



JOB PROFILE

Post Title:	Staff Nurse – General Hospital
Portfolio:	Health and Social Care
Responsible to:	Nursing Sister
Responsible for:	5 x Senior Nursing Assistants 6 x Nursing Assistants
Grade:	Band D

Job Purpose

To improve the lives of all within our community and help the island thrive by being responsible to the Nursing Sister for the provision of a high quality nursing patient care service.

Main Duties and Responsibilities

1. To implement, and maintain quality nursing care that is evidence based using best practice guidance, through assessment, planning, implementation and evaluation of care, managing the patients in the absence of the medical officers.
2. To safely administer medications to patients via recognised routes, including intravenously.
3. To undertake emergency triage of patients attending the hospital out of hours and give treatment as directed by the hospital Patient Group Directions
4. Dispense medications to patients on discharge and out-patients out of hours.
5. To supervise the unqualified staff in the provision of patient care.
6. To assist with the development of policies, procedures and protocols within the hospital as directed by the sisters.
7. To assist with audits/reviews
8. To effectively mentor the student nurses and nursing assistants in gaining competence in nursing care. Provide learning opportunities for junior staff and students, including classroom teaching.
9. To provide emergency services to patients through the provision of clinical care in the ambulance and advanced resuscitation skills.
10. To promote, monitor and maintain best practice ensuring quality standards are achieved.
11. Ensure health and safety within the hospital including the safe custody of medicines.



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12. Responsible for the safe use of medical and nursing equipment in the Hospital and Emergency Services

Special Conditions

- Unsocial hours e.g. shift work including weekends, evening, night duty and public holidays
- Potential exposure to confused/abusive patients/clients
- Potential exposure to contaminated body fluids
- Potential exposure to contamination of radiation from x-rays

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: Required Professional Competency standards met	ii
Planning & Delivery of Work: Plans and organizes work to meet objectives whilst achieving quality and value for money. Identify information needs and ensures delivery to plan in a timely and effective manner. Recognises good and tackles poor performance	iii
Analysis and use of Information: Gathers, summarises and interprets data with attention to detail. Follows guideline for identifying problems and capable of resolving day-to-day problems.	ii
Decision Making: Solves problems that have significant short-term implications for the organisation. Assesses the impact of decisions. Identifies causes rather than just symptoms to inform solutions. Uses trends and patterns in information for evidence based decisions. Confident in making decisions within policy guidelines. Assembles available knowledge to ensure evidence based decisions.	iii
Working with Others: Builds good working relationships and engages effectively with others to develop appropriate solutions/improvements.	ii



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Communication: Ensures important messages are understood. Ensures written communications are well structured and have clear meaning. Presents information so that it has a positive impact on the recipient. Engages well with others to understand their needs and aspirations.	iii
Influencing and Persuading: Encourages and provides constructive feedback to improve performance. Ensures alternative approaches to work are effective in meeting the organisation and individual needs. Remains constructive when disagreeing or challenging. Challenges inappropriate employee behaviours.	iii
Dealing with Change: Flexible, adaptable and receptive to any change initiatives. Will support colleagues in understanding and embracing change by focusing on benefits to self and others.	ii
Continuous Improvement: Sets SMART objectives for team and evaluates them and where necessary motivates team members to improve and develop their performance.	iii
Managing Resources: Ensures team members understand key issues affecting their work and their role within SHG and tackles poor performance promptly.	iii



PERSON SPECIFICATION

Criteria	Essential / Desirable	Application Form	Selection Process
Qualifications:			
St Helena Nursing Certificate or equivalent	E	√	
Up to date Nurse Registration	E	√	
Knowledge & Experience:			
Familiar with Nurses Code of Practice	E		√
Knowledge of Health and Social Welfare's Policies and Procedures	E		√
At least 3-5 years practical nursing experience	D	√	
3 years staff management experience	D	√	
Skills and Abilities:			
Excellent interpersonal skills with the ability to effectively communicate with patients/clients and their relatives, members of the public, colleagues and junior staff	E		√
Ability to advocate for patients/clients and work colleagues	E		√
Ability to maintain confidentiality at all times	E		√
Proficient IT skills	E		√
Able to produce accurate and clear written communications and excellent oral communication skills	E		√
Able to prepare concise, relevant and timely report	E		√
Other:			
Demonstrates commitment to team working and development of junior staff	E		√
Highly self-motivated	E		√
Ability to apply objective judgement	E		√
Effective team player	E		√
Willingness to work flexibly – some evening work may be 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		√



PERSON SPECIFICATION

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

Add in here a Professional or Career Progression Cadre competency framework or reference an Appendix A and append details.