

JOB DESCRIPTION BAND5 STAFF NURSE

1. JOB IDENTIFICATION

Job Title: Band 5 Staff Nurse

Directorate: South Sector surgery

Department(s): Ophthalmology Department

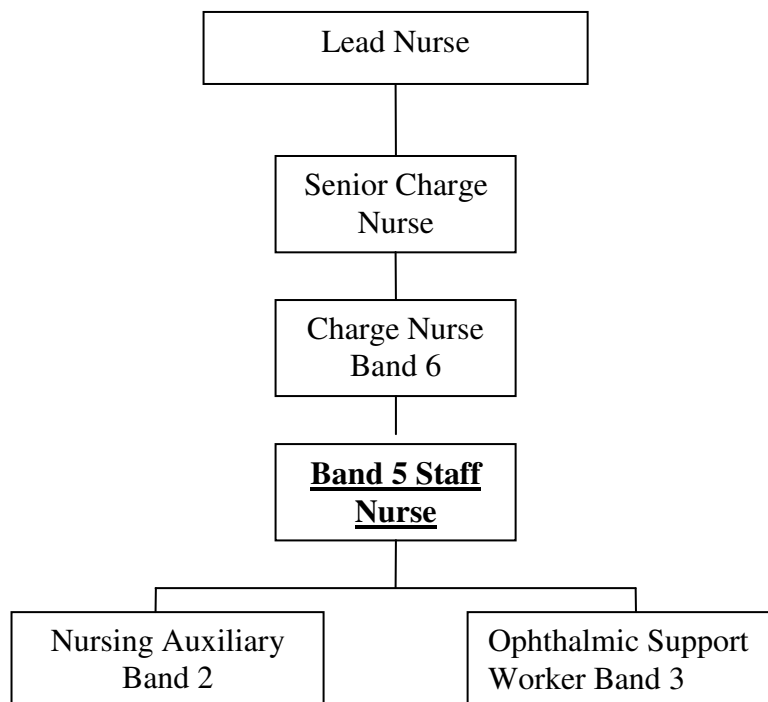
Role of the department: To assess, treat and provide care to patients with Ophthalmic conditions.

2. JOB PURPOSE

To work within the nursing and multi-professional team to ensure a high standard of care to a defined patient group. Competently perform the necessary technical/invasive/physical aspects of care for this defined patient group.

Carries continuing responsibility for the assessment of care needs, the development, implementation and evaluation of programmes of care and the setting of standards.

3. ORGANISATIONAL POSITION



4. SCOPE AND RANGE

- Participate in the setting, implementation and evaluation of standards of nursing practice.
- Supervise all staff within remit.
- Provide clinical leadership to more junior nursing staff.
- Participate in monitoring and management of the department budget.

5. MAIN DUTIES/RESPONSIBILITIES

Clinical

- Provide clinical leadership for the assessment of patient needs, implementation and evaluation of programmes of care, which are evidence based, utilising all available resources taking into consideration the lifestyle, gender and cultural background and ensure involvement with the patient, family, carers and significant others.
- Provide clinical care to patients undergoing assessment, treatment or surgery for patients with ophthalmic conditions. This will include, with training, enhanced ophthalmic skills
- Maintain patient records in line with NMC guidelines for records and record keeping.

Professional

- Practice within the Legal & Ethical framework as established by Nursing Midwifery Council (NMC) and national & local legislation to ensure patient interests and well-being are met.
- Be fully compliant with the NMC Code of professional Conduct and other relevant guidance documents, which support and maintain standards of professional practice.
- Work within the National Health Service (NHS), NHS Greater Glasgow and Health & Safety Executive (HSE) Legislation, Policy, Guidelines and Procedures.
- Empower patients to take responsibility for their health, well-being and future lifestyle by practising in an open transparent and inclusive manner thereby ensuring patients have the relevant information to participate in decisions about their care.
- Promote and support innovation in clinical practice.
- Comply with the Data Protection Act, Caldicott Guidelines and local policies regarding confidentiality and access to medical records and ensure all staff comply with policy.

Education and Research/Audit

- Undertake education and training specific to the clinical area.
- Ensure the provision of an appropriate learning environment in line with NES Quality Placement Standards.
- Undertake teaching and mentoring of registered and non-registered nursing staff.
- Ensure maintenance of Personal Development Plans as reviewer of assigned staff for the Knowledge and Skills Framework.
- Demonstrate own professional development via PDP/KSF.
- Participate in research/clinical audit plan for the ward/department.
- Provide guidance, supervision and support for staff undertaking research, audit or teaching activities.

Organisational/Managerial

- Organise own time and that of staff within remit.
- Support the Senior Charge Nurse in the effective management of resources including stores supplies pharmacy and maintenance of equipment.
- Support the development of a flexible and skilled nursing workforce.
- Participate in managerial responsibilities as delegated, to support the SCN and for self development.
- Contribute to the wider corporate agenda.

6. SYSTEMS AND EQUIPMENT

- Responsible for ensuring that all staff are aware of and trained to meet responsibilities placed upon them under the Health & Safety at Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain a safe working environment for patients, visitors and employees.
- Responsible for inputting information into electronic patient record where applicable and also into patients written records.
- Promote the use of Information Technology to benefit personal development and patient care.
- Electronic ordering of supplies and equipment through PECOS.

- Manual Handling Aids – equipment as deemed appropriate for the clinical area.
- Technical – equipment as deemed appropriate for the clinical area e.g. infusion devices, resuscitation equipment, computers, vital sign recording equipment, specialist ophthalmic equipment.

7. DECISIONS AND JUDGEMENTS

- Uses own initiative and acts independently within the bounds of existing knowledge and skills.
- Act autonomously to make clinical and professional decisions on a daily basis.
- Initiate and follow through appropriate procedures when a breach of policy occurs.
- Participate in the development of action plans to address any system failures.
- Has access to more senior colleagues on an ongoing basis.
- Demonstrates sound judgement in assessing the emotional and physical care of the patient in a holistic manner.
- Exercises the ability to challenge any interaction, which fails to deliver a quality service to external and internal customers.
- Performance is monitored on an ongoing basis, with evaluation of PDP within the KSF
- Support and develop staff to broaden their skills, knowledge & experience in the interests of succession planning.

8. COMMUNICATIONS AND RELATIONSHIPS

- Engage in effective communication with patients, relatives and carers.
- Effective verbal and written communication with all members of the multidisciplinary team within own department and relevant departments, which service the clinical area.
- Provide support, empathy and reassurance in the delivery of patient care, demonstrating sound judgement and ethical thinking in assessing the emotional and physical care of the patient in a holistic manner.
- Contribute to a supportive environment in the interest of staff morale.
- Operate within a framework of clinical governance to manage issues such as adverse clinical incidents, risk management issues etc.

- Provide advice, guidance, counselling and support to more junior staff and to peers as required.

9. PHYSICAL DEMANDS OF THE JOB

- Moving and handling of patients from self caring to total dependence.
- Walks/stands for most of the shift.
- Requirement to adhere to universal infection control precautions.
- Exposure to body fluids/therapeutic products.
- Manipulation of fine tools within Ophthalmology Department.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- Performing mentally challenging tasks whilst being constantly interrupted by outside influences such as other staff members, relatives and the phone.
- Assimilation and retention of vital information
- Organising, prioritising and delivering all aspects of patient care whilst subject to a changing environment to meet clinical demands.
- Observing patient behaviours and conditions, which may be unpredictable.
- Direct involvement with patients, relatives and carers who may have challenging behaviour.
- Achieving a balance between the demands of direct patient care within existing resources.
- Communicating and supporting distressed/anxious/worried patients, relatives and colleagues.
- Participate in developing and motivating a team in a challenging clinical environment.

11. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

- First Level Registered Nurse
- Ophthalmology experience desired but not essential
- Ability to fulfil criteria outlined in the job description

12. JOB DESCRIPTION AGREEMENT

Job Holder's Signature:

Date:

Line Manager's Signature:

Date: