

Spire Healthcare – Clinical Job Descriptions

1 Job Title / Code Qualified Nurse (00102)

2 Reports To Nurse Manager

3 Department Spire Hospital

4 Job Purpose

To provide exemplary planned care for patients and assist in the management and organisation of care provision in a variety of hospital settings.

5 Overall Responsibilities

1. Assess patients' health and well being across a complex and changing caseload.
2. Assist in the delivery of care to meet individuals' health and wellbeing needs
3. Provide and receive complex, sensitive or contentious information.
4. Develop own knowledge and skills and that of others.
5. Promotes best practice in health and safety and security.
6. Assist in maintaining and developing services.
7. Contribute to quality improvement.
8. Promote people's equality, diversity and rights.

6 Specific Responsibilities

1. Assess patients' health and well being across a complex and changing caseload.

- Discuss, agree and explain responsibilities for assessment of patients including their needs and risks if any.
- Explain role, responsibilities, accountability and scope of practice for the assessment of a group of patients.
- Promote patients' rights and wishes during the assessment, gain consent.
- Identify peoples health needs through observation discussion and the use of technical assessment methods.
- Obtain information on patients' needs within the overall context of their personal and care requirements.
- Collect collate and organise data interpret all of the information and make a justifiable assessment, make this available to relevant others.
- Identify the implication of assessment against the programme of care.
- Transfer and apply skills and knowledge to new needs and issues.
- Identify and report any significant changes that might affect the individual's health and well being to the appropriate person, if outside your scope of practice.

2. Plan, delivery and evaluate care to meet patients' health and wellbeing needs

- Identify patient goals that are appropriate to their needs, wishes and circumstances.

- Develop plans of care that are appropriate to the patient that take into consideration the care pathway, risks and their wellbeing.
- Prepare appropriately for the different care interventions.
- Undertake evidence based practice in a safe manner within own scope of practice.
- Supports patients throughout encouraging them to promote their own health and well being, while evaluating the effectiveness of the interventions. Improve the effectiveness of the care pathway to meet patients' needs.
- Respect patients' privacy, dignity, wishes and beliefs and minimise any necessary discomfort

3. Provide and receive complex, sensitive or contentious information.

- Identify potential communication differences, relevant contextual factors and the risk of communicating or not communicating information at that time.
- Communicate information in a manner that is consistent with the level of culture, background, and understanding using patients preferred method.
- Recognise and manage differences of opinion and the longer term importance of communication enabling a constructive outcome to be achieved.
- Proactively use a range of skills and styles of communication with others to improve long terms goals.
- Promote and model good practice consistent with legislation and Spire Healthcare policies.

4. Develop own knowledge and skills and contribute to the development of others.

- Complete the requirements of the Organisation's induction programme.
- Assess and identify current knowledge and skills to the demand of the job, reflect on current knowledge and skills and seek feedback from others.
- Prepare for and actively take part in Spire Healthcare's enabling excellence programme and set personal development objective.
- Take an active part in a variety of learning activities, making effective use of learning opportunities within and outside Spire Healthcare.
- Maintain personal development portfolio.
- Assist others to identify current level of knowledge and skills and their learning needs and practices.
- Support others to apply their knowledge and skills in practice.

5. Promotes best practice in health and safety and security

- Undertake work activities and related training as defined in Spire Healthcare health and safety policies and procedures.
- Identify risks involved in work practices, manage those risks and help others to do the same.
- Maintain a safe working environment for self, colleagues, patients and others, monitor work areas and practices ensuring they are free from hazards and conform to health and safety legislation.

- Take the necessary action in relation to risks in the workplace,
- Support others in maintaining health, safety and security.
- Act as a role model in promoting health, safety and security.

6. Maintaining and developing services.

- Apply legislation, policies and procedures correctly to own work.
- Identify with others the risks and priorities for improving the service, making constructive suggestions for improvement
- Evaluate personal actions and review with others the outcomes and implications for the service.
- Agree with others how services need to develop, provide the appropriate support as service changes.
- Continually evaluate service to ensure continuous improvement and competitive advantage

7. Contribute to quality improvement

- Understand job role and scope and identify how this can be developed over time.
- Prioritise own workload, in the most effective manner identifying and managing any risks to quality.
- Maintain continual professional development in quality improvement, make recommendations on how quality in own area of work can be improved.
- Raise quality concerns and related risks with the relevant people and re-evaluate to ensure improvements have been made.
- Lead others in understanding how their practice could change to improve quality and support them in doing so.
- Act as a role model and work within the parameters of Spire Healthcare principles, policies and procedures.

8. Promote people's equality, diversity and rights

- Act as an exemplar for the rights of others, actively promote equality, diversity, rights and responsibilities.
- Treat everyone with respect and without discrimination, advocate on behalf of those whose rights have been compromised.
- Act in ways that are consistent with people's expressed beliefs and preferences, acknowledge the benefits of diversity and value people as individuals.
- Promote up to date information in ways that acknowledge the complexity of decisions that allows people to make decisions, support those that need assistance.
- Reflect on and challenge assumptions and ways of working of self and others, recognise dilemmas and develop appropriate solutions.

7 Person Profile

1. Qualifications and Training

- **Essential**

.Registered Nurse

- **Desirable**

Working towards a post registration qualification in a clinical specialism

2. Experience

- **Essential**

Working in teams

Work with minimum supervision

- **Desirable**

Experience of applying clinical reasoning skills to a range of complex and varied patient case mixes

Experience in a caring role

3. Knowledge and Technical Ability

- **Essential**

Competence across a range of nursing skills supported by professional and clinical knowledge

Posses the mandatory training requirements for role including infection control and health and safety competencies.

Demonstrate principles of accountable practice

English language to IELTS 7.0

- **Desirable**

Possess Equipment and Medical Devices Competences

Continuing professional development.

Trained on MS Office and other relevant packages

Root cause analysis

4. Skills and Behaviours

- **Essential**

Passion for Customers

Planning and Organisation
Problem Solving and Continuous Improvement
Communication and Influencing
Working Collaboratively
Concern for Standards
Business Focus

- **Desirable**

5. **Other**

- **Essential**

Nursing and Midwifery Council registration and regulation
Willing to participate in flexible working pattern
Empathy for vulnerable and sick patients
Empathy for principles and importance of EO and dignity at work
Flexible work processes

- **Desirable**

8 **Judgment Skills**

Involves a range of job related facts or situations which require analysis or comparison of a range of options.

Assess patients' condition throughout their hospital stay in preparation for discharge, to the level of competence.

9 **Freedom to Act**

Use initiative while working within established procedures, and practice to acceptable standards and results.

Organise own day to day work tasks or activities at own discretion, under the delegation of clinical manager.

Act as an accountable practitioner guided by the precedent and clearly defined occupational policies and procedures, including the Nursing and Midwifery Council Code of Conduct. .

Communicate with work colleagues in a helpful and informative manner.

10 **Dimensions**

Demonstrates own activities or workplace routines to new or less experienced employees in own work area.

11 Environment

The post holder will function within a predictable work pattern which requires moderate physical skills which are normally obtained through practice over a period of time. There will be short/moderate bursts of activity during the provision of personal care to patients.

I have read, understood and accept this job description

Name : _____ **Signature :** _____
Position : _____ **Date :** _____