

Title	JD- Staff Nurse	Core Standard	C8 & C9
Date Issued	July 2007	Review Date	April 2011
Policy Number	RS-068	Author	S. Brown
Version	B	Ratified By	K. Lloyd
Reviewed	July 2009	Reviewed By	N. Weerasooriya

## **Job Description**

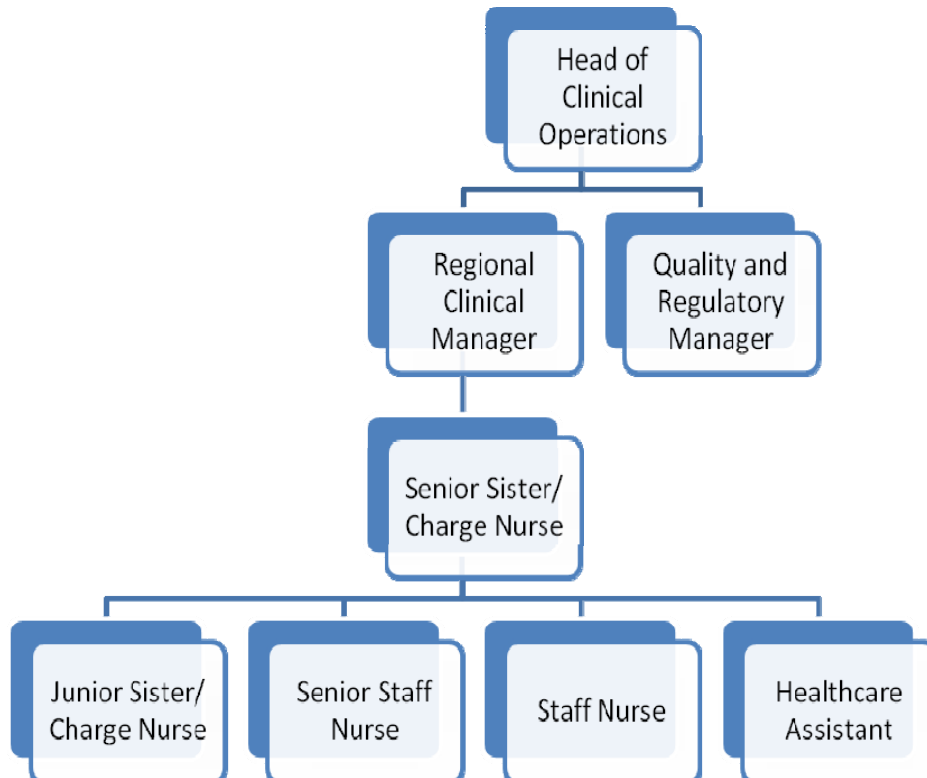
**Job Title** – Staff Nurse  
**Reporting to** – Senior Sister/Charge Nurse

### **Job Summary**

To be responsible for the delivery of high standards of holistic care and service to the patients. This includes the appropriate assessment and evaluation of care in keeping with:

- The philosophies of The Clinic/Department
- The Renal Association recommended standards
- The NMC Code of Professional Conduct and the Scope of Professional Conduct
- The Clinic Policies and Procedures

### **Departmental Structure**



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**Key Responsibilities** (not in order of priority)

<b>CLINICAL</b>
<ul style="list-style-type: none"> <li>➤ To take responsibility for individualised patient care using the nursing model implemented on the unit</li> <li>➤ Provide safe haemodialysis treatment for patients as per their prescription</li> <li>➤ Maintain safe practice in a safe environment, participating in the development of procedures to minimise the risks associated with the use of hazardous chemicals and exposure to blood inherent in the dialysis process</li> <li>➤ Assist the patient in activities of daily living, promoting patient comfort</li> <li>➤ To promote patient focused care</li> <li>➤ Undertake housekeeping duties in order to ensure a clean and safe environment for patients</li> <li>➤ Be flexible with regard to staffing situations.</li> <li>➤ Adhere to company procedures, guidelines and policies and assist in implementation and review</li> <li>➤ Become familiar with the content of the unit's budget in order to promote effective use of resources at all times</li> <li>➤ To help provide clinical cover if required within other Renal Services units</li> <li>➤ Participate in collaborative work/education collaborative programmes established with the referring trusts, this will occasionally involve working at trusts sites</li> </ul>

<b>COMMUNICATION</b>
<ul style="list-style-type: none"> <li>➤ Participate in unit meetings</li> <li>➤ Within the scope of the role, work collaboratively with the multi-disciplinary team within the company and with external organisations/hospital Trusts</li> <li>➤ Promote and demonstrate effective communication at all times with patients, users and providers to the service.</li> <li>➤ Record and report information onto the patient administration systems.</li> <li>➤ Undertake specific organisational and administrative duties as required.</li> <li>➤ Report adverse incidents</li> <li>➤ Facilitate the building of therapeutic relationships with patients, carers and other health professionals, to support patients and carers through the various phases of chronic illness, including the terminal stage.</li> <li>➤ To demonstrate an understanding of the principles and underpinning knowledge required in gaining access for dialysis.</li> <li>➤ Good communication and liaison within the multi-disciplinary team to enable co-ordinated care.</li> <li>➤ Participate in the promotion of the unit and the company</li> </ul>

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### EDUCATIONAL/PERSONAL DEVELOPMENT

- Continuously develop knowledge and skills relevant to delivery a high standard of care to renal patients
- Participate in ward or department projects, including audit and quality initiatives pertinent to the role
- Participate in and contribute to updating orientation and induction programmes within your area
- To demonstrate an understanding for the appropriate monitoring and intervention of dialysis complications.
- Participate in undertaking performance review
- Demonstrate a commitment to evidence based practice and assist in evaluation of the evidence to improve and develop patient care
- Achieve quarterly targets as set by mentor or line manager
- To attend mandatory updates.

### OTHER

- Maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff development and training.
- Adhere to company policies and procedures, e.g. Health and Safety at Work, Equal Opportunities, and No Smoking.
- Respect the confidentiality of all matters that they may learn relating to their employment and other members of staff. All staff must comply with the requirements of the Data Protection Act 1998



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**Criminal Records Check**

The successful candidate will be required to undergo a Standard/Enhanced Disclosure check by the Criminal Records Bureau and to sign a declaration regarding criminal record information and fitness to practice.

*To undertake any other projects or duties commensurate with the grade of the post and as agreed with the Regional Clinical Manager.  
 This job description is intended as a general guide to the post but it may change in line with the needs of the department, or at the request of the line manager.*

**JOB DESCRIPTION AGREEMENT**

Job Holders name: .....  
 (print)

Job Holders signature: ..... Date: .....

**Line Manager**

Name (print) .....

Signature: ..... Date: .....

Title: .....

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### **PERSON SPECIFICATION – STAFF NURSE**

<b>QUALIFICATIONS AND EXPERIENCE</b>	
Essential	Desirable
<ul style="list-style-type: none"> <li>➤ Current RN Adult / RGN registration with NMC</li> <li>➤ Minimum of 6 months post registration experience with evidence of Continual Professional Development.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Caring for renal patients</li> </ul>

<b>SKILLS AND KNOWLEDGE</b>	
Essential	Desirable
<ul style="list-style-type: none"> <li>➤ Good communication skills</li> <li>➤ Good clinical practice</li> <li>➤ Knowledge of current professional nursing issues</li> <li>➤ Ability to adapt to change within the working situation</li> <li>➤ Good Computer skills</li> </ul>	<ul style="list-style-type: none"> <li>➤ Computer Course</li> </ul>

<b>PERSONAL QUALITIES</b>
<ul style="list-style-type: none"> <li>➤ Good interpersonal skills</li> <li>➤ Good interpersonal skills.</li> <li>➤ Friendly and outgoing</li> <li>➤ Flexible</li> <li>➤ Able to work as part of a team</li> </ul>