

Job Description

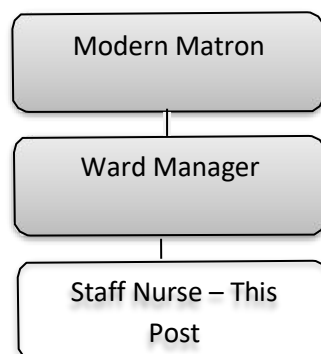
Job Title	Staff Nurse
Salary Band	Band 5
Division/Service Line	Adult Community Services
Department	Inpatient

Job Overview

The purpose of the post is:

- To assist the effective running of the ward (individual shift management only) and maintain in the absence of the Ward Manager.
- To work as a skilled member of the nursing team.
- The assessment of care needs and the development, implementation and evaluation of programmes of care in the ward setting.
- To provide a high standard of compassionate patient centred care.
- To lead and supervise the work of unqualified staff within the team.
- To communicate effectively at all levels within the multi-disciplinary team.
- Assist the Ward Manager in promoting excellent standards of evidenced based patient care.

Organisational Chart



Duties and Responsibilities

Communication and Working Relationships:

Within the hospital:

- Modern Matron
- Clinical nursing team
- Medical Staff
- Occupational Therapists
- Physiotherapists
- Professionals allied to medicine

Within the Organisation

- Community Health Services
- Specialist Nurses

Outside Agencies

- Ambulance Services – 999 and booking of non-routine ambulances
- General Practitioners
- Social Services
- Visiting Consultants
- Other statutory and voluntary bodies

General

- The general public, patients, relatives and carers

Management and Personal Development

- Undertake appropriate training, up-dates and professional development relevant to this role.
- To participate as an appraiser of junior staff members.
- To participate in Clinical Supervision.
- To actively contribute to the educational and practical training of learners and Health Care Assistants.
- To supervise student / learner / unqualified nurses and demonstrate skills as a mentor providing a good learning environment.

Clinical Activities

- Assess, plan, implement and evaluated patient care for a range of client's
- Liaise with members of multi-agency team to ensure the implementation of patient care
- Able to implement infection control measures when delivering clinical care
- Undertake Nursing Needs Assessments for potential NHS Continuing Care Funded and/or Fast Track patients
- Undertake clinical interventions
- Ability to set up, monitor and take down a Syringe driver

- Ability to undertake the transfusion of IV medications and blood products
- Ability to flush, monitor and discontinue central venous and PICC lines
- Ability to manage PEG feeds
- Able to apply an immobilising cast to injured limb
- Undertake proactive interventions to prevent pressure ulcer damage, both clinically and with the ability to choose the appropriate pressure relieving equipment
- Maintain high standards of paper-work, data collection and information governance requirements to ensure safe, documented and timely care interventions.
- Direct, guide, teach and mentor Healthcare Assistants when on duty
- Discuss and accept appropriate transfer of care referrals from other organisations
- To act as an advocate for the patients and their families and or carers, providing them with information and support and directing them to the relevant support services where appropriate.
- To contribute to effective discharge planning from Hospital, liaising with the multidisciplinary team, other dep Communicate in a timely manner all issues of health and safety, equipment failure/fault and to the appropriate person.
- Work respectfully and collaboratively with all clinical and non-clinical members departments and community services as necessary
- Attend Case Conferences, Best Interest Meetings and Deprivation of Liberty meetings, as part of the multi-agency team
- Able to sensitively communicate with patient/relatives who may be distressed and sometimes confused.
- Communicate compassionately with staff who may be distressed and anxious.
- Professional deal with the very occasional verbally aggressive situation

Additional Information

Code of Conduct

The post holder is required to comply with all relevant Code of Conducts for the role, including the Trusts Code of Conduct. All staff are required to support the Trust's commitment to developing and delivering excellent customer service by treating patients their carers, families, friends, visitors and staff with professionalism, dignity and respect. All staff are expected to behave in a professional manner and not to bring the Trust into disrepute.

Confidentiality and Data Protection Act

All NHS employees have a duty to maintain confidentiality under both common law and the Data Protection Act 2018. Service users and staff have a right to expect that any information, whether personal or commercial, held by the Trust will be treated in a confidential manner. All employees of Cornwall Partnership NHS Foundation Trust must not, without prior permission, disclose any information regarding patients or staff.

Safeguarding Children and Vulnerable Adults

All employees of Cornwall Partnership NHS Foundation Trust must be familiar with and adhere to the Trust's safeguarding policies and procedures.

Personal Development

All employees are required to undertake statutory and essential training as directed by the Trust. This will be monitored through the supervision and appraisal process which is in place for all staff to participate in.

Risk Management and Health and Safety

All employees of Cornwall Partnership NHS Foundation Trust are required to make positive efforts to maintain their own personal safety and that of others. You are reminded of your responsibilities for health and safety at work under the Health and Safety At Work Act 1974 as amended and associated legislation. These include the duty to take reasonable care for the health and safety of yourself and of others in your work activities or omissions, and to co-operate with your employer in the discharge of its statutory duties. It is also essential that precautions advised by Management, Occupational Health, Risk & Safety Services, etc. are adhered to for your own protection.

Infection Prevention and Control

All staff, collectively and individually, has a duty of care in following best practice in adherence to guidelines which is a fundamental requirement in underpinning the management of infection control.

Location/Mobility

In accordance with the Trust's requirements, all staff are required to undertake work and alternative duties as reasonably directed at variable locations in the event of, and for the duration of a significant internal incident, major incident or pandemic. You may be required to work at or from any additional location as determined by the Trust. You may also be required to travel between Trust premises for the performance of your duties.

Equal Opportunities

The aim of the Trust's policy is to ensure that no job applicant or employee is discriminated against either directly or indirectly on the grounds of race, creed, sex, marital status, disability, age, nationality, ethnic or national origins. The Trust commits itself to promote equal opportunities and will keep under review its policies, procedures and practices, to ensure that all users and providers of its services are treated according to their needs.

Review of the Job Description

This is a generic job description and is intended as an outline of the general area of activities. It may be amended in light of the changing needs of the organisation, in which case it will be reviewed.

Rehabilitation of Offenders Act

The Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 is applicable to this post. Therefore should you be offered the post it will be subject to a Disclosure & Barring Service check satisfactory to the Trust. You will therefore be required to declare all criminal convictions, cautions, reprimands and warnings that would not be filtered in line with current guidance

The Trust operates a no smoking policy. Employees are not permitted to smoke anywhere in the premises of the Trust or when outside on official business. Staff must be mindful of public perception and therefore must not smoke whilst travelling in Trust identified vehicles or when can be identified as a member of CFT staff.

Person Specification

Job Title	Staff Nurse
Salary Band	Band 5
Division/Service Line	Adult Community Services
Department	Community Hospital

Role Requirement	Essential	Desirable
<i>Education / Qualifications and Relevant Experience</i>		
Professional Qualification relevant to post	✓	
Current professional registration - NMC	✓	
ENB or equivalent teaching and assessing qualification		✓
Evidence of post registrations qualification relevant to role		✓
<i>Skills and Aptitude</i>		
Able to demonstrate accuracy in simple and complex drug calculations	✓	
Evidence of on-going professional development.	✓	
Evidence of team working	✓	
Leadership skills		✓
<i>Knowledge and abilities</i>		
Well organised. Confident. Aware of limitations of role. Insight into NHS changes	✓	
<i>Personal Qualities</i>		
The ability to manage the caseload in the absence of a senior nurse, on a temporary basis	✓	
To be flexible to meet service needs.	✓	
Ability to undertake duties	✓	
<i>Other</i>		
Demonstrates evidence of Trust "CHOICE" values	✓	
Ability to travel independently where required	✓	
Disclosure and Barring Service check satisfactory to the Trust	✓	
Occupational health clearance satisfactory to the Trust	✓	
This role may be deemed as an Information Asset Owner in line with the Trust Information Risk Policy		