Band 5 Staff Nurse  
JOB DESCRIPTION

JOB DETAILS
Job Title  Staff Nurse  
Band  5  
Location  Salisbury Foundation Trust

JOB PURPOSE AND FREEDOM TO ACT
As a registered, accountable and autonomous nurse to act in the best interests of your patients at all times and take personal responsibility for your actions and decisions. To be responsible for patient assessment, planning of care, giving and supervising safe and compassionate care, and evaluating the effectiveness of care. As an NMC registrant facilitate learning and development of others. You will demonstrate strong leadership qualities and be open, transparent and trustworthy. As a Trust employee act with integrity and uphold the values and beliefs of the Trust and the NMC Code of Conduct.

SCOPE OF THE JOB

Patient care: You will be responsible for a group of patients without direct supervision. After a period of organisational and departmental induction you will be expected to take charge of the ward and act as a link professional.

Information resources: You must document care given and in adherence to the NMC standards for record keeping ensure patient records are accurate.

Human Resources: As an NMC registrant you will continue to develop yourself, supervise junior staff and teach others including nursing assistants, pre and post registration students. You will actively seek feedback on your performance, contribute to your appraisals and provide constructive feedback to those you supervise and teach.

Financial and physical resources: You will observe a personal duty of care in relation to equipment and resources used in the course of your work and ensure efficient use of resources. You will be able to assess the skill mix required for your shift and know how to raise concerns.

ORGANISATION CHART

TO BE COMPLETED BY INDIVIDUAL WARDS

Putting pride into practice – making every contact count.
QUALIFICATIONS, SKILLS, KNOWLEDGE AND EXPERIENCE REQUIRED

• The post holder will be a first level registered nurse with a Diploma, Advanced Diploma or Degree in Nursing
• Evidence of being caring and compassionate with a good understanding of managing patients with complex needs
• QCF Assessor Award or NMC approved Mentorship qualification
• Evidence of ongoing personal and professional development
• Ability to assess patients, plan care for a group of patients, deliver care and evaluate the effectiveness of care given.
• Ability to organise own workload whilst supervising others.
• Good analytical skills and able to recognise deterioration
• Ability to plan for discharge
• Good organisational and time management skills
• Good self awareness
• Leadership skills including good interpersonal and communication skills.
• IT skills
• Knowledge of current issues in relation to nursing and health care
• Ability to think creatively and contribute to service improvement initiatives
• Understanding of obligations in relation to equality and diversity law

KEY RESULT AREAS

Professional and ethical practice
• Manage yourself, your practice and that of others in accordance with the NMC code of professional standards, performance and ethics recognising your abilities and limitations

• You will demonstrate effective leadership skills at all times and have the courage to challenge performance, practice, attitudes and behaviours that breach the principles of the Trust values and beliefs and the NMC Code of Conduct and know how to escalate any concerns to your ward sister.

• Practise in accordance with an ethical and legal framework which ensures the primacy of patient interest and well-being and respects confidentiality.

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• Practise in a fair and anti-discriminatory way, acknowledging the differences in beliefs and cultural practices of individuals or groups.

• Engage in, develop and disengage from therapeutic relationships through the use of appropriate communication and interpersonal skills.

**Care delivery responsibilities**

• Create and utilise opportunities to promote the health and well-being of your patients, clients and groups.

• Undertake and document a comprehensive, systematic and accurate nursing assessment of the physical, psychological, social and spiritual needs of your patients, clients and communities.

• Formulate and document a plan of nursing care, where possible in partnership with your patients, clients, their carers and family and friends, within a framework of informed consent.

• Based on the best available evidence, apply knowledge and an appropriate range of skills indicative of safe nursing practice.

• Deliver compassionate nursing care which takes account of social, cultural, spiritual, legal, political and economic influences. You will ensure patient’s dignity and privacy is maintained at all times.

• Recognise if your patient’s health is deteriorating and take appropriate action to manage the patient or escalate your concerns.

• Evaluate and document the outcomes of nursing and other interventions.

• Demonstrate sound clinical judgement across a range of differing professional and care delivery contexts.

**Care management and educational responsibilities**

• Contribute to public protection by creating and maintaining a safe environment of care through the use of quality assurance and risk management strategies.

• Demonstrate knowledge of effective inter-professional working practices which respect and utilise the contributions of members of the health and social care team.

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• Delegate duties to others, as appropriate, ensuring that they are supervised and monitored. Manage your own accountability and responsibility when delegating to others.

• Demonstrate a commitment to the need for continuing professional development and personal supervision activities in order to enhance knowledge, skills, values and attitudes needed for safe and effective nursing practice.

• Enhance the professional development and safe caring and compassionate practice of others through peer support, leadership, mentorship, supervision and teaching.

• Hold yourself and others to account for their decisions, actions and omissions in patient care. Demonstrate and justify sound managerial decision making including the management of resources.

• Maintain patient safety through rigorous and consistent compliance with Trust policies for the prevention and control of infection, including hand hygiene. To undertake mandatory annual training/updates in infection prevention and control.

• Safeguard and promote the welfare of children and young people in compliance with Trust and staff responsibilities under Section 11 of The Children Act 2004; to follow Trust safeguarding children and child protection policies and guidelines and undertake appropriate mandatory training and updates in safeguarding children/child protection.

• By following Trust Policies in relation to Safeguarding Adults, staff will ensure that they work with other agencies to protect all adults from abuse at any time.

• To respect and value the diversity of our patients, their relatives, carers and staff by committing to address the needs and expectations of the diverse communities we serve to provide high quality care, and strive to make best use of talents and experience from our diverse workforce.

Personal, professional and leadership development.
• You will understand your own emotions and recognise the impact on others.
• You will behave in an open, honest, professional and inclusive manner, upholding personal and organisational values, beliefs and ethics.

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• You will embrace the principles of the Trust vision for all care givers to put pride into your practice and role model commitment, competence, compassion, care, courage, and good communication to make every contact count.
• You will approach your duties and tasks in an organised, planned and structured way.
• You will put patients at the centre of your thinking, listen and positively respond to your patient’s feedback.
• You will adopt a positive approach to change, offer ideas for improving services and patient experience in a collaborative manner.
• You will use every opportunity to communicate with your team, your patients and their family or carers.
• If using a social networking site or other on line forum you will act responsibly at all times and uphold the reputation of the profession and organisation.
• You will always challenge unacceptable practice and know how to raise concerns.

COMMUNICATIONS AND WORKING RELATIONSHIPS

• Provide and receive complex and sensitive information which may require reassurance, tact or persuasion. Recognise where there are barriers to communication and work to establish effective communication within the multidisciplinary team. You will be required to communicate effectively with:
  • All service users their family and carers
  • All staff within the organisation
  • All visitors to the organisation

WORKING CONDITIONS AND EFFORT

Working Conditions
There will be frequent exposure to dealing with uncontained body fluids and foul linen. The post holder may experience some verbal aggression

Physical Effort
There will be a frequent requirement to exert moderate physical effort for several Short periods during a shift. This includes moving and handling of patients, and delivery of direct patient care

Mental Effort
There will be a frequent requirement for concentration in an unpredictable work pattern consisting of competing demands for attention, changes of activity and frequent interruptions.

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Emotional Effort
There will be frequent exposure to distressing or emotional circumstances which includes caring for the terminally ill and their families.

CONDITIONS OF SERVICE

TO BE COMPLETED BY INDIVIDUAL DEPARTMENTS

Salary
Hours
Annual Leave

JOB DESCRIPTION AGREEMENT

Job Holder’s Signature  Date
Senior Officer/Head of Department  Date
Signature

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