

JOB DESCRIPTION

SENIOR STAFF NURSE BUSCOT WARD

Job Title:	SENIOR STAFF NURSE
Grade:	Band 6
Managerial Reporting Responsibility:	Lead Sister
Professional Reporting Responsibility:	Lead Sister
Job Purpose:	The post holder works as a skilled practitioner and is responsible for the delivery of patient -focused programmes of care, which address the complex and changing health and wellbeing needs of the client group in his/ her clinical area. The post holder ensures the smooth running of the ward / department in the absence of the Ward Sister/ Charge Nurse, and provides clinical and managerial leadership to nursing and support staff.

Principal Responsibilities:

Managerial:

1. Support the Ward Lead Sister/ Charge Nurse in leading the team to deliver the objectives of the clinical area. In the absence of the Ward Sister/ Charge Nurse, be responsible for ensuring that all patients in the given clinical area receive safe, competent nursing care. Lead the team for which he/ she is responsible, working flexibly to support other/ more junior colleagues on a day-to-day basis.
2. Demonstrate excellent personal communication. Establish and maintain effective two-way communication channels with individuals and groups. Demonstrate appropriate assertiveness and ability to challenge others when the rights of patients and others may be infringed.

3. Actively promote excellent team working and interdisciplinary relationships.
4. Allocate work and assess performance of the team members objectively against set criteria/ competencies. Work with Ward / Department Manager to ensure that individual performance review and personal development plans are completed for staff members. Assist with action plans arising from these appraisals as necessary. Provide clear feedback to team members in a way that is conducive to maintaining and improving performance.
5. Work with Lead Sister to effectively manage the allocated financial resources within the allocated budget. Demonstrate understanding of the importance of ensuring effective skill-mix and appropriate caseload management at all times.
6. Assist the Ward/ Department managers to maintain high standards of cleanliness in the clinical area and for a well maintained ward / department environment.
7. Promote interdisciplinary working, with outcomes aimed at the best interest of patients
8. Actively promote diversity, including race diversity, both in the delivery of the Directorate's services and in the recruitment, management and development of staff within the clinical area. Assist the Ward/ Department Manager to sustain relationships that promote dignity, rights and responsibilities. Identify and take action to address discrimination and oppression.
9. Work with Ward / Department Manager, Human Resources and Occupational Health to develop skills related to absence management and recruitment and retention of staff.
10. Work with Ward / Department Manager and Finance to develop skills in clinical and non-clinical budget management.
11. Support the Ward / Department Manager to ensure the clinical area practices within Data Protection/ Confidentiality/ Caldicott principles.

Clinical and Technical

1. Demonstrate specialist skill and professional knowledge acquired through post registration academic, clinical, leadership and management development. Work as an excellent role model for professional practice.

2. Practice in accordance with the professional, ethical and legal codes of the Nursing and Midwifery Council, and Trust's protocols and guidelines. Be accountable for own practice and for the delegation of care he / she gives to more junior colleagues, support workers and students.
3. Demonstrate expert ability to assess, plan, implement and evaluate patient care, guiding more junior staff to deliver effective, holistic, person-centred care. Display sound analytical and critical thinking ability in complex and rapidly changing situations.

Teaching, Training and Research

1. Assist in the promotion/ development and maintenance of a culture within the clinical environment, which challenges and questions practice and promotes the quality of thinking amongst practitioners. Assist in the effective induction, mentorship and support of new staff and students.
2. Work with Ward/ Department Manager to develop effective and appropriate teaching, training and development for patients and colleagues. Contribute to educational and nursing audits and the subsequent implementation of action plans.
3. Actively participate in Clinical Governance to maintain and improve standards of patient care. Work as a role model in placing the patient's experience at the core of service delivery. Assist in the monitoring and audit the quality of care through a range of strategies, including risk management incident reporting, complaints, research and effectiveness monitoring and clinical audit. Ensure own actions promote quality and alert others to quality issues.

Role Responsibilities

1. Understand the workload targets, which have been set for clinical area, and demonstrate commitment to their delivery. Ensure that others are alerted to quality issues.
2. Assist in the monitoring and maintenance of the health, safety and security of self and others in work area. Identify and assess risks in work activities, and assist in developing strategies to manage these effectively. Ensure team works within risk management/ occupational health legislation and Trust procedures.
3. Contribute to the implementation of the development of the service. Be aware of new evidence and research in both general and specialist fields. Work creatively to develop practice and new ways of working, taking the lead in the change management process when appropriate.

4. Develop own skills, taking responsibility for continuing professional development and performance, maintaining own portfolio in accordance with post registration requirements. Works to achieve competencies appropriate to grade. Is able to identify own development needs in relation to current practice and future plans, setting personal development objectives.
5. In the absence of the Ward/Department Manager act as a signatory to authorise staffing requests to be considered by Agency Control Group.
6. Act up for Sister/ Charge Nurse as required.

This job description is not exhaustive and will be subject to periodic review in association with the post holder.

PERSONAL SPECIFICATION- SENIOR STAFF NURSE

	Essential	Desirable
Education/ Qualifications/ Training:	<ul style="list-style-type: none"> ▪ Registered Nurse (Children), Registered Midwife or Registered Nurse ▪ ENB 998/ Slice, C&G 730 or equivalent ▪ ENB 405 or equivalent ▪ Evidence of Leadership, management and speciality development 	NALS
Experience:	<ul style="list-style-type: none"> ▪ 3 years post qualification of which 1year must be in speciality ▪ Must have recent clinical experience in speciality area. ▪ Experience in mentoring/ facilitation/ teaching/ assessing/ coaching. ▪ Experience of leadership/ management and speciality development. 	Experience of involvement in successful change management
Communication	<ul style="list-style-type: none"> ▪ Excellent personal and communication skills. ▪ Demonstrable transformational leadership ability ▪ Ability to facilitate and support learning in practice ▪ Good facilitation/ presentation, teaching and assessing skills 	
Clinical Skills	<ul style="list-style-type: none"> ▪ Demonstrates ability to place patient and family at centre of care. ▪ Excellent clinical skills in speciality 	Demonstrates ability to think laterally, creatively and innovatively to enhance patient care
Team working	<ul style="list-style-type: none"> ▪ Demonstrates excellent team working ▪ Excellent role model ▪ Excellent organisational ability 	
Clinical Governance	<ul style="list-style-type: none"> ▪ Experience of benchmarking ▪ Demonstrates a desire to explore new ways of delivering services 	<p>Experience of data collection for audit / quality monitoring</p> <p>Experience of risk assessment.</p>
Other	<ul style="list-style-type: none"> ▪ Motivated and enthusiastic. ▪ Creative, resourceful and imaginative ▪ Some understanding of HR Policies and Procedures ▪ Knowledge of COSHH procedures and Risk Management ▪ Good IT Skills ▪ Passed fit to practice by Occupational Health 	European Computer Driving Licence