

Job Title	Staff Nurse		
Agenda for change Band	5	Budgetary responsibility	Responsible for safe use of expensive equipment
Date Reviewed	19/04/2023	Management Responsibility	Supervises staff
Job Summary			
<p>a) To provide a high standard of individualised nursing care in accordance with agreed policies, through assessment, planning, implementation and evaluation of care for individual patients.</p> <p>b) To train learners and other nursing staff in the ward environment.</p>			
General Duties			
<ol style="list-style-type: none"> 1. To provide a high standard of care for patients by assessing, planning, implementing, and evaluating care for individual patients. 2. To give and receive regular reports on the progress of patients, reporting immediately any changes in the patients' condition to the senior trained nurse on duty, or the medical staff as appropriate. 3. To carry out all aspects of nursing care, treatments and procedures within agreed policies and procedures. 4. To work with medical staff and other members of the health care team to ensure that treatments are carried out within agreed policies. 5. To maintain accurate records of observation, treatment, and patient/family care. 6. To receive patients and their relatives in a calm, courteous and reassuring manner, participate in providing information and support. 7. To ensure the safe custody of patients' belongings and valuables according to Trust policy. 8. To participate in the checking and administration of prescribed drugs (including controlled drugs) and other substances in accordance with Trust policy. 9. To participate in the checking and administration of intravenous drugs having demonstrated relevant knowledge and competence and been authorised by Sister/Charge Nurse or Senior Nurse. 10. To ensure that all equipment is in good working order and ready for immediate use. 11. To report any defective equipment or provision of supplies to Sister/Charge Nurse or deputy. 12. To inform the Sister/Charge Nurse or deputy of any untoward events or problems affecting patients or staff, where appropriate complete an accident or incident form. 			

13. To support the Fire Group Leader, ensuring that all staff are aware of the position of fire fighting equipment and standard fire procedures.
14. To uphold confidentiality due to patients and relatives at all times according to Trust policy.
15. To ensure compliance with Infection Control standards, in line with Trust Policy
16. To attend meetings on matters related to the ward/unit.
17. To keep up to date with clinical developments and participate in innovation and change concerned with improving the standards of care for patients.
18. To assist in the orientation and in-service training of new staff and the appraisal of learners.
19. To take on a specific area of interest / project / audit / link role and develop resources for this.

Trust Values

All staff are expected to strive to make the Trust values 'what we do' – to inspire, develop and support every one of us to live our values, every patient, every colleague, every day.

Each post holder is expected to ensure they live the values of:



PATIENTS FIRST



WORKING TOGETHER



ALWAYS IMPROVING

These values are about us all helping each other to deliver great patient experience more consistently – involving people who use our services, their families, carers, staff, and partners in continuing to improve the experience people have using and delivering our services

Person Specification

The purpose of this specification is to identify the attributes required by applicants to perform the duties in the job description. The specification will be used to shortlist applicants and to compare how well candidates match the agreed specification. It will also be used by potential candidates to understand expectations and identify how their skills, behaviours and experience will be assessed.

Skills and competencies
Prioritisation
Teamwork
Multitasking
Time management
People management
Facilitation skills
General IT skills

Qualifications, knowledge and experience	
Essential	Desirable
Qualified Nurse (Degree/Diploma)	Evidence of recent study
Registered nurse on appropriate part of the register	Previous experience/qualification in relevant specialty
Knowledge of current issues within acute Health Service	Teaching experience
Understanding of personal accountability	
Knowledge of own role within the team	
Provide evidence of teaching and supporting learners in practice in the role of practice supervisor	
Awareness of evidence-based practice	
Awareness of responsibilities for management of infection control	
Evidence of on-going personal development	
Able to use initiative	

Additional Information

This job description is designed to help post-holders understand what is expected of them in their role though, please note, it focuses upon the core requirements of the post. Other related duties within the employee's skills and abilities will be expected whenever reasonably instructed. The job description may be amended in consultation with the post-holder within the scope and general level of responsibility associated with the post. It is the post-holder's responsibility to ensure that they adhere to all Trust policies, procedures and guidelines relating to their employment, regardless of their position.

A job description does not constitute a 'term and condition of employment'. It is provided only as a guide to assist the employee in the performance of their job. The Trust is a fast-moving organisation and therefore changes in employees' duties may be necessary from time to time.

Safeguarding

The Trust is committed to safeguarding children, young people, and adults at risk within its care. As an employee you are accountable to ensure that you know how to respond when you are concerned for the safety of a child, young person, or adult at risk. The Trust will support you in this process by providing training, support, and advice. There is a Corporate Safeguarding Team who can be contacted for guidance, support, and safeguarding supervision. For children and adults, you should be aware of your responsibilities detailed in UHS policies and procedures and local safeguarding children and adult boards procedures.

Mental Capacity Act 2005

All staff are required to ensure knowledge regarding the Mental Capacity Act 2005 (MCA) at a level deemed essential for their role. The level of training required will be specified to members of staff and is dependent on their role. It is important that staff understand and comply with local policies and procedures relating to MCA to ensure the Trust can act in an individual's best interest when providing care. This helps to ensure ongoing adherence to our legal obligations and ensuring we put the needs of our patients first.

Job Reference – IJES01048RD