



JOB PROFILE

Post Title:	Senior Staff Nurse
Portfolio:	Health & Social Care
Responsible to:	<i>Hospital Nursing Sister</i>
Responsible for:	<i>To supervise and educate junior staff and Nursing Assistants</i>
Grade:	D.3

Job Purpose

To improve the lives of all within our community and help the island thrive by delivering a high quality evidence based nursing care within the hospital setting under the direction of the hospital Sisters/Charge Nurses and the Nursing Officer.

Responsible for supporting the Sister in the delivery of an efficient/effective nursing service and has responsibility for assessment, planning, delivery and evaluation of care.

Main Duties and Responsibilities

1. Holistically assess, plan, implement and evaluate patient care whilst working in an integrated manner with a multi-disciplinary team.
2. Liaise with the medical/surgical teams and Sister/Nursing Officer re: patient care and medical/surgical care.
3. To provide practical and emotional support to carers and relatives in stressful/difficult situations.
4. To assist patient and carers in achieving optimal independence using best practice. Use of policy and guidelines where available.
5. Able to make decisions in relation to changing clinical situations, unpredictable deterioration in health.
6. To observe, record and interpret vital signs and deliver high quality nursing interventions to all hospital patients including critically ill, those at risk of deterioration, adults, infants and children
7. Operate extensive out of hours nurse lead emergency care (evenings, nights and weekends) utilising the triage system and patient group directions for patients attending hospital or contacting via telephone.
8. To work within standards, protocols and guidelines with ref to NMC guidelines for records and record keeping.



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9. To administer drugs including IV medications and emergency drugs in accordance with organisational and NMC Guidance to ensure safe practice is adhered to.
10. Record accurate patient data utilising the information systems employed by the organisation and complete data returns in a timely fashion according to organisational policy.
11. To liaise with all health services and external agencies e.g. Safeguarding, where appropriate, providing clinical advice, disseminating evidenced based / best practice.
12. Participate in wider health promotion initiatives as appropriate.
13. To report accidents/complaints and untoward incidents to the Nursing Officer , in line with organisational policies and audit requirements in relation to identifying trends
14. Identify through risk assessment potentially hazardous or threatening situations, to ensure safety of staff and service users at all times
15. To participate in the clinical supervision. To share knowledge and information to promote a cohesive team.
16. Prioritise workload using judgement and undertake skilled nursing care for the hospital caseload in liaison with the Sister/Charge Nurse.
17. To undertake mandatory training as outlined in the organisations training policy.
18. Participate in meetings (including multidisciplinary team meetings) as required.
19. To participate fully in the performance and development review (appraisal) process and undertake Continuing Professional Development as required.
20. To participate in audits as necessary.
21. To be aware of emergency planning and major incident processes as necessary, in the event of an unexpected incident.
22. To work autonomously within individual competency level.
23. Ability to effectively manage and organise workloads, plan time efficiently, and make sound decisions in complex situations.
24. Ability to handle physical and emotional demands and adapt to potentially unpredictable patient behaviour.
25. This job description is not exhaustive. Staff may be required to undertake any other duties at the request of the line manager, which are commensurate with the band, including project work, internal job rotation and absence cover.



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Special Conditions

- Unsocial hours e.g. shift work – week-ends, night duty and public holidays
- Potential exposure to confused/abusive/aggressive patients/family members
- Potential exposure to contaminated body fluids

This job profile is not an exhaustive list of duties and responsibilities. There may be other ad hoc duties that fall within the remit of the role that the job holder may need to complete. In addition, the job holder will be required to carry out any other reasonable duties as requested which are commensurate with the grading and level of responsibility for the role.

Core Competency Framework

Competency	Level
Professional Development:	
Planning & Delivery of Work:	
Analysis and use of Information:	
Decision Making:	
Working with Others:	
Communication:	
Influencing and Persuading:	
Dealing with Change:	
Continuous Improvement:	
Managing Resources:	



PERSON SPECIFICATION

Criteria	Essential / Desirable	Application Form	Selection Process
Qualifications:			
St Helena Nursing Certificate or Registered Nurse equivalent	E	√	
IV and Medicines Management Certificate (Obtained via in hospital training or recognised equivalent)	E	√	
Knowledge & Experience:			
To be able to effectively triage and direct care via the telephone to patients	E		√
Extensive post Nursing qualification experience within the hospital environment	E	√	√
Completion of Level 2 competencies (or equivalent) to minimum 2b standard	E	√	√
Considerable practical nursing experience	E	√	√
Considerable staff management experience	E	√	√
To have a working knowledge of safeguarding vulnerable adults and children procedures and alert the Community Nursing Officer/Sister immediately with any concerns. Be aware of own responsibilities where safeguarding is concerned	E		√
To work within organisational policies, guidance, standards and procedures also utilising recognised professional documents that support clinical and professional practice	E		√
Skills and Abilities:			
Able to demonstrate the application of research based practice	E		√
Promote independence and choice in undertaking patient care	E		√
Intermediate level Statistical Analysis	E		√
Intermediate level Analysis of information	E		√
Computer Literate	E		√
Good written and verbal communications with the ability to vary language and content and ensure understanding by audience as there is a requirement to communicate with patients, general public, face to face and via the telephone	E		√
Effective time management skills	E		√
Good interviewing and negotiating skills	E		√
Good presentation skills	E		√
Good project planning and management skills	E		√



PERSON SPECIFICATION

Criteria	Essential / Desirable	Application Form	Selection Process
Good people management skills	E		√
Be understanding, supportive and non-judgemental	E		√
Caring and empathetic	E		√
Effective team player and able to work in collaboration within the hospital service	E		√
Trustworthy and ability to maintain high level of confidentiality	E		√
Ability to apply objective judgment	E		√
Responsive to change	E		√
Other:			
Willingness to work flexibly – evening work required	E		√
Committed to safeguarding and promoting the welfare of children, young people and vulnerable adults.	E		√
Contribute to a positive working environment ensuring commitment to equality and diversity.	E		√

Our Values

FAIRNESS

We act as role models and have fair and consistent standards. We champion equality, inclusion and respect.

INTEGRITY

We communicate openly and we are honest, accountable and ethical.

TEAMWORK

We work together and we support each other.

Professional or Career Progression Cadre Competency Framework

As per Nurses LEVEL 2 CORE COMPETENCY FRAMEWORK - Schedule of Skill Development For Nurses