

Title	JD- Senior Staff Nurse	Core Standard	C8 & C9
Date Issued	July 2007	Review Date	April 2011
Policy Number	RS-070	Author	S. Brown
Version	B	Ratified By	K. Lloyd
Reviewed	July 2009	Reviewed By	N. Weerasooriya

### Job Description

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

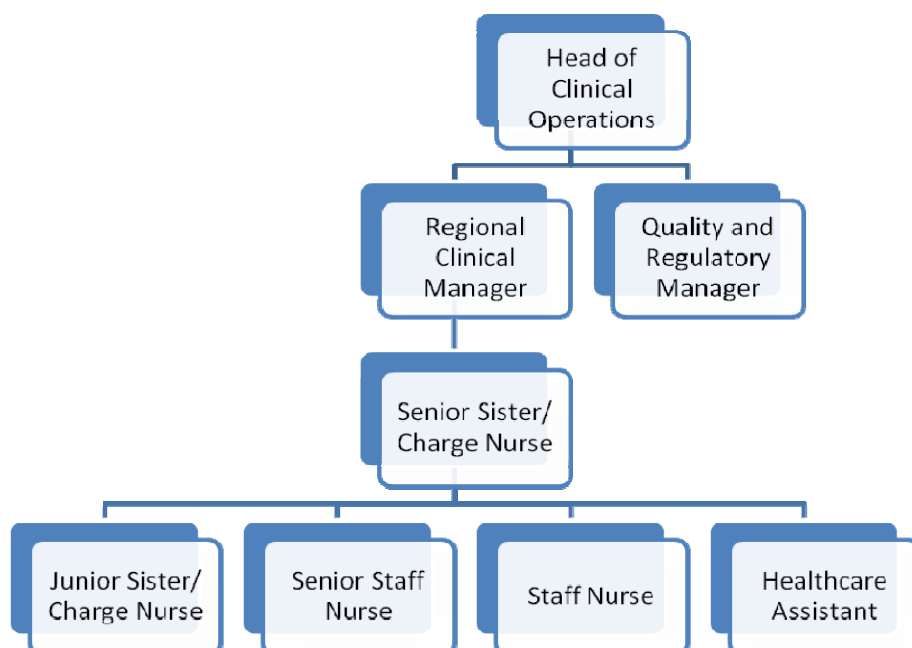
#### Job Summary

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

Provide support to the unit sister/charge nurse and clinical leadership to the ward team.

#### 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, participate in the assessment of care needs and the evaluation of programmes of care.</li> <li>➤ Provide safe haemodialysis treatment for patients as per their prescription</li> <li>➤ To promote patient focused care</li> <li>➤ While working as a team member demonstrate competence and share specialist knowledge and skills to all team members to develop clinical and professional nursing practice.</li> <li>➤ Maintain safe practice in a safe environment, ensuring procedures to minimise the risks associated with the use of hazardous chemicals and exposure to blood inherent in the dialysis process are adhered to.</li> <li>➤ To demonstrate a high degree of co-ordination and dexterity when cannulating access for dialysis. To be able to teach and assess other staff members.</li> <li>➤ To actively reduce the risk of injury to staff by promoting a safe environment and consideration of personal safeties when cannulating i.e. prevent needlestick injury and prevent back injury.</li> <li>➤ To demonstrate competence with the use of dialysis machines required to dialyse patients. To be able to prepare, use and clean said equipment and to programme and deliver individual patient treatments. To be able to teach these skills to other staff members and patients.</li> <li>➤ Have active involvement in making decisions in a nurse-led satellite unit, utilising all available information, including clinical environmental and corporate.</li> <li>➤ To undertake and support others to carry out housekeeping duties to maintain a safe and clean environment.</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> <li>➤ Adhere to company procedures, guidelines and policies and participate in the promotion of the unit and the company</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</li> </ul>

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health professionals, to support patients and carers through the various phases of chronic illness, including the terminal stage.

- Good communication and liaison within the multi-disciplinary team and with the parent dialysis units to enable co-ordinated care.

#### **MANAGEMENT**

- Manage the clinical area in the absence of the Sister/Charge Nurse, appropriately delegate workload to the multidisciplinary team, and ensure efficient and effective patient care.
- Participate in aspects of auditing, health and safety and risk management

#### **EDUCATIONAL/PERSONAL DEVELOPMENT**

- 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.
- Participate in ward or department based projects, including audit and quality initiatives pertinent to the role, demonstrating a commitment to evidence based practice.
- Encourage a positive learning environment, participate in teaching and act as a clinical resource/role model.
- Participate in the delivery of education to patients to enable them to make informed choices reference their treatment and care.

#### **OTHER**

- 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 – SENIOR 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 1 year working within renal with evidence of Continual Professional Development.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Post Graduate course in Renal Nursing</li> <li>➤ Experience of working in the private sector</li> <li>➤ Able to work autonomously</li> </ul>

<b>SKILLS AND KNOWLEDGE</b>	
Essential	Desirable
<ul style="list-style-type: none"> <li>➤ Excellent communication skills (verbal and non verbal)</li> <li>➤ Articulate and knowledgeable in current health care issues.</li> <li>➤ Ability to make clinical decisions and judgments.</li> <li>➤ Good cannulation skills, including teaching and supporting skills to team members.</li> <li>➤ Computer literacy</li> </ul>	<ul style="list-style-type: none"> <li>➤ Commercial awareness</li> </ul>

<b>PERSONAL QUALITIES</b>
<ul style="list-style-type: none"> <li>➤ Good interpersonal skills</li> <li>➤ Effective communicator</li> <li>➤ Ability to work as part of a team</li> <li>➤ Good organisational skills</li> <li>➤ Flexible attitude and approach</li> </ul>