

Job Title: Senior Staff Nurse

Location/Base: Parkside Hospital, 53 Parkside, Wimbledon SW19 5NX

Dept.: HDU

Contract: Permanent

Hours: 37.5 hours per week

Reporting to: HDU Lead

1. **JOB SUMMARY:**

* The senior staff nurse will ensure that the highest standard of personalised nursing care is delivered to patients and their families in partnership with all members of the multi-disciplinary team.

1. **KEY ACCOUNTABILITIES**

* In conjunction with the HDU Lead, the post holder will lead on clinically led education and help in the development of education plans for the unit.
* Ensure safe and effective clinical practice
* To be involved in, and responsible for, the continuing professional development and overall performance of junior staff and student nurses
* Work clinically with junior staff and students and to be responsible for the continuing professional development and overall performance of junior staff and student nurses.
* The post holder is expected to carry out all relevant forms of care with provisions of preceptorship/mentorship
* Manage and develop the clinical development of students and registered staff in discussion with the Sister/Charge Nurse
* Deputise for the Charge Nurse/Sister
* Contribute to the delivery of the organisations objectives
* To participate in local and hospital audit
* Have a good understanding of Clinical Governance
* To ensure that the highest standard of personalised nursing care is delivered to patients and their families in partnership with all members of the multi-disciplinary team.
* Motivate staff to provide high standards of care by acting as a role model
* The post holder will work under the supervision of the HDU Lead in monitoring and maintaining excellent standards of nursing care and staff development, as part of the HDU team.
* To be flexible in the approach to the clinical area and provide cover for other areas appropriate to professional competencies.
* To develop specialist and expanded clinical skills to enhance patient’s outcomes.
* Under the supervision of the HDU Lead, develop and implement evidenced based care ensuring all staff are working towards seamless high quality care in accordance with Parkside Hospital Policy.
* Responsible for the orientation of all new nursing staff to HDU, in conjunction with the HDU Lead and other senior staff.
* Set, monitor and maintain agreed standards of nursing care in conjunction with other members of HDU ensuring that all nursing procedures are successfully carried out.
* Take responsibility for the assessment of care needs, the development, implementation and evaluation of programmes of care.
* Deliver care in accordance with defined quality standards and in line with recommendations as laid down in the hospital plan.
* Maintain up-to-date nursing records, ensuring that confidentiality is respected.
* Maximise all opportunities to promote health promotion.
* Use reflective practice as a method of ensuring that appropriate effective nursing care is delivered to each patient.
* As directed by the HDU Lead, promote, support, implement and evaluate innovations within High Dependency Care that will impact on care delivery within the unit.

**3 SUPPLEMENTARY INFORMATION**

**Our Values**

We are proud to be 'Individually different. Altogether better' and it is only through our people that we will achieve our mission to:

“Provide first-class independent healthcare for the local community in a safe, comfortable and welcoming environment; one in which we would be happy to treat our own families”

We do this by asking you to work within our core values:

Beyond Compliance – Going above and beyond to improve our business

Personalised Attention – Taking time to care for others

Partnership and Teamwork – Inclusive and collaborative

Investing in Excellence – Working to be the best

Always with Integrity – Respected, admired and reliable

**Code of conduct**

I will make the CARE and SAFETY of our patients my first concern and will always act to protect them from risk.

I will always be respectful to the public, patients, relatives and carers, colleagues and business when representing Aspen Healthcare.

I will always be honest and act with integrity.

I will accept responsibility for my own work and if appropriate the proper performance of the people I manage.

I will show my commitment to working as a team member with all my colleagues and the wider community.

I will take responsibility for my own learning and development.

If a member of a professional body, I will comply with the relevant professional code of ethics and conduct at all times

**Equality & Diversity**

Aspen Healthcare Limited is an Equal Opportunity Employer. Its policy is to treat everyone in the same way regardless of their race, religion, marital status, physical/mental disability, gender, sexual orientation, and age, responsibilities for dependents, trade union membership or offending background. The Company values the diversity of its work force as a strength and aims to provide a working environment in which people have the opportunity to contribute and develop according to their individual merits and aspirations.

**Health & Safety at Work**

You are reminded that, in accordance with the Management of Health and Safety at Work Regulations 1992 (as amended) and other relevant Health and Safety legislation, you have a duty to take responsible care to avoid injury to yourself and to others by your work activities, and to co-operate with the organisation and others in meeting statutory and mandatory requirements.

**Statutory & Mandatory Training**

You are required to complete mandatory training as required, and if unable to attend ensure this is rectified with your line manager’s support at the earliest opportunity.

**Infection Prevention & Control**

It is the responsibility of all staff to ensure high quality patient care is based upon principles of best practice in infection prevention and control, either directly through personal contact or indirectly through supervision of practice.

It is the responsibility of all staff to fully co-operate with managers in achieving compliance with Infection Control policies and in adopting safe systems of work when undertaking activities that present a risk of the spread of infection.

**Confidentiality**

Information about any individual, which includes either some or all details of their identity is personal and is subject to the Data Protection Act (1998), the Human Rights Act (2000) and other Aspen Healthcare requirements such as the Caldicott principles.

Patient information, in any form is confidential. This means that information should only be shared or accessed by someone with a legitimate reason, related to the care of the patient.

Information about members of staff or others in relation to sensitive issues, such as appraisals, investigations, complaints or payroll details is also confidential.

All staff must always maintain confidentiality when dealing with sensitive material and information of this nature and immediately report any potential confidentiality issues that may arise.

**Information Security**

All staff are required to read and comply with all Aspen communications and policies that are issued relating to the electronic security of Aspen and patient information particularly in relation to:

Saving data and information

Password management and responsibilities

Transfer of data and data sharing

**Whistleblowing - Raising Concerns**

It is the responsibility of all staff to raise any concerns to their line manager or the HR department if they reasonably believe that one or more of the following concerns is either happening, has taken place, or is likely to happen in the future relating to the company’s business:

A criminal offence

The breach of a legal obligation

A miscarriage of justice

A danger to the health and safety of any individual

Damage to the environment

Deliberate attempt to conceal any of the above.

any other legitimate concerns

**Data Protection**

All staff must be aware of the Caldicott principles, the Data Protection Act 1998 and the Human Rights Act 1998. The protection of data about individuals is a requirement of the law and if any employee is found to have permitted unauthorised disclosure, Aspen Healthcare and the individual may be prosecuted. Disciplinary action will be taken for any breach.

**Mobility/Flexibility**

Your normal place of work will be as stated above, but as a term of your employment you may be required to work from any of the companies’ facilities.

**Safeguarding the Welfare of Children and Vulnerable Adults**

Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of the specific duties relating to their role.  The expectation is that the post holder is familiar with the relevant procedures and guidelines relevant to their job role

**For all posts requiring professional registration**

You are required by law to maintain professional registration for the duration of your employment and cannot be lawfully employed should registration lapse. Lapsing may render you subject to disciplinary action. You are also required to abide by the codes of professional practice as detailed by the professional body (Nursing and Midwifery Council, General Medical Council, Health and Care Professions Council etc.)

**Other responsibilities**

You will be required to be aware of and adhere to all relevant Company Policies and Guidelines.

This job description is neither exclusive nor exhaustive and the duties and responsibilities may vary from time to time and where possible be in consultation with the post holder.

**Review**

The post-holder must act in such a way to promote a positive image of Aspen Healthcare UK Ltd at all times. This job description is not conclusive and will be regularly reviewed with the post-holder.



**Person Specification**

Job Title: Senior Staff Nurse

Location/Base: Parkside Hospital, 53 Parkside, Wimbledon SW19 5NX

Dept.: High Dependency Unit

Reporting to: HDU Lead

|  |  |  |
| --- | --- | --- |
|  | **ESSENTIAL** | **DESIRABLE** |
| **Education**  **and qualifications** | * RGN * Recognised Critical Care qualification * Good level of English language demonstrated through effective written and verbal communication skills * Evidence of CPD * ENB 998 or equivalent teaching and assessing qualification | * Leadership course training |
| **Skills and Ability** | * Excellent clinical skills * Excellent teaching ability * Good interpersonal skills * Able to use initiative * Able to manage difficult situations * Able to work within a   MDT as well as independently   * Organised time management * Excellent IT skills * Good analytical skills * Self-motivated * Able to maintain clear and legible documentation * Enthusiastic and adaptable * Self-motivated * Approachable * Able to work to deadlines * Respectful * Phlebotomy skills * Mentorship * ILS certificate * Experience of IV drug administration | * Portfolio demonstrating Leadership qualities * ALS Certificate * PILS Certificate |
| **Experience**  **and Knowledge** | * Evidence of a nursing portfolio detailing up-to-date experience * Ability to practice within the scope of the NMC Code of Professional Conduct * Two years critical care experience at staff nurse level * Proof of Evidence- based practice * Proven experience of management, teaching and education of students and junior nurses | * Experience of in-charge management |
| **Additional Information** | * Willing to learn and to recognise own training needs * The ability to undertake reflective thinking of own practice * Good attendance record * Able and willing to work flexible shift patterns, internal rotation to day and night duty and unsocial hours, according to service needs * Excellent Customer Care Skills |  |