

HOSPITAL SERVICES

STAFF NURSE

BAND 5

JOB DESCRIPTION

JOB PURPOSE:

It is expected that as a result of general training and experience registered nurses are able to supervise and participate in the professional and skills development of registered and unregistered nursing staff. By demonstrating knowledge and competence in relation to firmly established procedures and policies they shall also assist newly appointed staff to undertake preceptorship.

As an effective role model the postholder shall:

- Work within all areas of the Mignot Memorial Hospital in Alderney which comprises of 8 acute care beds, 14 elderly care, and minor injuries room.
- Act as named nurse responsible for assessing, planning, implementing and evaluating programmes of care for patients.
- Deliver care in accordance with current ward philosophy.
- Adhere to policies, procedures and guidelines for Health and Social Care.
- Under the direction of the ward manager and senior team act as ward co-ordinator.
- Act as a clinical supervisor and preceptor to develop skills of all colleagues

Guidance in relation to furthering personal development shall take place through regular formalised appraisal and performance reviews.

The post holder will report to the Ward Manager.

MAIN DUTIES AND RESPONSIBILITIES:

PRACTICE AND PHILOSOPHY OF NURSING

- Understand and adhere to the principles contained within the ward philosophy.
- Show an awareness and work towards meeting the agreed aims and objectives of the ward.

- Put into practice the theory and principles of the agreed nursing models and health care documentation.
- Manage the care planning and provision for individuals requiring health services.
- Ensure communication given to and received from other members of the multi-disciplinary team is effective.
- Ensure positive outcomes by putting into everyday working practice the structure and process to meet agreed standards for nursing care.
- Actively participate in the Revalidation process in accordance with the NMC.
- Comply with the locally agreed framework for scope of professional practice.
- Undertake nursing procedures in accordance with the Royal Marsden Manual of Clinical Nursing Procedures.

SUPERVISORY RESPONSIBILITIES

- Provide direction by acting as a named mentor to junior nurses and learners to complete approved competency programmes.
- Acts as facilitator to qualified and unregistered nursing staff providing them with the opportunity to achieve objectives of learning contracts to attain specific competences.
- Co-ordinate clinical areas within the hospital under the guidance of the senior team.
- Maintain and develop own skills to promote evidence based practice.
- Supervise patients in all aspects of their care giving professional advice and guidance where needed.
- Recognise own limitations by referring when necessary to other more experienced nurses.
- Participate in clinical supervision.

ROLE DEVELOPMENT

- Through the avenue of formal appraisal and performance interviews agree targets that enhance professional development to meet personal and organisational objectives.
- Undertake additional training and development as deemed necessary by the ward manager and Clinical Lead.

- Demonstrate an understanding of the role of ward manager and provide professional support to the post holder and the senior team.
- Demonstrate an understanding and provide professional support to key members of the multi-disciplinary team.

HEALTH AND SAFETY

- Report accidents and untoward incidents to appropriate personnel and complete relevant documentation.
- Observe safe moving and handling policies, procedures and guidelines including location and effective use of equipment. Safely undertake approved moving and handling techniques.
- Understand the content and principles contained within the Cardio-Pulmonary Resuscitation and Do Not Resuscitate Policies. Be proficient in basic life support techniques and know the location and effective use of resuscitation equipment.
- Pay due regard to fire safety regulations and content of policies including location and effective use of equipment.
- Understand and comply with the policies and procedures relating to infection control
- Ensure safe use and maintenance of ward equipment giving due regard to associated risk, health and safety and decontamination procedures.
- Understand the purpose and key points of the Major Incident Procedure
- Attend mandatory update sessions for Fire Safety, Basic Life Support and Safe Moving and Handling as defined in the appropriate policies.

KEY CRITERIA:

MINIMUM CRITERIA

1. Current Registration with NMC.

DESIRABLE QUALIFICATIONS

2. Successful completion of the Practice assessor/supervisors course
3. Portfolio evidence to meet the agreed competence criteria level.
4. 'A' unit or D32/D33 Assessors course.

SKILLS, ABILITIES & KNOWLEDGE

5. Effective leadership skills.
6. Evidence of Teaching / Supervisory Skills.
7. Excellent clinical skills.
8. Excellent communication and interpersonal skills with both colleagues and clients.
9. Good motivational skills.
10. Ability to use own initiative and work both independently and as part of a team.