



Job Description and Person Specification



Job Description

Job Title	Staff Nurse
Band	Band 5
Hours	37.5 requirement to work shifts (part time considered)
Department	To be allocated
Division	Medicine and Surgery
Location / Hospital Site	Posts available across all Trust sites: Princess Royal Hospital, Haywards Heath Royal Sussex County Hospital, Brighton Worthing Hospital, Worthing St Richard's Hospital, Chichester
Responsible to	Band 6
Accountable to	Matron
DBS Level	Enhanced
DBS Barring	Childrens and Adults
DBS Workforce	Childrens and Adults

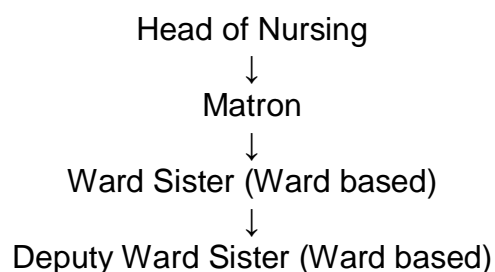
Role Summary

- To function within a team providing nursing care
- Adherence to the NMC Code of Conduct, Trust and local policies and procedures

Key Working Relationships

- Patients, relatives and their Carers. Multidisciplinary teams throughout the Trust and community based.

Structure Chart



Expert Clinical Practice

- To review patients on admission: ensure patients have timely access to appropriate investigations, referrals and assessments and that relevant personnel are informed.
- Undertake clinical competencies relevant to nursing role.
- To support staff when indicated in the management of challenging patients, families or situations.
- To deal sensitively with patients and / or relatives / carers who may be exhibiting a high level of anxiety or aggression.
- To be able to sympathetically convey unwelcome news to patients and / or relatives/carers regarding diagnosis and potential recovery.

Main Duties and Responsibilities

- Provide high quality evidence based clinical care to patients, in line with the Trust values and in accordance with professional regulations.
- Work with others to protect and promote the health and wellbeing of those in your care, their families and carers, and the wider community.
- To work in line with Trust policies, objectives, protocols and local guidelines
- To act as a role model communicating in line with Trust values, to patients, carers and the staff at all times.
- Accept delegated responsibility for specific activities/areas from the senior nurse in charge, recognising and working within the limits of your competence.
- Take every opportunity to continue to maintain and develop your own practice.
- Facilitate students and others to develop their competence through supervision, teaching and role modelling.


Communication

- To work as part of a team ensuring effective communication with all health care professionals within the clinical team and across all disciplines.
- Act as a role model within the clinical area.
- Adhere to the Trust values in all working relationships to patients, carers and staff.
- Teach/assess and facilitate learning for all learners in the ward area, particularly students and healthcare assistants having undertaken the Mentorship qualification.
- Demonstrate good leadership skills and ensure that communication is effective between the patient, relatives and members of the multidisciplinary team, and ensure appropriate nursing input into patient care discussions.
- Ensure communication is used effectively in the interests of patient care, including the use of handover and clinical incident reporting if necessary.
- Demonstrate politeness, courtesy and sensitivity in dealing with patients/clients, visitors/relatives and colleagues, maintaining good customer relations and recognising individuality and rights for each patient in line with Trust values.
- Work effectively within a multi-racial and cultural environment

Service Delivery and Improvement

- Liaise with the Stroke service team and contribute as required to provide and maintain accurate statistics in order to be able to monitor and evaluate stroke activity to meet local and national requirement.
- Contribute to data collection / audit and outcome measurement data in order that care and service can be monitored and evaluated.
- Contribute to discussions on performance of the acute trust in national audits.
- To work with the stroke team to ensure that the stroke service has a robust and effective Clinical governance programme.
- Participate in local, network and national research and development initiatives as appropriate.
- To be responsive to user feedback by on-going evaluation of the provision of services for stroke services.
- To assist in the development, implementation and monitoring of national quality standards, guidelines and protocols which contribute to the integrated stroke care pathway and ensure that patients receive effective and appropriate care across acute and community settings.

Learning and Development

- Participating in induction programmes for all staff of all disciplines linking in with the stroke practice educator.
 - Participate in the stroke unit's teaching programmes as lead by the practice educator.
 - Teaching patients and carers self-care skills and strategies to enhance and maintain well-being.
 - To undertake further educational qualifications and training in order to increase professional knowledge and remain updated.
 - In collaboration with other relevant professional leads / senior staff to be responsible for the provision of stroke education to patients and carers as appropriate to their needs.
 - To be responsible for own personal development and keep abreast of new clinical practices in area of stroke.
 - To maintain a CPD portfolio reflecting personal professional development.
 - To be aware of the boundaries of own expert clinical practice
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Mission and values

The mission of University Hospitals Sussex – what we are striving to achieve – is to provide:

‘excellent care every time’

All our efforts to do this put the interests of our patients first and foremost, and are underpinned by our values:

- Compassion
- Communication
- Teamwork
- Respect
- Professionalism
- Inclusion

These values were selected by our staff, patients and public when we were talking about the merger and the sort of organisation we want University Hospitals Sussex to be.

Our mission and values are extremely important to us and we expect everyone who works at University Hospitals Sussex in any capacity to share and uphold them.

Patient First

- Patient First is our Trust-wide approach to improving the quality of care for patients and to build and embed a culture where staff can be confident that their views matter and will be heard.
- The aim is to empower all staff to lead change, raise issues, concerns, identify and implement areas for improvement within the workplace and find solutions collectively as part of a team.
- Staff will be equipped with skills to identify improvement opportunities and supported to see those through
- It encourages all staff to be innovative and drive forward quality improvement and positive changes in their areas.
- The philosophy behind this is centred on:
 - Standardisation, system redesign and the improvement of patient pathways to eliminate error and waste and improve quality
 - The patient being at the heart of every element of change
 - Embedding cultural change across the organisation, where everyone is passionate about delivering exceptional quality every time and “where better never stops”.
 - Continuous improvement of our services through small steps of change
 - Constantly testing the patient pathway to see how we can develop
 - Encouraging frontline staff to lead the redesign processes
 - Equal voices for all
 - Engagement of staff is a big factor in job performance.
 - Good engagement leads to improved quality, mortality and safety measures

Safeguarding Children and vulnerable adults

UHSussex is committed to safeguarding and promoting the welfare of children and adults and to protecting them from the risks of harm. The Trust recognises its responsibility to ensure that safe working conditions and systems are in place for staff working with children, adults, and families in their care. Staff are required to comply with Trust policies on Safeguarding and to undertake the appropriate level of mandatory in-service training in this area.

Equality, Diversity and Inclusion

Inclusion and respect are core values at UHSussex, and we are committed to diversity and equality. This means treating colleagues and patients with professionalism, ensuring everyone feels welcome and included, valuing different backgrounds and experiences, and challenging inequalities.

Having all our staff feel safe, supported, included and valued will lead to better care and outcomes for our patients – our True North Objective."

All staff have a duty to report any behaviours which contravene this to their managers.

Workplace and Environmental Factors

Physical	Physically fit (as determined by occupational health) Able to complete mandatory manual handling as provided by the trust.
Emotional	Able to quickly respond to emergencies. Cope with distressing situations and challenging behaviours.
Working Conditions	Working within an acute trust, ED and ward setting.

Person Specification

Requirements	Level required	How assessed Application form (AF) Selection interview (I) Assessment (A)	Level required	How assessed Application form (AF) Selection interview (I) Assessment (A)
	Essential		Desirable	
Qualifications	<ul style="list-style-type: none"> Registered General Nurse with current NMC registration or soon-to-qualify. 	AF	<ul style="list-style-type: none"> Diploma or Degree level study. Mentorship Module or ENB 998 NVQ Assessor. 	AF Original Certificates
Experience	<ul style="list-style-type: none"> Knowledge of the Band 5 role. 	I	<ul style="list-style-type: none"> Evidence of professional development since qualification. 	I
Skills	<ul style="list-style-type: none"> Required to communicate, establish and maintain relationships. Motivate, negotiate, persuade, train others, empathise, communicate unpleasant news sensitively and provide counselling and reassurance. Analytical skills to diagnose a problem or illness and understand complex situations. Judgmental skills to formulate solutions and recommend/decide on the best course of action/treatment information. Evidence of having undertaken own development to improve understanding of equalities issues. 	AF, I	<ul style="list-style-type: none"> Ability to cannulate and do venepuncture. Experience of contributing to care pathways 	
People Management	<ul style="list-style-type: none"> Ability to motivate self and others. Committed to continual professional development of self and others. 	AF, I	<ul style="list-style-type: none"> Experience of implementing evidence based practice. 	AF, I

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	Essential		Desirable	
and Development	<ul style="list-style-type: none"> Good time management and organisational skills – able to prioritise and respond to sudden variations in workload. Ability to work flexibly. 		<ul style="list-style-type: none"> To have experience in clinical audit, research or policy / guideline development 	
Specific Requirements	<ul style="list-style-type: none"> Independently assess patients including neurological, physical under strict time constraints Work closely to trust protocols 	AF, I		
Equality, Diversity, and Inclusion	<ul style="list-style-type: none"> Evidence of having championed diversity in previous roles (as appropriate to role). 	I		