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| Job Title: | Staff Nurse |
| Reports to (job title): | Senior Sister / Charge Nurse |
| Line Manager to: | N/A |

Job purpose

- To provide and be responsible for the assessment of care needs, the development, implementation and evaluation of programmes of care.
- To carry out all relevant forms of care competently without direct supervision.
- Communicate with members of the multidisciplinary team to facilitate continuity of care and promote effective team working.
- To participate in the teaching, supervision and preceptorship/mentorship of learners and other staff.
- Take charge of the ward in the absence of a more senior nurse.
- The post holder will work in partnership with the Ward / Department Sister to ensure that the standards of nursing care are met at all times. This includes assisting the ward / department Sister and the whole team to meet the agreed standards of hospital cleanliness within the work environment.

Key responsibilities

In this role you will:

Clinical

- Maintain a high standard of patient focused care
- Maintain a safe and clean working environment
- Provide assessment, planning, implementation and evaluation of nursing care for patients, ensuring accurate written records are kept
- Communicate with patients and carers to ensure they have access to appropriate
- Promote and maintain positive relationships between all staff involved in the care of the patient
- Act in accordance with the Nursing and Midwifery Council Code of Conduct
- Undertake duties on different wards/departments as and when required by service demands
- Participate in the audit and evaluation of clinical practices in the interests of promoting quality care. Promote evidence based practice where possible.
- Demonstrate personal responsibility for compliance with infection control policies and procedures

Education and Training

- Contribute to the promotion of a positive learning environment with the clinical area
- Keep up to date with developments, advances and research in individualised patient care
- and participate in research/educational programmes relating to professional nursing issues
- Participate in teaching, supervising and assessment of learners and other staff
- Participate in preceptor and mentorship programmes
- Assist in facilitating a positive learning environment on the ward/department
- Actively participate in the development of own personal development plan and performance review

Managerial

- In the absence of the Senior Sister/Charge Nurse, may be required to take charge of the ward/department and to co-ordinate ward/department activities
- Demonstrate prudent use of resources

Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

Care

- Inspire
- Understand
- Communicate

Think

- Challenge
- Improve
- Learn

Do

- Accountability
- Involve
- Resilience

Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice, NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Medicines Management Responsibility

Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a “non-smoking” policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

Equal Opportunities

It is the company’s intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

Personal Specification

Essential

- Registered Nurse
- Willing to undergo training as necessary
- Ability to demonstrate and explain skills to other staff
- Knowledge of current issues in health care
- Standards of Professional Practice
- Good verbal and written skills
- Ability to organise and prioritise workload
- Understanding of skills and knowledge required to develop team members
- Enthusiastic and self-motivated
- Committed to working with people
- Flexible and adaptable
- Ability to work as part of a team
- Demonstrate a commitment to self-development

Desirable

- Mentorship qualification
- Awareness of speciality
- Capable of lateral thinking

Employee signature

Manager signature
