

Job Description

Job title	Senior Staff Nurse – Adult	Job family	Healthcare
Reporting to	Ward Manager	Evaluation Date	1 February 2021

Job Purpose

As a Registered Nurse you provide direct personal care and interventions to Patients/Service Users, without direct supervision, and co-ordinate the care given by colleagues.

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 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' rights and dignity; supervising junior staff and students, working collaboratively within the team, with external stakeholders, the MDT and maintaining a safe and therapeutic working environment and accurate records.

Responsibilities

- Deliver prescribed care to a defined group of patients or 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.
- Build relationships and effectively communicates and engages with external professionals and stake holders.
- Accurately communicate with, observe and engage with patients in order to assess need and evaluate progress.
- Understand and participate in relevant quality improvement processes and clinical governance supporting the site to achieve high standards of person centred care and regulatory outcomes.
- Ensures record keeping is accurate and documentation is completed contemporaneously including daily notes and incident reports.
- Escalate concerns appropriately regarding resident/service user well-being, incidents or staffing concerns in a timely manner.
- Support new/junior/agency staff as required supporting colleagues to complete induction, and deliver person centred care to the standards required.
- Completes all mandatory training and competency assessments required within the specified timescales.
- Act as the Nurse in charge of the Ward, supported by a RN (LD or MH if the ward is a MH or LD ward).
- Supervises a defined group of Nursing or HCA colleagues, ensuring they receive management and clinical supervisions
- Undertake a defined lead role within the ward or hospital.
- Act as bed Manager and or Site Co-ordinator out of hours.
- Providing accurate information about care in an accessible format to patients/service Users and their families.
- Prioritise nursing duties and delegate appropriately and effectively within the shift co-ordination Framework, working as nurse in charge as required, ensuring as far as reasonable practicable a safe environment.
- Maintain a continued level of personal professional development to demonstrate contemporary practice and meet the requirements of revalidation, as a minimum.
- Undertake the role as Practice Supervisor to Student nurses on placement on the ward, having completed the requisite training with the HEI that relates to the ward/Hospital/Unit.
- 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 challenging behaviour 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 General Nurse (RGN), with 6-12 months' post registration experience with active NMC Registration and completed preceptorship or equivalent programme.
- Knowledge of NMC standards guidelines, requests and professional practices.
- Evidence of post registration continuing professional development.
- 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

Minimum 6 months post registration experience within Physical Health Care Environment, evidence of continued professional development in relevant field.

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 patients records and maintaining confidentiality.

Safeguarding

All Priory Group colleagues have a responsibility to safeguard the individual's we care for, these may be adults and children or individuals connected to the people Priory Group supports. Colleagues must ensure they are aware of the local child and adult safeguarding policies and procedures in their service, in addition to who to contact within the Local Authority Safeguarding Team for further advice.

All colleagues are required to attend safeguarding training appropriate to their role and to undertake additional training in associated areas.

Diversity and Inclusion

Respects and applies the requirements of diversity and inclusion, 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