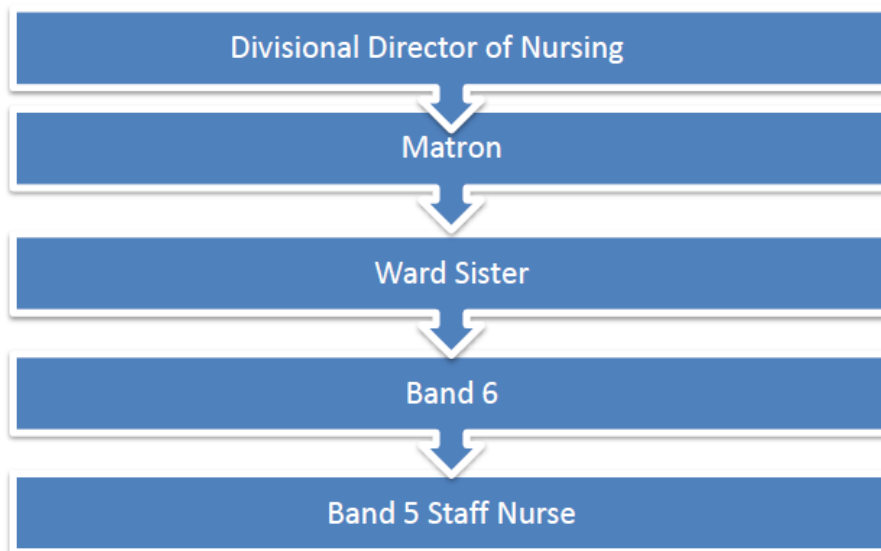


## Job Specification

### Staff Nurse (Band 5) – Worcestershire Acute NHS Trust

#### Role Summary

- Using your clinical experience and skills you will work with your team as a named nurse to maintain accountability for assessing, planning, implementing and evaluating programmes of care within the framework of team nursing.
- Acting with compassion you will put patients at the centre of all you do.
- You will communicate effectively with patients and their carers regarding their care and educate patients where there is a need.
- You will communicate effectively with the Multi-Disciplinary Team to ensure high quality patient care.
- You will show commitment to sustaining and developing your clinical competence and professional awareness.
- You will provide supervision, support and education to unqualified staff and students.
- This role will require you to work variable hours in order to fulfil the needs of the ward.
- You will show courage by embracing new ways of working and doing the right thing by the people you care for, including speaking up when you have concerns.



#### Benefits of working in this role with Worcestershire Acute NHS Trust

This key role is central to our core purpose of delivering safe high quality companionate care. In addition to all the benefits you would expect from working for an NHS Employer, we will also provide you with an extensive induction and a preceptorship programme to support you in achieving your on-going development. As you progress in your career, there are opportunities to develop into a Band 6 Nurse and undertake specialists training.

In return for your hard work commitment NHS Professionals (NHSP) can offer you some fantastic benefits:

- **Competitive Pay Rates** - work this week, get paid next week!
- **First choice of shifts at your Trust** – Access to shifts before they are available to agency

- **Flexible working to suit your lifestyle** – Take control of when you want to work
- **Build holiday allowance for every shift you work**
- **Book and manage your shifts on the go** – Access shifts anywhere, anytime online or through your smartphone
- **Support when you need it – 24/7 365 days** – Call us anytime on 03332 407 552
- **Stakeholder pension scheme**

## **Qualifications/ Experience**

### Essential

- Registered Nurse on sub part 1 or 2 of the professional register
- Evidence of continuing education for more experienced Band 5 nurses in speciality
- NMC recognised Mentorship qualification or willingness to work towards within 18 months of commencement of post

### Desirable

- Teaching and Assessing Qualification

## **Skills and Abilities**

### Essential

- Excellent time management, prioritisation and organisational skills
- Able to record and deal with facts, figures and information accurately
- Able to follow Trust and departmental policies and procedures
- Effective communicator both written and verbal
- Able to problem solve and be flexible to change in demands of service
- Ability to mentor and provide effective support to unregistered and students.
- Ability to Use technology as required to the role
- Ability to identify and manage risk
- Determination and tenacity in challenging situations
- Ability to identify personal development needs

### Desirable

- Significant proven knowledge and experience in speciality

## **Behaviours**

- **Communicating** – Listening to patients and carers and treating them with dignity and compassion, involving Multi-Disciplinary team to ensure high quality patient care
- **Caring** - Acting with compassion you will put patients at the centre of all you do
- **Performing** – Able to use and act on feedback from others on my performance and behaviour to increase my own self awareness
- **Lead** –Professional in matters of confidentiality, security, integrity honesty, performance, attendance and appearance

- Collaborating – Know the importance of my own behaviour and body language when communicating and working with others.
- Innovating – Suggest and be open to alternative ways of working to make continuous improvement
- Empowering– Taking personal responsibility for actions and challenging if something is not right
- Empathising – Considering situations from other peoples perspectives and showing kindness

## Knowledge and Understanding

- NMC Code, its application to practice and requirements of it for own practice and behaviour
- The 6 C's Compassion in Practice
- The NHS Constitution and our 4Ward Values:
  - Do what we say we will do
  - No delays, every day
  - We listen, we learn, we lead
  - Work together, Celebrate together
- Understanding of the principles of clinical effectiveness and best practice including clinical audit and research
- Knowledge of patient safety initiative, strategies and risk management