

JOB DESCRIPTION

<u>JOB TITLE:</u>	Staff Nurse
<u>GRADE:</u>	Nursing and Midwifery – Band 5
<u>REPORTS TO:</u>	Sister/Charge Nurse
<u>ACCOUNTABLE TO:</u>	Matron

JOB PURPOSE

Responsible for the assessment of care needs and the development of programmes of care and/or the implementation and evaluation of these programmes. Carry out all relevant forms of care without direct supervision and demonstrate procedures to and supervise qualified and/or unqualified staff.

MAIN DUTIES

1. ASSESSOR of nursing:-

- 1.1 Takes nursing history of patients through interviewing and observation.
- 1.2 Maintains accurate clinical observations of the patient's condition.
- 1.3 Interprets the significance of data to the patient's condition and progress.
- 1.4 Identifies and discusses nursing problems or needs with the patients, relatives and other staff.
- 1.5 Acts as an associate nurse.

2. PLANNER of nursing:-

- 2.1 Identifies the priorities of nursing care for patients.
- 2.2 Identifies realistic goals in care plans.
- 2.3 Organises time, equipment and the staff to deliver nursing care.

3. PRACTITIONER of nursing:-

- 3.1 Gives skilled care to patients and relatives.
- 3.2 Administers drugs and treatments as prescribed with safety, accuracy and intelligence within the Trust.
- 3.3 Communicates effectively with patients, their relatives and co-workers.
- 3.4 Liaises with medical, para-medical staff and social workers in the delivery of care.
- 3.5 Ensure that individual patients are assessed and that care is planned to meet their

handling and moving needs.

- 3.6 May be required to act as a Trainer or Risk Assessor in Moving and Handling.

4. **EVALUATOR of nursing:-**

- 4.1 Contributes the setting of standards for nursing care.
- 4.2 Evaluates the quality of care given to patients.
- 4.3 Measure goal achievements with patients and relatives and co-workers.
- 4.4 Changes care plans and goals according to evaluation, under the direction of the Primary Nurse.

5. **LEARNERS/RESEARCHER of nursing:-**

- 5.1 Seeks out new knowledge of nursing and health by reading, enquiring and partaking in continuing education programmes.
- 5.2 Seeks to develop new skills.
- 5.3 Applies research findings to nursing practice.

6. **TEACHER of nursing and health:-**

- 6.1 Assesses the learning needs of patients, relatives and staff (including learners).
- 6.2 Instructs patients, relatives and staff (including learners) about nursing.
- 6.3 Demonstrates nursing skills to patients, relatives and staff (including learners) and support workers.
- 6.4 Reflects on learning experiences with patients, relatives and staff (including learners).
- 6.5 Assist with assessing the progress of individual learners, junior staff and support workers.
- 6.6 Advises members of the public on the promotion of health and prevention of illness - promoting ward activity
- 6.7 Offer recognised training, and participate in the training and assessment of support workers.

7. **MANAGER of nursing:-**

- 7.1 Assesses work to be carried out.
- 7.2 Organises staff (according to competence), time and equipment for completion of work.
- 7.3 Supervises the delivery and quality of care given.
- 7.4 Praises and corrects team members as appropriate.
- 7.5 Reports and receives reports of work activity.
- 7.6 Assists with the identification of training needs of junior and untrained nursing staff.
- 7.7 Co-ordinates the care given by nurses, medical, paramedical staff and social workers.
- 7.8 Handles complaints by patients, members of the public and staff in accordance with the Trust's Policies.

7.9 Assist the Sisters to maintain safe systems of work, including COSHH and manual handling of loads.

8. PROFESSIONAL PERSON

8.1 Abides by the legal requirements and statutory rules relating to practice, e.g. NMC. Code of Conduct.

8.2 Takes responsibility for personal development and education including in-service training.

8.3 Discusses personal development and progress with ward sisters through internal informal appraisal.

8.4 Maintains standards of conduct and dress to sustain the public confidence in accordance with the NMC Code of Professional Conduct and the Trust's Policies.

PROFESSIONAL STANDARDS OF CONDUCT

- Maintain active status on the NMC Register.
- Act always in accordance with the NMC Code of Conduct and guiding documents.

STANDARDS OF CONDUCT

Ensure that personal actions and conduct comply with the Trust Policies and Procedures e.g. Health and Safety, Tobacco Control Policy, equal opportunities, confidentiality, the Data Protection Act (1998), Moving and Handling Regulations.

Attend training courses as required e.g. induction, moving and handling, fire lectures etc.

Conduct duties with regard to values underpinning the Trust's Vision:

- If its about me, involve me
- Working together in partnership
- Aspiring to excellence
- Ongoing improvement of our service

Post holders are expected to work flexibly within their pay band. They should only be expected to carry out activities for which they are competent. Alternatively they may carry out the additional duties if they are receiving support or training in order to obtain the recognised level of competence.

The Trust operates a Tobacco Control Policy and is a 'smoke-free' zone.

Person Specification

Bank Staff Nurse Band 5

	ESSENTIAL	DESIRABLE	MEASURED BY
ATTAINMENTS	Registered 1st Level or equivalent as verified by NMC	To have knowledge of current research applicable to the post's specialist area.	All via application form/interview/ references
GENERAL INTELLIGENCE	Able to take on board new ideas, skills and knowledge. Ability to problem solve. Be numerate.		Application form/ interview/ references
SPECIAL APTITUDES	Able to manage the care for a group of people and prioritise workload with minimal supervision. Be proficient at calculating drug doses, Able to write basic reports. Able to train less qualified carers/learners. Moving and handling, customer awareness, computer/keyboard skills.	Able to present reasoned discussion. Evidence of continuous development.	All via interview and references
DISPOSITION	Be able to work in a team. Be supportive of team members. Able to communicate effectively to patients, visitors and colleagues. Able to listen actively. Able to reflect on one's own work. Have effective interpersonal skills. Be enthusiastic, conscientious and sympathetic.	Be able to work with minimal supervision within the job description.	Application form, interview, references
CIRCUMSTANCES	Be able to fulfill; various shift patterns on the ward, inc. nights. Able to adopt to change. Proven ability to keep information confidential		All via interview and references