Job Description

<table>
<thead>
<tr>
<th>Job title</th>
<th>Senior Staff Nurse - Adult</th>
<th>Job family</th>
<th>Healthcare</th>
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<tbody>
<tr>
<td>Reporting to</td>
<td>Ward Manager</td>
<td>Job code</td>
<td></td>
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<tr>
<td>Location</td>
<td></td>
<td>Evaluation Date</td>
<td>1 February 2017</td>
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**Job Purpose**

The role of the Senior Staff Nurse is to work as an effective member of the Multi-Disciplinary team. Promote the best interests of the patients and carers and ensure that prescribed nursing care is effectively implemented. Responsible for maintaining a safe care environment. Exercise professional accountability and responsibility using professional skills, knowledge and expertise in changing environments and to work within the scope of professional practice.

**Responsibilities**

- Deliver prescribed care to a defined group within an agreed framework.
- Assess, plan and deliver, with the patient and their carer/family, a structured approach to nursing care which takes account of patient choice and wishes and acting as the patients named nurse.
- Accurately observe and engage with patients in order to assess their need and evaluate their progress.
- Supervises a defined group of team members and contributes to their overall CPD, mandatory training and appraisal process recognising the skills required across the team.
- Monitor and review Nursing Care plans.
- Evaluate and respond to changes in patient condition and needs.
- Deal proactively and effectively with suggestions and complaints from patients and their families / carers.
- Contributes to a good professional relationship with patients, colleagues, and visitors responding promptly and courteously to requests, suggestions, and enquiries.
- Participate in clinical supervision and reflective practice at least monthly.
- Undertake the role of "Preceptor" to newly qualified staff.
- Undertakes a lead role in the ward or hospital as agreed with the post holder (eg Infection control, Safeguarding).
- Work in accordance with Safeguarding adult and children policies and requirements.
- Ensure the requirements of the Mental Health, Capacity Act and Deprivation of Liberty Standards are met.
- Adhere to Medicines Management policies at all times.
- Act as Bed Manager as required in accordance with hospital and divisional policies.
- Adhere to Priory Group policies and protocols and adhere to NMC Code.
## Knowledge / Education / Skills

- Qualified Registered General Nurse (RGN), with 2 years post registration experience with active NMC Registration and completed preceptorship programme.
- Qualified Mentor or to achieve within 12 months of coming into post.
- Knowledge of NMC guidelines and professional practices.
- Evidence of post registration continuing professional development.
- Demonstrates a positive attitude and commitment to change, improvement and quality.
- Ability to develop and use flexible and innovative approaches to practise.
- Excellent verbal and written communication skills

## Experience

Minimum 2 years post registration experience within Physical Health Care Environment, evidence of continued professional development in relevant field.

## Communication

The post holder is required to have effective written, verbal and non-verbal communication skills, with an ability to adapt their style as appropriate to the environment they are communicating in.

## Responsibility

**Leadership**

Provides advice and guidance to new starters, junior and agency colleagues undertaking similar tasks, liaising with the multi-disciplinary team. Provides support to all staff where appropriate.

**Budgets & Equipment**

Collective responsibility for the care and appropriate use of resources on the ward. Use resources in a cost efficient way.

**Information**

Responsibility for the accuracy of personal recordings in patients records and maintaining confidentiality.

## Working Environment

The post holder will be required to work a regular shift pattern over a 7 day period including weekends and Nights on a rotational basis.
# Upholding the Company Behaviours

This provides some guidance on the types of conduct to support the Company Behaviours

<table>
<thead>
<tr>
<th>Behaviour</th>
<th>Evidence</th>
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| **Putting People First**| • Strives to ensure every colleague is able to make a positive and lasting difference to Service Users and their families  
                               • Actively seeks to develop the potential of every service user and staff member                                               |
| **Being a Family**      | • Celebrates success and supports colleagues through difficult times  
                               • Demonstrates loyalty to colleagues, manager and team                                                                                   |
| **Acting with Integrity**| • Is honest and respectful in all interactions with colleagues and customers  
                                      • Demonstrates emotional control  
                                      • Ensures accurate recording of any transactions and interactions on all company documentation  
                                      • Challenges poor performance and behaviours                                                                                            |
| **Being Positive**      | • Promotes the company in a positive way at all times  
                               • Strives for positive outcomes, especially when times are challenging                                                                       |
| **Striving for Excellence**| • Always puts service quality first  
                                      • Shares and encourages innovation  
                                      • Keeps on top of new developments in the sector                                                                                         |