* **Purpose:** Plan and implement high standards of care, following hospital guidelines and protocols, promoting a patient-focused approach to care

**The post holder will:**

* Provide outstanding nursing interventions and care to all patients accessing the service
* Accurately enter patient information on IT systems
* Ensure patient care areas are safe, fit for purpose and effectively maintained
* Maintain the safe custody of medications and controlled drugs.
* Supervise junior members of the team, including providing clinical supervision/act as a mentor

**Role Profile – Staff Nurse (Inpatients)**

**Values**

Be Caring
• We know what we do matters
• We’re proud and enjoy what we do
• We promote a culture of care, respect compassion and wellbeing
• We protect the mutual ethos
    Be Connected 
• We collaborate and share across teams, departments and the business
• We listen to understand each other and our member’s needs
• We support one another by having open and honest conversations
• We recognise that we’re stronger together
Be Brave
• We embrace change 
• We challenge and ask ‘why’ as well as  ‘why not’
• We always want to learn
• We are not afraid of trying new concepts and ideas
      Be Smart
• We approach problems with a solution mind-set
• We actively seek to improve and be better and we learn from our mistakes
• We spend members money wisely
• We’re invested in the future of our business


**Key Result Areas**

* Act as the patient’s advocate, maintaining their dignity at all times
* Deliver high standards of evidence based pre-procedure care for patient
* Plan and implement care of patients within the department
* Assist in the post-operative care of patients; ensuring data is correctly recorded on APAS and Endobase or other electronic software/paper notes
* Contribute to budgetary management by exercising care and economy in the ordering and use of equipment and consumables
* To contribute to audit within the ward and the compilation of supporting written documentation
* Supervise Junior members of the team including workplace competencies are achieved
* Work within scope of professional practice at all times

**Skills and Experience**

* First level Registered Nurse
* Significant post registration experience in relevant specialty
* ILS training or willingness to undertake training
* Basic phlebotomy and ECG monitoring experience
  + Excellent organisational planning and problem solving skills
  + Strong communication, negotiation and interpersonal skills to build and support team working in a positive and challenging culture
  + Strong patient-centred approach
  + Sound computer skills e.g. MS Office Suite and web based reporting systems
* Foster a culture of professionalism and a positive working team environment
* Demonstrate honesty, integrity and ethics in the workplace

**Measurement**

• Adhere to all regulatory CQC requirements and clinical standards.

Comply with the Hospitals policies and procedures

•Maintain own clinical competence

•Performance will be measured against the specific objectives, targets and behaviours as identified and agreed within the PDR

•The post holder is expected to be familiar with, and work in line with, the hospital’s Values.

•The post holder is required to comply with all mandatory and statutory training, to include a regular update on fire safety, infection control, manual handling, information security, risk awareness and life support.

**Departmental Structure**

Matron for Surgery

Service Manager

Ward Sister

Staff Nurse

Administration

HCSW

|  |  |
| --- | --- |
| **Role Holder’s Signature** |  |
| **Date** |  |