

Position Title	Senior Staff Nurse
Department	
Reports to	Nurse Manager
Direct reports	Staff Nurse, Rehabilitation Assistants, Senior Rehabilitation Assistants

Purpose of the Position:

Reporting to the Nurse Manager you will work according to the Nursing and Midwifery Council Code of Professional Conduct. You will lead a team of staff in the provision of evidence based nursing and therapeutic interventions. You will manage all available resources to ensure the delivery of safe, cost effective and timely service provision within the framework of relevant legislation. You will deputise for the Nurse Manager in their absence and take full clinical and operational responsibility for the unit within this time.

Main Responsibilities:

The senior staff nurse will be responsible and accountable for supporting the team by providing effective clinical leadership to clinical team members to ensure effective service provision.

- Support the Nurse Manager with all aspects of ward management including staff and rota management, audit and clinical governance, quality and statistical data reporting and health and safety management.
- Support colleagues to co-ordinate and deliver evidence based neurological rehabilitation utilising clinical knowledge.
- Work with the Manager to maintain, develop and promote the service
- Co-ordinate shifts and delegate tasks to others where appropriate to meet the needs of the patient group.
- Carry out assessments of patients' needs and formulate and maintain plans of care or personal rehabilitation plans.
- Ensure individual's right to confidentiality is maintained at all times.
- Support others to ensure that clear professional boundaries are maintained at all times.
- Ensure that individuals are supported to make decisions regarding their care.
- Plan and prioritise nursing intervention.
- Ensure up to date knowledge and skills.
- Provide clear and concise contemporaneous records and formulate written reports.
- Represent the nursing team at review meetings and external case conferences.
- Ensure continuity of care and rehabilitation through effective handovers and communication with multi-disciplinary colleagues.
- Work effectively within a multi-disciplinary team.
- Carry out the role of primary nurse.
- Carry out appraisals and 1-1 sessions.
- Take responsibility for personal development and ensure training is up to date.

Competencies:

Leadership and Management	
Key Indicators <ul style="list-style-type: none">• Initiate and manage change• Prescribe and formulate nursing and rehabilitation interventions• Systematically evaluate care• Work effectively across professional and agency boundaries• Monitor standards of care and act to challenge poor performance or practice• Promote a culture of learning and development. Support others in the development of their skills and knowledge• Have a good understanding of the resource and supply needs for the clinical area	Behaviours <ul style="list-style-type: none">• Lead quality improvement and service development to enhance all aspects of service delivery• In conjunction with the ward manager provide effective clinical leadership to the nursing team to ensure that nursing care and rehabilitation interventions meet the changing needs of service users• Complete and analyse assessments to inform the provision of nursing and rehabilitation interventions. Ensure all documentation reflects the current needs of service users• Demonstrate an ability to develop and maintain professional relationships• Demonstrate an ability to support and performance manage any staff member who's level of service delivery falls below acceptable standards• Use a range of professional and personal development skills to ensure timely planning of mandatory and core training. Facilitate staff to develop skills and knowledge relevant to the clinical area• Ensure resources are ordered and allocated in accordance with service user need and budgetary guidelines

Professional Standards

Key Indicators

- Practise in accordance with The Code: Standards of conduct, performance and ethics for nurses and midwives (NMC 2008), and within other recognised ethical and legal frameworks
- Account for all actions and omissions in practice
- To be responsible and accountable for keeping knowledge and skills up to date
- Practice independently and recognise limits of own competence

Behaviours

- Demonstrate an understanding of the legal frameworks in which nurses are expected to practice
- Ensure that all decision making processes regarding care and treatment are clearly documented and discussed with colleagues
- Maintain portfolio that demonstrates continuing professional development and reflective practice
- To actively reflect on these limits and seek advice from, or refer to, other professionals where necessary

Communication & Interpersonal Skills

Key Indicators

- Build partnerships and therapeutic relationships
- Use a range of communication skills and technologies to support person-centred care and enhance quality and safety
- Recognise when people are anxious or in distress and respond effectively, using therapeutic principles
- Ensure that all accidents/incidents are reported using the correct systems and that areas of concern are investigated and discussed with the relevant departments in a timely manner
- Communicate complex and sensitive information when required

Behaviours

- Confidently network through safe, effective and non-discriminatory communication to take account of individual differences, capabilities and needs
- Ensure people receive all the information they need in a language and manner that allows them to make informed choices and share decision making. They must recognise when language interpretation or other communication support is needed and know how to obtain it
- Support staff to promote wellbeing, manage personal safety and use prescribed de-escalation techniques
- Ensure that staff are supported to fully complete all required documentation to report incidents/accidents in a timely manner
- Demonstrate an ability to communicate with a range of individuals in situations which may require an empathetic approach

Decision Making and Judgement Skills	
<p>Key Indicators</p> <ul style="list-style-type: none"> • Keep up-to-date knowledge and evidence to assess, plan, deliver and evaluate care, communicate findings, influence change and promote health and best practice • To ascertain and respond to the physical, social and psychological needs of people, groups and communities 	<p>Behaviours</p> <ul style="list-style-type: none"> • To make person-centred, evidence-based judgments and decisions, in partnership with others involved in the care process, to ensure high quality care. To be able to recognise when the complexity of clinical decisions requires specialist knowledge and expertise, and consults or refers accordingly • Forward plans, delivers and evaluates safe, competent, person-centred care in partnership, paying special attention to changing health needs during different life stages, including progressive illness, possible death, loss and bereavement
Planning & Prioritising	
<p>Key Indicators</p> <ul style="list-style-type: none"> • Manage own time effectively, ensuring all tasks are delivered on schedule • Prioritise and balance short/long term and urgent/important issues effectively • Create clear and measurable plans to achieve objectives • Regularly review and monitor progress against plans, updating them when necessary • Take a planned and organised approach when managing projects 	<p>Behaviours</p> <ul style="list-style-type: none"> • Delivers all targets and tasks on time • Analyse the situation to ensure all issues are dealt with using a logical and step by step approach • Pre-empt problems and recognises opportunities to deliver results • Ensure all work plans and priorities fit with the needs of the organisation • Prioritise own and others workload, scheduling activities appropriately