

Position Title	Staff Nurse
Department	
Reports to	Ward Manager
Direct reports	Rehabilitation Assistants, Senior Rehabilitation Assistants
<p>Purpose of the Position:</p> <p>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.</p>	
<p>Main Responsibilities:</p> <p>The staff nurse will be responsible for supporting the team by providing effective clinical leadership to the immediate clinical team members to ensure effective day to day delivery of care and rehabilitation.</p> <ul style="list-style-type: none"> • Co-ordinate shifts and delegate tasks to others where appropriate to meet the needs of the patient. • Ensure individual’s right to confidentiality is maintained at all times. • Ensure clear professional boundaries are maintained at all times. • Respect and support the individuals who use services to make decisions regarding their care or treatment. • Carry out assessments of patients’ needs, formulate and update plans of care and associated risk assessments. • Plan and prioritise nursing interventions to meet the changing needs of people who use services. • Provide clear and concise contemporaneous records and contribute to 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. • Hold a wider responsibility for a named group of patients. • Carry out appraisals and one to one sessions with junior staff. • 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• Systematically evaluate care• Identify priorities• Work effectively with colleagues and external agencies• To work effectively across professional and agency boundaries, actively involving and respecting others' contributions to integrated person-centred care• Facilitate others to develop their skills and knowledge	Behaviours <ul style="list-style-type: none">• Lead quality improvement and service development to enhance all aspects of service delivery• Complete and analyse assessments to inform the provision of nursing and rehabilitation interventions• Demonstrate an ability to organise and prioritise own workload and that of others to ensure timely and effective service delivery• Facilitate effective communication at all levels. Demonstrate an ability to communicate professionally with external agencies• Know when and how to communicate with and refer to other professionals and agencies in order to respect the choices of service users and others, promoting shared decision making, to deliver positive outcomes and to coordinate smooth, effective transition within and between services and agencies• Use a range of professional and personal development skills to ensure timely planning of mandatory and core training.

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 through continuing professional development
- 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
- Produce portfolios of current competency. Demonstrate evidence of 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
- To use a range of communication skills and technologies to support person-centred care and enhance quality and safety
- To recognise when people are anxious or in distress and respond effectively, using therapeutic principles
- Accurate and timely record keeping
- Ensure all documentation relating to incidents and accidents is completed in a timely and accurate manner

Behaviours

- Confidently network through safe, effective and non-discriminatory communication to take account of individual differences, capabilities and needs
- To ensure people receive all the information they need in a language and manner that allows them to make informed choices and share decision making. Recognise when language interpretation or other communication support is needed and know how to obtain it
- Promote wellbeing, manage personal safety and resolve conflict. Demonstrate the use of effective communication strategies and negotiation techniques to achieve best outcomes, respecting the dignity and human rights of all concerned. Know when to consult a third party and how to make referrals for advocacy, mediation or arbitration
- Evidence and maintain accurate, clear and complete records, including the use of electronic formats, using appropriate and plain language.
- Demonstrate an awareness of reporting requirements and ensure that all information is passed to the relevant individuals/departments

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 • Ascertain and respond to the physical, social and psychological needs of people, groups and communities 	<p>Behaviours</p> <ul style="list-style-type: none"> • Make person-centred, evidence-based judgments and decisions, in partnership with others involved in the care process, to ensure high quality care. Recognise when the complexity of clinical decisions requires specialist knowledge and expertise, and refer accordingly • Forward plan, deliver and evaluate safe, competent, person-centred care paying special attention to changing health needs
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 • Contribute to the collection of evidence for the clinical audit process 	<p>Behaviours</p> <ul style="list-style-type: none"> • Deliver 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 • Play an active role in the audit of clinical practices and environments