

LEOPARDSTOWN PARK HOSPITAL

TITLE:	STAFF NURSE
GRADE:	REGISTERED GENERAL NURSE
REPORTS TO:	CLINICAL NURSE MANAGER

ACCOUNTABLE TO: The staff nurse will be accountable to the Clinical Nurse Manager (CNM) in the area in which he/she is working at any specific time and in the absence of the CNM to the delegated nurse in charge. The staff nurse will be expected to take responsibility for a caseload of patients/residents. The staff nurse will assess, plan, implement and evaluate care within the relevant model of nursing. In addition the staff nurse is expected to practice within Nursing and Midwifery Board of Ireland (NMBI) Code of Professional Conduct guidelines and within hospital policy.

ROLE SUMMARY

- To provide and maintain a high standard of nursing care, with strict observance of hospital policies and procedures.
- To develop clinical expertise, leadership and teaching skills through evidence based nursing practice.
- To share responsibility with the nursing team for the management of nursing care and the patients'/residents environment under the direction of the CNM2 and /or CNM1, or delegated nurse in-charge.
- To maintain a high standard of professional and ethical responsibility.

CLINICAL ROLE

To provide and maintain effective, individualised nursing care by:

- Assessing (with the patient where possible) physical, psychological and social problems and the need for nursing intervention according to Dublin Mid Leinster and HIQA guidelines.
- Preparing and updating the nursing care plan within a nursing framework to include treatment prescribed by medical and interdisciplinary staff.
- Liaising with the medical staff in their treatment of patients/residents through the co-ordination of care and treatments provided by other disciplines and integrating these into the care plans.
- Acting as a team leader in delivering skilled nursing care and treatments for a caseload of patients/residents.
- Planning the involvement of patients'/residents' relatives in preparation for discharge.

The staff nurse will carry out the following duties and responsibilities:

Assessment

- Utilise assessment skills and technique to determine patient needs on admission
- Complete and document the nursing admission in a thorough and accurate manner.
- Reassess the patient's condition on an ongoing basis.
- Assess the need for patient /family instruction.

Planning

- Develop and document a plan of care based on the patient's individual needs as outlined by DML and HIQA guidelines.
- Update the written plan of care based on the patient's needs.
- Develop patient teaching and discharge plans as necessary.
- Collaborate with other healthcare professionals in planning care.

Implementation

- Provide safe, comprehensive nursing care to a caseload of patients/residents within the guidelines laid out by An Bord Altranais and the Scope of practice for nurses.
- Be responsible for the safe administration and recording of medications utilising the 7 rights of medication administration.
- Know and practice according to established legal requirements, policies and procedures.
- Establish care priorities based on patients'/residents'' nursing/medical problems.
- Perform procedures accurately, promptly and safely to completion.
- Maintain a safe environment for patients/residents.
- Respect the dignity and confidentiality of patients/residents, serving as an advocate when necessary.
- Function effectively and efficiently in an emergency situation.
- Adapt to changing workload.
- Deal with ward incidents and accidents in accordance with hospital policy.
- Accurately report and record details.
- Assist with the requisitioning of supplies. Use equipment efficiently and properly to promote good care and prevent waste.

Evaluation

- Evaluate the effectiveness of nursing interventions and record according to regulatory and legislative guidelines.
- Contribute to nursing quality assurance by assisting in the identification of recurrent nursing problems and co-operating in data collection.
- Participate in staff meetings, team meetings and procedure committees as required.

Communication

- Document according to policy and procedure
- Report verbally and in writing pertinent care information to appropriate nursing/medical/interdisciplinary personnel.
- Communicate with 1) patients/residents and their relatives, 2) colleagues and 3) other members of the healthcare team in an appropriate manner.
- Approach interpersonal relationships in a manner that avoids antagonism, reduces conflict and prevents undue anxiety.
- Recognise self-limitations and request assistance.

PROFESSIONAL

Professional expectations

- Support the philosophy, objectives and goals of the nursing department and hospital.
- Follow appropriate lines of authority by discussing issues firstly with Clinical Nurse Manager, then the Assistant Director of Nursing and then with the Director of Nursing, if necessary.
- Demonstrate flexibility by assisting in other areas of the hospital as required.

Management

- Demonstrate the ability to organise care for a caseload of patients/residents.
- Use time effectively.
- Show ability to delegate work to other members of the team, which include ancillary staff.
- Display initiative.
- Report on-going problems to the Clinical Nurse Manager.

Education

- Demonstrate an ability to teach and guide more junior staff.
- Assist in the teaching and supervision of registered and student nurses (where applicable) and participate in the evaluation of their progress.
- Assist in the orientation and education of new staff. Be available to provide preceptorship as deemed necessary, assisting them to effectively integrate as members of the ward team.
- Demonstrate an interest in post-graduate education/professional development.
- Participate in in-service education programmes and complete all mandatory in-service education programme, e.g. IV policy, Manual handling and CPR.
- Attend study days /seminars as required to ensure continual updating of skills and knowledge.
- Be aware of all policies in relation to health and safety at ward level.

The job description indicates the main functions and responsibilities of the post and is subject to review and amendment other specific work not covered in this job description may also be assigned from time to time.

This is to confirm that I have received and read a copy of my Job Description.

Print Name: _____

Signed: _____ Date: _____

Line Manager: _____ Date: _____