



Staff Nurse

Job purpose

The postholder will act as a practitioner with professional accountability to effectively plan, deliver and evaluate care for a group of patients with a range of conditions within a recognised clinical area.

Duties and responsibilities

This role operates across a range of clinical areas within St Ewold's. Individuals at this level will be able to plan and deliver care for high risk patients with complex needs. And they will give guidance and support to less experienced staff.

Service responsibilities

- The postholder will demonstrate a thorough knowledge of the guidelines of the NMC and Code of Conduct and Scope of Professional Practice and apply these to maintain trust and credibility with patients, carers and colleagues.
- The postholder 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 postholder will contribute to the development of a philosophy of care which encourages the creation of a therapeutic environment for residents.
- The postholder will maintain a professional portfolio which demonstrates the continuing acquisition of skills, knowledge, attitudes, understanding and achievement.
- The postholder will contribute to setting and maintaining nursing standards in the clinical area. The postholder will participate in clinical audit, and will enhance nursing care by acting as a role model in terms of own care delivery.
- The postholder will consistently provide high quality care and advice to residents, carers, colleagues, and will act as health promoter, incorporating health promotion themes into nursing practice, together with also maintaining accurate patient documentation and producing high quality patient information.
- The postholder will demonstrate the ability to lead and direct the home 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 postholder will understand and promote team goals and will demonstrate effective supervision of care staff, participating in a rotational on-call system, covering weekends and nights.
- The postholder will develop and maintain awareness of strategy and business planning process, contributing to the development of the business plan for the clinical area.
- The postholder will be aware of the budget and the factors which contribute to it, and will act in a cost-conscious manner and be aware of value for money, making significant contribution to controlling expenditure within the Home.
- The postholder will seek opportunities to develop knowledge, skills and experience and will participate constructively in the Performance Review and Appraisal System, taking responsibility for life-long learning. The postholder will assist junior staff to identify and meet learning objectives by using the principles of teaching and learning.
- The postholder 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 postholder understands and promotes all health, safety and security measures in line with Parish policies.

Parish-wide responsibilities

- Champion the objective 'to meet our customers' needs and expectations' across all Parish activities; and
- Engender a reciprocal positive, supportive culture, where staff and stakeholders are engaged.

Engagement with Parish life

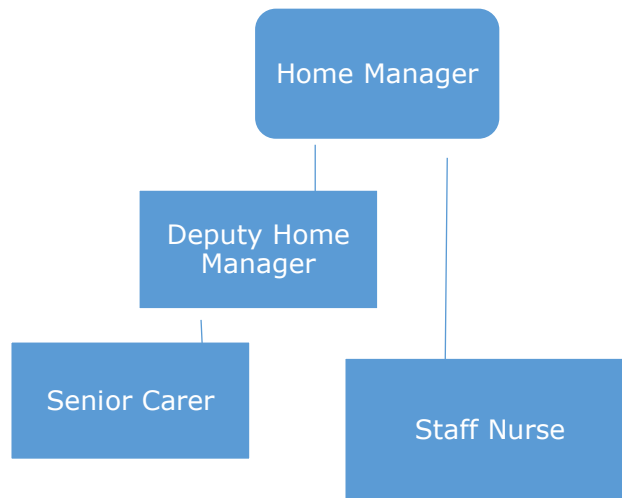
As a Staff Nurse within the Parish, the postholder is expected to proactively engage in Parish life and demonstrate the appropriate ambassadorship of the Parish at all times.

Working conditions

This role will be largely St Ewold's-based but with some work off-site. The nature of this role may require some attendance at meetings and events outside of normal working hours.

Reporting Lines

This role reports directly to the Home Manager and Management Team.



Person Specification

Criteria	Essential	Desirable
Qualifications <ul style="list-style-type: none"> Level 1+ Registered Mental Nurse (RMN) or Registered General Nurse (RGN) Evidence of re-validation history with the Nursing and Midwifery Council (NMC) Relevant post-basic specialty qualification; Management qualification (diploma or above) desirable Nurse Prescribing qualification desirable 	X X X X X	
Previous experience and knowledge <ul style="list-style-type: none"> 4 years' post-qualifying experience Understanding of the requirements of the Jersey Care Commission Comprehensive understanding of the Nursing and Midwifery Council (NMC) Codes Evidence of on-going training and development Evidence-based practice Demonstrates awareness of skill mix and areas of delegation and workload allocation 	X X X X X	X
Skills and Abilities <ul style="list-style-type: none"> Report writing skills 	X X	

<ul style="list-style-type: none"> • Group work skills • Time management skills • Excellent communication skills • The ability to carry out core clinical practice and core practice assessments • Ability to undertake audits, i.e. record keeping • Supervision • Intermediate IT skills • Demonstrates ability to work independently, to manage time effectively and to prioritise own workload, liaising with colleagues where appropriate 	X X X X X X	 X X X
<p>Special attributes</p> <ul style="list-style-type: none"> • Adaptable, imaginative, innovative, enthusiastic • Team worker • Ability to organise, direct and delegate • Ability to relate to people from differing backgrounds • Leadership qualities • Ability to deal with conflict emphatically • Compassion • Patience 	 X X X X X X X X X	

Approved by:	<i>Director of Public Services</i>
Scheduled Review Date:	2022