

# Job Description

<b>Job Title</b>	Staff Nurse (Generic)
<b>Department</b>	Trustwide
<b>Division</b>	Trustwide
<b>Band</b>	5
<b>Reporting To</b>	Deputy Ward Sister
<b>Job Reference</b>	J1297

## ▪ Role

Responsible for the assessment planning and delivery of nursing care for a caseload of patients. They participate in the education, development and supervision of other staff.

## ▪ Key Responsibilities

- Assessment planning and delivery of nursing care for a caseload of patients
- Supervise others and contribute to their education and development
- Assist in the day-to-day management of the Ward/Department and the achievement of objectives

## ▪ Duties and Key Tasks

- Take responsibility for the assessment, planning, delivery and evaluation of the nursing care for a named caseload of patients, including their property and valuables
- Assist in creating a therapeutic environment which meets the needs of patients, relatives and carers
- Adhere to Wirral Hospital objectives, policies, protocols and guidelines
- Liaise with other members of the multidisciplinary team
- Contribute to promoting a critical, analytical approach to the delivery of care and implementation of change
- Participate in audits
- Continuously update own skills and knowledge and maintain awareness of clinical issues
- In the absence of the Ward/Departmental Manager or their deputy, act as shift coordinator
- Act as a preceptor, mentor and/or NVQ assessor to junior staff and students
- Supervise and lead a team of junior staff
- Undertake appraisals of staff within the team
- Contribute to meeting the agreed objectives for the Ward/Department
- Be aware of and adhere to national, local and professional policies, protocols and guidelines
- Ensure effective communication with Patients , families , peers promoting safe patient care and good patient experience.

# Person Specification

Qualifications, Specific Experience & Training	Essential	Desirable	Measure
<ul style="list-style-type: none"> <li>1<sup>st</sup> Level NMC Registration</li> <li>Evidence of Professional Development</li> </ul>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
<ul style="list-style-type: none"> <li>Willing to undertake NMC Assessor and mentorship</li> <li>Relevant Degree or willing to register to work towards degree</li> <li>Relevant or willingness to undertake relevant module/course</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview
<ul style="list-style-type: none"> <li>Suitable for newly qualified or experienced staff nurse</li> <li>Experience of maintaining accurate records</li> <li>Relevant clinical knowledge and experience</li> </ul>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
<ul style="list-style-type: none"> <li>NHS Experience</li> <li>Awareness of Health Policies and the changing NHS environment</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview

Knowledge and Skills	Essential	Desirable	Measure
<ul style="list-style-type: none"> <li>Awareness of evidence based practice</li> <li>Good organisational/time management skills</li> <li>Ability to deal with an acute workload</li> <li>Good communication skills written and verbal</li> <li>Ability to recognise the importance of team work</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
<ul style="list-style-type: none"> <li>Competent in organising/prioritising own workload and that of others</li> <li>Ability to communicate confidently and effectively at all levels</li> <li>Ability to problem solve</li> </ul>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
<ul style="list-style-type: none"> <li>Teaching Experience:               <ul style="list-style-type: none"> <li>Student nurse assessor</li> <li>Evidence of ability to act as a preceptor/mentor to new staff</li> <li>Evidence of involvement in producing teaching strategies/packages</li> </ul> </li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Choose an item.
<ul style="list-style-type: none"> <li>Managerial/Clinical Skills:               <ul style="list-style-type: none"> <li>Relevant clinical knowledge/experience of the specialty</li> <li>Evidence of an initiative which has changed or enhanced clinical practice</li> <li>Competent in organizing own workload and that of others</li> </ul> </li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Choose an item.

Knowledge and Skills	Essential	Desirable	Measure
<ul style="list-style-type: none"> <li>• Good problem solving abilities</li> <li>• Good time management</li> <li>• Awareness of Health Policies and the changing NHS environment</li> </ul>			
<ul style="list-style-type: none"> <li>• Interpersonal Skills:               <ul style="list-style-type: none"> <li>• Excellent communicator (verbal and written)</li> <li>• Able to deal with conflict</li> <li>• Able to support and advise the team</li> <li>• Act as a positive role model</li> </ul> </li> </ul>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview

Personal Attributes	Essential	Desirable	Measure
<ul style="list-style-type: none"> <li>• Self-motivated</li> <li>• Enthusiastic</li> <li>• Self-Confident</li> <li>• Ability to be sensitive and empathic</li> <li>• Recognises own development needs and able to set personal objectives</li> <li>• Has identified methods of dealing effectively under pressure</li> </ul>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Interview
<ul style="list-style-type: none"> <li>• Act as a positive role model</li> <li>• Ability to deal with conflict</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Interview
<ul style="list-style-type: none"> <li>• Embrace the Core Values:               <ul style="list-style-type: none"> <li>• Communicate formally on first contact</li> <li>• Deal with everyone in a polite, friendly and welcoming manner</li> <li>• Ensure all communications are open, honest and accurate</li> <li>• Value people's time and protect it as much as possible</li> <li>• Make an environment friendly and safe for all</li> <li>• Listen to what people say and take appropriate action</li> </ul> </li> </ul>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Interview
<ul style="list-style-type: none"> <li>• Supporting safe patient care</li> <li>• Good patient experience and communication</li> <li>• Maintain own competence</li> </ul>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Interview

# Organisation Chart

