

INTEGRATED CARE GROUP

JOB DESCRIPTION

JOB TITLE:	Registered General Nurse
GRADE:	Band 5
REPORTS TO:	Sister/Charge Nurse
PROFESSIONALLY ACCOUNTABLE TO:	Divisional Senior - Medicine

JOB PURPOSE:

Responsible for the assessment of patient care needs and the development of programmes of patient care and/or the implementation and evaluation of these programmes. Carry out all relevant forms of patient care without direct supervision and demonstrate procedures to and supervise registered and/or unregistered staff.

MAIN DUTIES:

1. **ASSESSOR of nursing**

- 1.1 Takes nursing history of patients through interviewing and observation.
- 1.2 Maintains accurate clinical observations of the patient's condition.
- 1.3 Interprets the significance of data to the patient's condition and progress.
- 1.4 Identifies and discusses nursing problems or needs with the patients, relatives and other staff.
- 1.5 Acts as an associate nurse.

2. **PLANNER of nursing**

- 2.1 Identifies the priorities of nursing care for patients.
- 2.2 Identifies realistic goals in care plans.
- 2.3 Organises time, equipment and the staff to deliver nursing care.

3. **PRACTITIONER of nursing**

- 3.1 Gives skilled care to patients and relatives.
- 3.2 Administers drugs and treatments as prescribed, with safety, accuracy and intelligence within the Trust Policy.
- 3.3 Communicates effectively with patients, their relatives and co-workers.

- 3.4 Liaises with medical, paramedical staff and social workers in the delivery of care.
- 3.5 Assists the Sisters in ensuring that individual patients are assessed and that care is planned to meet their moving and handling needs.
- 3.6 May be required to act as a Trainer or Risk Assessor in Moving and Handling.

4. EVALUATOR of nursing

- 4.1 Contributes to the setting of standards for nursing care.
- 4.2 Evaluates the quality of care given to patients.
- 4.3 Measure goal achievements with patients and relatives and co-workers.
- 4.4 Changes care plans and goals, according to evaluation, under the direction of the Primary Nurse.

5. LEARNERS/RESEARCHER of nursing

- 5.1 Seeks out new knowledge of nursing and health, by reading, enquiring and partaking in continuing education programmes.
- 5.2 Seeks to develop new skills.
- 5.3 Applies research findings to nursing practice.

6. TEACHER of nursing and health

- 6.1 Assesses the learning needs of patients, relatives and staff (including learners).
- 6.2 Instructs patients, relatives and staff (including learners) about nursing.
- 6.3 Demonstrates nursing skills to patients, relatives and staff (including learners) and support workers.
- 6.4 Reflects on learning experiences with patients, relatives and staff (including learners).
- 6.5 Assists with assessing the progress of individual learners, junior staff and support workers.
- 6.6 Advises members of the public on the promotion of health and prevention of illness – promoting ward activity.
- 6.7 Offer recognised training and participate in the training and assessment of support workers.

7. MANAGER of nursing

- 7.1 Assesses work to be carried out.
- 7.2 Organises staff (according to competence), time and equipment for completion of work.
- 7.3 Supervises the delivery and quality of care given.
- 7.4 Praises and corrects team members as appropriate.

- 7.5 Reports and receives reports of work activity.
- 7.6 Assists with the identification of training needs of junior and untrained nursing staff.
- 7.7 Co-ordinates the care given by nurses, medical, paramedical staff and social workers.
- 7.8 Handles complaints by patients, members of the public and staff, in accordance with the Trust's Policies.
- 7.9 Assist the Sisters to maintain safe systems of work, including C.O.S.H.H. and Manual Handling of Loads.

8. PROFESSIONAL PERSON

- 8.1 Abides by the legal requirements and statutory rules relating to practice, e.g., NMC Code of Conduct.
- 8.2 Takes responsibility for personal development and education, including in-service training.
- 8.3 Discusses personal development and progress with Ward Sisters through internal informal appraisal.
- 8.4 Maintains standards of conduct and dress, to sustain the public confidence in accordance with the NMC Code of Professional Conduct and the Trust Policies.
- 8.5 Encourages clinical supervision for self and staff.

STANDARDS OF CONDUCT

Ensure that personal action and conduct comply with the Trust Policies and Procedures with Health and Safety, Cardiac Arrest, Tobacco Control Policy, Equal Opportunities, Infection Control, Moving and Handling Regulations.

Conduct duties with regard to values underpinning the Trust's Vision:-

- If it is about me, involve me.
- Working together in partnership.
- Aspiring to excellence.
- Ongoing improvement of our service.

Post holders are expected to work flexibly within their pay band. They should only be expected to carry our activities for which they are competent. Alternatively they may carry out the additional duties if they are receiving support or training in order to obtain the recognised level of competence.

The Trust operates a Tobacco Control Policy.

Jobholder's Signature: **Date:**

Head of Dept's Signature: **Date:**

Head of Dept's Job Title:

PERSON SPECIFICATION

MEDICAL DIRECTORATE - REGISTERED GENERAL NURSE BAND 5

	ESSENTIAL	DESIRABLE	MEASURED BY
ATTAINMENTS (education, professional qualifications).	Registered 1 st Level or equivalent as verified by the NMC	To have knowledge of current research applicable to the post's specialist area.	Check NMC Registration/Card
GENERAL INTELLIGENCE	12 months post-registration experience Able to take on board new ideas, skills and knowledge. Ability to problem solve. Be numerate.		Interview Skills/Application Form
SPECIAL APTITUDES (experience, specific job skills)	Able to manage the care for a group of people and prioritise workload with minimal supervision. Be proficient at calculating medication doses. Able to write basic reports. Able to train less qualified carers/learners. Moving and handling, customer awareness, computer/keyboard skills.	Able to present reasoned discussion. Evidence of continuous development. Be competent in venepuncture and cannulation	Application Form/Interview/References
DISPOSITION (characteristics, personal skills)	Be able to work in a team. Be supportive of team members. Able to communicate effectively to patients, visitors and colleagues. Able to listen actively. Able to reflect on one's own work. Have effective interpersonal skills.	Be able to work with minimal supervision within the job description.	Interview/References
CIRCUMSTANCES	Be able to fulfil; various shift patterns on the ward, inc. nights.		Interview

	Able to adapt to change. Proven ability to keep information confidential		
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