
<ul style="list-style-type: none"> 1st Level NMC Registration Evidence of Professional Development 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
<ul style="list-style-type: none"> Act as a practice supervisor Willing to undertake Practice Assessor Training Relevant Degree or willing to register to work towards degree Relevant or willingness to undertake relevant module/course 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview
<ul style="list-style-type: none"> Suitable for newly qualified or experienced staff nurse Experience of maintaining accurate records Relevant clinical knowledge and experience 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
<ul style="list-style-type: none"> NHS Experience Awareness of Health Policies and the changing NHS environment 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview

Knowledge and Skills	Essential	Desirable	Measure
<ul style="list-style-type: none"> Awareness of evidence based practice Good organisational/time management skills Ability to deal with an acute workload Good communication skills written and verbal Ability to recognise the importance of team work 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
<ul style="list-style-type: none"> Competent in organising/prioritising own workload and that of others Ability to communicate confidently and effectively at all levels Ability to problem solve 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
<ul style="list-style-type: none"> Teaching Experience: <ul style="list-style-type: none"> Student nurse assessor/supervisor Evidence of ability to act as a preceptor/mentor to new staff Evidence of involvement in producing teaching strategies/packages 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview
<ul style="list-style-type: none"> Managerial/Clinical Skills: <ul style="list-style-type: none"> Relevant clinical knowledge/experience of the specialty Evidence of an initiative which has changed or enhanced clinical practice Competent in organizing own workload and that of others 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview

Knowledge and Skills	Essential	Desirable	Measure
<ul style="list-style-type: none"> • Good problem solving abilities • Good time management • Awareness of Health Policies and the changing NHS environment 			
<ul style="list-style-type: none"> • Interpersonal Skills: <ul style="list-style-type: none"> • Excellent communicator (verbal and written) • Able to deal with conflict • Able to support and advise the team • Act as a positive role model 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview

Personal Attributes	Essential	Desirable	Measure
<ul style="list-style-type: none"> • Self-motivated • Enthusiastic • Self-Confident • Ability to be sensitive and empathic • Recognises own development needs and able to set personal objectives • Has identified methods of dealing effectively under pressure 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Interview
<ul style="list-style-type: none"> • Act as a positive role model • Ability to deal with conflict 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Interview
<ul style="list-style-type: none"> • Embrace the Core Values: <ul style="list-style-type: none"> • Communicate formally on first contact • Deal with everyone in a polite, friendly and welcoming manner • Ensure all communications are open, honest and accurate • Value people's time and protect it as much as possible • Make an environment friendly and safe for all • Listen to what people say and take appropriate action 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Interview
<ul style="list-style-type: none"> • Supporting safe patient care • Good patient experience and communication • Maintain own competence 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Interview

Organisation Chart

