

Job Description

Job Title	Staff Nurse	Location	CCA
Band	5	To whom accountable	Sister/Charge Nurse and Matron
Hours	37.5 per week		

Job summary:

To provide a high standard of safe individualised, holistic and evidence-based patient care, in consultation with the patient, their relatives and the multidisciplinary team.

Key duties and responsibilities:

Clinical

1. Using clinical knowledge/expertise, provide a high standard of skilled care to patients based on a full assessment of individual needs in consultation with the multi-professional team.
2. In consultation with patients, family and the multi-professional team, devise and evaluate care plans based on the assessment process, with realistic nursing goals.
3. Ensure due regard is given to customs, values and spiritual beliefs of patients, carers and their relatives.
4. Promote and role model effective communication within the multi-professional team.
5. Act as a link nurse.
6. Identify the learning needs of patients, relatives and staff and, in consultation with the ward/department manager, plan and implement programmes to meet those needs.
7. Maintain accurate electronic and/or manual clinical, patient and other records, as appropriate, ensuring that all documentation adheres to the Trust's standards.

Education

1. Be a mentor/learning resource for learners/junior staff.
2. Develop own knowledge base, ensuring practice is evidence-based and contributes to the enhancement of patient care.
3. Act as a reflective practitioner, questioning clinical practice.
4. Actively participate in departmental education programmes.
5. Participate in reviewing policies and procedures to improve outcomes and the quality of service provided.

Managerial

1. Act in a professional manner and as a role model to other staff members, providing clinical supervision of junior staff.
2. Ensure effective and efficient use of all ward/department resources, including the allocation and checking of work.
3. Actively participate in the implementation of any changes in practice within the clinical area.

Professional

1. Personally accountable for own practice as a Registered Nurse and to work at all times within the Nursing & Midwifery Council Code of Conduct.

General Compliance:

1. You must comply with all Trust Policies and Procedures, and have particular regard to
 - Risk Management
 - Confidentiality
 - Dignity at Work
 - Health & Safety
 - Data Quality
 - Information Governance
 - Freedom of Information
2. You will be responsible for compliance with infection prevention and control policies, procedures and standards and ensure that you maintain compliance with all mandatory training applicable to the post. You must practice and encourage appropriate hand hygiene and act professionally to ensure the hospital environment is clean, safe and tidy.
3. To perform your duties to the highest standard, with particular regard to effective and efficient use of resources, maintaining quality and contributing to improvements.
4. To follow all Trust Security policies and procedures and be vigilant to ensure a safe and secure environment for care.
5. You will be responsible for any data to which you have access and/or are required to transfer. This includes all types of data, e.g. patient, employee, financial, electronic, hard copies of printed data, handwritten data, etc. All data must be kept securely and in line with the Trust's policies and procedures and you must comply with the requirements of the Data Protection Act 1998 and with common law on confidentiality.
6. You will be responsible for data quality and complying with the policies, procedures and accountability arrangements relating to maintaining accuracy and probity in the recording of the Trust's activities.
7. The Trust is committed to screening carefully all staff who work with children and vulnerable adults. This appointment is, therefore, subject to a satisfactory Disclosure and Barring Service check.
8. You will be required to participate in the Trust's Individual Performance Review process.
9. You must uphold the Trust's values and standards.
10. You will be required to perform any other duties that may reasonably be required from time to time.

The job description, which provides a general outline of the main duties and responsibilities of the role, will be subject to review. In consultation with you, it may be amended to meet changes in the needs of the service and/or in your personal development requirements.

Staff Nurse – Band 5

Person Specification

	Essential Criteria	Desirable Criteria	How measured
Education and Qualifications	Registration with NMC	ENB qualification in relevant specialty	Application form
	Diploma in Nursing	Degree in Nursing	Application form
Experience	Proven evidence-based clinical practice	Evidence of experience in the specialty	Application form/ interview
	Utilised reflective practice		Application form/ interview
Knowledge	Knowledge of NMC Code of Conduct and professional practice guidance		Application form/ interview
	Good theoretical and practical knowledge of nursing within the clinical area		Application form/ interview
	Knowledge of clinical governance and quality	Awareness of broader issues within the Trust and the wider NHS	Interview
	Aware of cultural and social influences on health and of the importance of respecting diversity and differences	Understanding of the professional nursing agenda	Interview
Skills	Able to perform nursing activities specific to specialty	Able to assist Healthcare Support Workers	Interview
	Able to problem solve and use own initiative	Able to induct/orientate new staff to the clinical area and identify key learning needs of less experienced staff	Interview
	Able to plan, organise and prioritise workload		Interview
	Proven communication skills, written and oral		Interview
	Able to work collaboratively as part of multi-disciplinary team		Interview
Additional Requirements	Ability to apply the Trust's values at all times: Leading with care Instilling innovation Feeling valued Encouraging excellence		Interview

* It is recognised that *newly-qualified* nurses may not be able to comply fully with the above criteria