

Job description

Position	Staff Nurse
Grade	Band 5
Location	Adult Assessment Unit
Hours	37.5 hours per week
Responsible to	Matron
Accountable to	Head of Nursing – Emergency & Urgent Care

Our Organisation

The Princess Alexandra Hospital NHS Trust (PAHT) provides a full range of general acute, outpatient and diagnostic services at The Princess Alexandra Hospital in Harlow, the Herts and Essex Hospital in Bishop's Stortford, and St Margaret's Hospital in Epping.

We employ 3,500 staff and serve a local population of around 350,000 people living in west Essex and east Hertfordshire, centred on the M11 corridor and the towns of Harlow, Bishop's Stortford and Epping. Our extended catchment area incorporates a population of up to 500,000 and includes the areas of Hoddesdon, Cheshunt and Broxbourne in Hertfordshire.

Our Values

The Princess Alexandra Promise to our patients as identified by our 3 values which will contribute to improving our patient experiences:

Patient at heart – Always holding the patient and their wellbeing at the centre of our thoughts and efforts

Everyday excellence – Sharing and celebrating our successes, being honest when we get it wrong, giving us the ability to learn from both

Creative collaboration – Knowing strength comes from diversity, we combine our experiences, skills and talents, working together to find new and better ways to care

The Trust believes in investing in all our staff and rewarding high standards of care whilst building for excellence and in return we expect our staff to uphold the Trust values to the highest level.



Job summary

- To plan, provide and maintain effective nursing care to patients/clients and their relatives. To continuously develop and enhance knowledge and skills that will directly influence consistent standards of clinical practice.
- Working with the team, support the development of student nurses and junior staff, creating an atmosphere conducive to learning and practice development.
- To represent the Trust delivering nursing care to the highest and safest standards in line with the Trust Values.
- To treat all staff/colleagues, patients, families and visitors with respect and dignity.

Duties and responsibilities

Clinical:

- Perform comprehensive assessment of patient nursing needs, plan, implement and evaluate care delivery according to changing health care needs and varying levels of complexity.
- Collect, collate, evaluate and report information, maintaining accurate patient records.
- Involve patients and carers / relatives in the planning and delivery of care.
- Work collaboratively with other professionals and agencies to ensure patient needs are met, especially in relation to ongoing care needs and discharge arrangements.
- Establish and maintain effective communication with patients and carers / relatives.
- Recognise and respond appropriately to urgent and emergency situations.

Managerial/Leadership:

- Support the Ward / Department Manager to maximise best use of clinical resources, implementing best practice in patient flow, admission and discharge arrangements.



- Promotes the development of services within the ward / department area and assists the Manager to implement change.
- Monitor health, safety and security of self and others and promote best practice in the ward/department area.

Education and Development:

- Develop own “expert” clinical knowledge and participate in the development of others.
- Ensure own compliance and compliance of others with regard to mandatory training and PREP requirements.

Clinical Governance:

- Ensure compliance with policies, procedures and clinical guidelines for self and others, participate in the development of same.
- Continually monitor standards of care and lead the improvement of care, through benchmarking, audit and research.
- Initiate patient and public involvement activities in the ward / department area, leading to service improvement.
- Promote people’s equality, diversity and rights.

This job description may be subject to change according to the varying needs of the service. Such changes will be made after discussion between the post holder and the manager. All duties must be carried out under supervision or within Trust policy and procedure.



Person specification

Position	Staff Nurse
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Evidence for suitability in the role will be measured via a mixture of application form, testing and interview. Essential: E Desirable: D

Trust values	
Patient at heart – Always holding the patient and their wellbeing at the centre of our thoughts and efforts	E
Everyday excellence – Sharing and celebrating our successes, being honest when we get it wrong, giving us the ability to learn from both	E
Creative collaboration – Knowing strength comes from diversity, we combine our experiences, skills and talents, working together to find new and better ways to care	E

Education and qualifications	
Registered Nurse (part 1 register) or Degree/Diploma equivalent/experience (or about to qualify within 3 months of application)	E
Evidence of continued professional development	E
Evidence of post registration study/Nursing Courses	D

Experience	
Previous experience working in acute ward setting	D

Skills and knowledge	
Understanding of NMC code of professional Conduct	E
Knowledge of clinical governance	E
Awareness of research to support clinical practice	E
Ability to assess, plan care and evaluate for a variety of surgical patients including emergency and complex care	E
Assessment and discharge planning skills	D
Mentoring Skills	D
Training in venous cannulation and venepuncture	D
Research and impact on practice	D
Ability to discuss Patient Care conditions and complications	D



Personal qualities	
Reflection on attitude and practice	E
Embrace new challenges	E
Support and commitment to the Trust Values	E