

## SENIOR STAFF NURSE

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<b>Department:</b>	Health and Community Services	
<b>Section:</b>	Health and Community Services	
<b>Reports to:</b>	Supervisory / Ward Manager	
<b>JE Ref:</b>	HCS1229	
<b>Grade:</b>	NM 4	<b>JE Date:</b> 19.03.2014

### Job purpose

This role operates across a range of clinical areas within the acute and community services. You will plan and deliver an effective and competent level of care, be fully aware of the needs of the patients and drive the standard in patient care.

Working collaboratively with colleagues across other department to ensure the continuity in patient care, acting as a role model for colleagues, patients and relatives. Supervise the care given by Healthcare Assistants and provide guidance and training as appropriate.

### Job specific outcomes

The post holder will demonstrate a thorough knowledge of the guidelines of the NMC Code (2015) and apply these to maintain trust and credibility with patients, carers and colleagues.

The post holder will keep fully up to date with developments within own professional discipline and maintain an adequate awareness of developments in clinical and nursing practice and will share clinical knowledge and experience.

The post holder will contribute to the development of a philosophy of care which encourages the creation of a therapeutic environment for patients.

The post holder will maintain a professional portfolio which demonstrates the continuing acquisition of skills, knowledge, attitudes, understanding and achievement.

The post holder will co-ordinate the care for specified individual patients or patient groups by consistently compiling care plans which meet identified treatment goals resulting in high quality patient care.

The post holder will demonstrate enhance nursing practice by acquiring knowledge and skills in reading, interpreting and evaluating research to pursue evidence based practice.

The post holder will contribute to setting standards and will maintain standards in the clinical area.

The post holder will participate in clinical audit and will enhance nursing care by acting as a role model in terms of own care delivery.

The post holder will demonstrate proficiency in performing investigations and treatment in accordance with defined standards. He/she may be required to act in the capacity as an independent and supplementary prescriber within specific clinical areas agreed by the organisation.

The post holder will demonstrate effective infection prevention and challenge poor practice.

The post holder will consistently provide high quality advice to patients, carers, colleagues and will act as health promoter, incorporating health promotion themes into nursing practice.

The post holder takes responsibility for the safeguarding and welfare of all children, adults and/or families within their care and contact. He/she shall be aware of and comply with all safeguarding policies and procedures

The post holder will maintain accurate patient documentation and produce high quality patient information.

The post holder will demonstrate the ability to lead and direct the team when required to do so. He/she will work collaboratively as a member of the multi-disciplinary team, demonstrating well established networks and developing team building skills.

The post holder will understand and promote team goals and will demonstrate effective supervision of junior staff.

The post holder will seek opportunities to develop knowledge, skills and experience and will participate constructively in Performance Review and Appraisal System, taking responsibility for life-long learning.

The post holder will assist junior staff to identify and meet learning objectives by using the principles of teaching and learning.

The post holder will make a significant contribution to the overall physical environment and also contribute to the development of the Risk Management Plan for the area.

The post holder will contribute to the ongoing audit of infection control within the clinical area.

*NB: The above does not purport to be an exhaustive list of duties but is intended to indicate the range and type of duties required. The duties of the post may alter to reflect changing practice or demands of the service.*

### Statutory responsibilities

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

### Organisational structure

## One Government Departments



### Organisation chart

Each Area/ Ward to populate and put in their Org Chart

## Person Specification

### Specific to the role

*Describe the knowledge, skills, experience, and qualifications required to perform the job to a satisfactory standard.*

*It is important to convey what the job requires, rather than what an individual might have, as these may be different. For example, you may have a postgraduate level qualification, however, an A' Level standard qualification is the requirement for the job.*

<b>ATTRIBUTES</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>Qualifications</b>	1 <sup>st</sup> Level Registered Nurse with NMC Registration	In possession of or commitment to work towards a level 2 vocational award in health and social care  Teaching and Mentorship qualification
<b>Knowledge</b>	2 Years Post qualification experience working across general nursing.  Thorough knowledge of NMC Code (2015)	
<b>Technical / Work-based Skills</b>		Ability to manage risks and complaints
<b>General Skills/Attributes</b>	Excellent communications and team working skills  Basic Keyboard skills	
<b>Experience</b>	2 Years Post qualification experience working across general nursing.  Thorough knowledge of NMC Code (2015)	

### Personal Attributes

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 6 core accountabilities attributes and behaviour indicators.