

Job Description

Job title	Newly Qualified Nurse	Job family	Adult Care or Healthcare Division
Reporting to	Unit Manager	Job code	
Location		Evaluation Date	1 February 2021

Job Purpose

As a newly qualified Registered Nurse you provide direct personal care and interventions to Residents/Patients/Service Users, under the supervision of a Registered nurse, whilst retaining your professional accountabilities as a registrant, and co-ordinate the care given by colleagues. This will be for a period from 6 - 12 months, until a series of competencies have been achieved and signed off by the Registered Nurse Supervisor allocated

Attend all Induction, orientation, training and preceptorship related activity within the probation period of the role

The post holder will deliver high quality, safe nursing care, ensuring consistently high standards of practice and clinical excellence which comply with the Nursing and Midwifery (NMC) Code.

The role includes leading the delivery of a comprehensive Patient/Service user nursing assessment, planning, implementation and evaluation of person centred care in a collaborative way, of both their mental and physical healthcare needs, maintaining the patients/service users rights; working collaboratively with the MDT and maintaining a safe and therapeutic working environment and accurate records

Responsibilities

- Deliver prescribed care to a defined group of patients/Service users that reflect their individual needs
- Assess, plan and deliver, with the patient and their carer/family, nursing care which takes account of patient choice and wishes and acting as the patients named nurse. This includes the evaluation and review of these plans, with the patient/Service User, on a frequent basis, that is reflective of their needs
- Contribute to a team approach to patient care in conjunction with all members of the Multi-Disciplinary team and liaises effectively with external professionals
- Maintains accurate and contemporaneous records of patient/service user care delivered
- Accurately communicate with, observe and engage with patients/residents/service users in order to assess need and evaluate progress.
- Providing accurate information about care in an accessible format to patients/service Users and their families
- Respects and applies the requirements of equality and diversity, promoting and role modelling these across the team
- Prioritise nursing duties and delegate appropriately and effectively within the shift co-ordination Framework, working as nurse in charge under the supervision of a fellow registrant as required, ensuring as far as reasonable practicable a safe environment.

Maintains a continued level of personal professional development including full attendance and participation at The Priory New Registrant Programme to demonstrate contemporary practice and meet the requirements of revalidation, as a minimum.

- Completes all mandatory training and competencies assessments as required for the role
- Develops and maintains a good professional relationship with patients, colleagues and visitors responding promptly and courteously to requests, enquiries, concerns, complaints and suggestions.

- Actively Participate in clinical supervision and reflective practice at least monthly.
- Ensure awareness and knowledge of the local child and adult safeguarding policies and procedures in the service, in addition as to whom to contact with the Local Authority Safeguarding team; Attend Safeguarding training in accordance with the mandatory training for the role of a Staff Nurse
- Ensure the requirements of the Mental Health, Capacity Act and Deprivation of Liberty Standards are met.
- Adhere to Company Medicines Management policies at all times.
- Recognising and responding appropriately to behaviours of concern in line with company and divisional policies and training; supporting junior staff in managing difficult situations and de-escalation, and developing resilience and strategies to manage.
- Adhere to Priory Group policies and protocols and the NMC Code.

Knowledge / Education / Skills

- Qualified Registered Nurse with active NMC Registration.
- Knowledge of NMC Standards, guidelines, requests and professional practices.
- Demonstrates a positive attitude and commitment to change, improvement and quality.
- Ability to develop and use flexible and innovative approaches to practise.
- Excellent verbal , interpersonal and written communication skills
- IT literate

Experience

Successfully completed their HEI programme to become a Registered Nurse

Communication

The post holder is required to have effective written, verbal and non-verbal communication skills, with an ability to adapt their style as appropriate to the environment they are communicating in.

Responsibility

Leadership

Provides advice and guidance to new starters, junior and agency colleagues undertaking similar tasks, liaising with the multi-disciplinary team. Provides support to all staff where appropriate.

Budgets & Equipment

Collective responsibility for the care and appropriate use of resources on the ward.
Use resources in a cost efficient way.

Information

Responsibility for the accuracy of personal recordings in patient's records and maintaining confidentiality.

Equality and Diversity

Respects and applies the requirements of equality and diversity, promoting and role modelling these across the team

Working Environment

The post holder will be required to work a regular shift pattern over a 7 day period including weekends and Nights on a rotational basis. It is possible to have flexible working agreements in place, in accordance with Group Policy

Upholding the Company Behaviours

This provides some guidance on the types of conduct to support the Company Behaviours

Behaviour	Evidence
Putting People First	<ul style="list-style-type: none"> • Strives to ensure every colleague is able to make a positive and lasting difference to Service Users and their families • Actively seeks to develop the potential of every service user and staff member
Being Supportive	<ul style="list-style-type: none"> • Celebrates success and supports colleagues through difficult times • Demonstrates loyalty to colleagues, manager and team
Acting with Integrity	<ul style="list-style-type: none"> • Is honest and respectful in all interactions with colleagues and customers • Demonstrates emotional control • Ensures accurate recording of any transactions and interactions on all company documentation • Challenges poor performance and behaviours
Being Positive	<ul style="list-style-type: none"> • Promotes the company in a positive way at all times • Strives for positive outcomes, especially when times are challenging
Striving for Excellence	<ul style="list-style-type: none"> • Always puts service quality first • Shares and encourages innovation • Keeps on top of new developments in the sector