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

**The post holder will:**

* Provide outstanding nursing interventions and care to all patients accessing the services.
* Accurately enter patient information on IT systems and in all areas of nursing documentation.
* 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.
* Undertake a clinical rotation which include a minimum of one rotation being within the Wards, and two of the other clinical areas/departments (i.e., Outpatients, Eye Unit, Ambulatory Care or Theatres). Working patterns will include days, evenings, weekends, and night shifts and may include Bank Holidays as required by the service(s).
* Undertake a clinical Preceptorship Programme, including completing any associated training, skills acquisition and competency assessment as required as part of the programme.

**Role Profile – Staff Nurse – Clinical Rotation / Preceptorship**

**Key Result Areas**

* Act as the patient’s advocate, always maintaining their dignity.  
  Active participation in Preceptorship programme.
* Deliver high standards of evidence-based pre-procedure care for patient.
* Plan and implement care of patients within the department.
* Assist in the care of patients; ensuring data is correctly entered and recorded in the relevant paper and/or electronic records.
* Contribute to budgetary management by exercising care and economy in the ordering and use of equipment and consumables.
* To contribute to audit within the Department and the compilation of supporting written documentation.
* Supervise Junior members of the team including achievement of workplace competencies.
* Work within scope of professional practice always.

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


**Measurement**

Adhere to all regulatory CQC requirements and clinical standards.

Comply with the Hospitals policies and procedures.  
Completion of Preceptorship programme.  
Maintain own clinical competence.

Performance will be measured against the specific objectives, targets and behaviours as identified and agreed.  
Participate in 1-1 coaching conversations.  
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.

**Skills and Experience**

* First level Registered Nurse.
* Newly or recently qualified.
* ILS training or willingness to undertake training.
* Basic phlebotomy and ECG monitoring – willingness to undertake training.
  + Good organisational planning and problem-solving skills.
  + Strong communication, negotiation, and interpersonal skills, with ability to be a supportive team player, 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.
* Flexible approach, with keenness and aptitude to experience and learn across a wide range of nursing environments.

**Values**

**Departmental Structure**

Matron

Department Manager/Lead

Department Deputy/Senior Staff Nurse

Staff Nurse

Administration

HSW

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