



JOB DESCRIPTION

JOB TITLE:	Staff Nurse
ACCOUNTABLE TO:	Matron
RESPONSIBLE FOR:	Residents, HCAs and Students

PURPOSE OF POST

The post holder will be responsible for the clinical management of residents leading a team in St Vincent's Nursing Home, assessing care needs, planning, implementing and evaluating programmes of care. The post holder will be expected to carry out all relevant forms of care and will be designated regularly to take charge of the 'wing' in the absence of the Clinical Team Leader.

SCOPE

- Be accountable as the named nurse for a number of residents in the team.
- Working proactively with the multi-disciplinary team ensuring essential communication is maintained.
- Assist the CTL, ensuring the appropriate skill mix of nursing staff is available from the establishment to ensure a safe delivery of nursing care.
- Ensure that all care delivered is evidenced based and within current accepted practice to meet resident needs in a holistic approach and is of a high standard.
- Assist the CTL in controlling resources on the 'wing' effectively and efficiently and whilst demonstrating value for money, but not compromising nursing care.
- Practice in accordance with the NMC Code of Conduct (2015) in relation to professional nursing practice

KEY RESULT AREAS

Management & Leadership

- Ensure that each resident is treated as an individual
- Maintain all necessary documentation with regard for Confidentiality and the new Data Protection Act .
- Ensure accurate and effective record keeping and report writing is of the highest standards.
- Work effectively with members of the multi-disciplinary team involved with resident care.
- Demonstrate clinical involvement in the delivery of nursing care.
- Deputise for the Wing Leader when required.
- Act as a champion of the older person/ resident and act as an advocate for their needs.

Clinical

- Be responsible and accountable for the delivery of nursing care within your team
- Deliver competent and effective clinical care, working in partnership with residents, relatives and significant others.
- Initiate, participate, and or delegate effective assessment, planning, implementation and evaluation to ensure safe and accurate nursing care.
- Develop a holistic approach to care which will include key nursing principles such as Infection Control, Tissue Viability, Clinical risk and drug administration.
- Initiate and participate in the setting, implementation of standards of care, which can be demonstrated as current and evidenced, based.

- Ensure that all the relevant St Vincent's policies and procedures are being complied with
- Education and Training**

- Actively promote, develop and maintain an environment, which encourages life long learning
- Participate an in Individual Performance Reviews to develop self and staff in line with St Vincent's policy
- Participate in training and development of staff,
- Ensure that Evidence Based Practice (EBP) is used to deliver high standards of care and that this is shared
- Contribute and ensure that all staff undertake St Vincent's mandatory training requirement.
- Identify own learning needs and take responsibility for own professional development

ADDITIONAL INFORMATION

CODE OF CONDUCT

St Vincent's has adopted the principles of the DoH's Code of Conduct which requires the post holder to live out the Code in every aspect of their work, and for their actions to demonstrate a commitment to the Code. In particular, the post holder must:

Accept accountability for his/her own work, the performance of those he/she manages.

Be honest and act with integrity.

Demonstrate their commitment to team working by co-operating with all colleagues within St Vincent's Nursing Home and with those in the wider community.

Make the care and safety of patients their first concern and act quickly to protect patients from risk.

Respect the public, patients, relatives, carers and partners in other agencies

CONFIDENTIALITY:

Information relating to patients, employees and business of the Home must be treated in the strictest confidence. Under no circumstances should such information be discussed with any unauthorised persons or organisations. All staff must operate within the requirements of the Whistleblowing Policy.

HEALTH AND SAFETY:

Employees are required to ensure they are aware of, and comply with, policies and procedures relating to Health & Safety (whether statutory or Home) and assist in ensuring the compliance of other staff.

Comply with the NO Smoking Policy. Applicants should be aware that it will not be possible to smoke throughout working hours. You may be required from time to time to work within other areas or sections of St Vincent's. Permanent changes of base will only be made after consultation with the post holder.

WORKING TIME REGULATIONS:

The home is committed to the principle that no member of staff should work, on average, more than 48 hours per week. Staff who do exceed this limit need to complete an opt our form. Any member if staff who undertakes work outside the Home, regardless of whether they exceed 48 hours or not, must inform their manager of this in writing.

EQUAL OPPORTUNITIES:

The Home is pledged to equal opportunities for all and is committed to ensure that no job applicant or employee receives less favourable treatment on the grounds of gender, marital status, age, race, colour, sexual orientation, creed, nationality, ethnic or national origin or disability.

*This Job Description is illustrative of the duties and responsibilities of the post.
It will be reviewed and will be subject to modification as appropriate.*
