

Job Description

Job Title	Staff Nurse
Department	Emergency Department
Reports to	Nurse Manager/Clinical Co-ordinator
Date	May 2012

Overall Purpose of Job

To provide exceptional patient care in an environment where quality, respect, caring and compassion are at the centre of all we do. The post holder works as part of the multi-disciplinary team, establishing and maintaining good working relationships aimed at delivering a high standard of care. She/he is required to develop additional clinical skills pertinent to the specialty. The post holder is responsible for managing the care of patients and the needs of their families, ensuring that quality is maintained. She/he is expected to participate in appropriate education and research requirements.

Key Responsibilities and Deliverables

CLINICAL

- Be accountable and responsible for own actions and know the content of the Scope of Professional Practice, Code of Professional Conduct, Beacon Hospital policies, guidelines and competencies relevant to practice.
- Provide nursing care to patients by the use of an individual system of care and working with nursing standards that have been agreed.
- Keep the nurse in charge of the unit aware of any relevant changes which occur.
- Develop an understanding of the specialty and, following an induction programme, eventually be able to assist in all relevant procedures.
- Promote and uphold nursing standards by identifying/recommending changes which will enhance the quality of care.
- Interpret the significance of the patient's clinical observations, record and plan desired changes in care with senior staff.
- To maintain professional confidentiality and ensure that all clinical and legal documents are accurate and legible.

MANAGERIAL

- Monitor all complaints/incidents and inform clinical co-ordinator to enable a full investigation of same.
- Constant evaluation of standards of patient care, particularly nursing care with the department.
- Maintain supervision of junior nursing staff during each span of duty providing direction and support as necessary.
- Undertake management experience with the support of mentor or clinical co-ordinator.
- Adhere to hospital policies and maintain effective links with support services and other departments.
- Assist with the development and maintenance of standards of care and quality assurance programmes.
- Maintain a sound working knowledge of emergency policies including cardiac arrest protocol, fire emergency, control of infection policy, static electricity, explosion hazards.
- Ensure that all staff are aware of the Contingency Plans in the event of a Total Loss of Power, Fire and Evacuation

PROFESSIONAL

- Accept responsibility for own personal/professional development and be aware of current trends and strategies in nursing.
- Manage the total nursing care of patients competently and be responsible for professional actions.
- Display competent knowledge in nursing practice of specialty.
- Promote and uphold nursing standards and identify changes which will enhance the quality of care.
- Help develop a culture conducive to the establishment and maintenance of good staff morale.
- Promote good industrial relations in accordance with personnel policies.

EDUCATION AND RESEARCH

- Promote a learning environment and encourage professional development.
- Follow current developments in nursing which will increase professional knowledge and skills.
- Identify potential areas for nursing research within specialty which will benefit patient care.
- Be aware of own learning needs and ensure that a learning programme is negotiated with mentor.
- Attend appropriate study days/courses that will promote professional development.
- Participate in own performance review with the clinical co-ordinator.
- Be able to teach and act as a mentor (after appropriate training) to other nursing staff.
- Participate in the revision of Policies/Guidelines/Competencies.

Person Specification

Qualifications	<ul style="list-style-type: none">• Be registered or eligible for registration in the Register of Nurses maintained by An Bord Altranais.
Experience	<ul style="list-style-type: none">• 1 year post registration experience.• 6 months emergency experience is desirable.
Job Specific Competencies and Knowledge	<ul style="list-style-type: none">• Able to use own initiative.• Ability to work as part of the multidisciplinary team.• Effective communication skills.• Workload measurement.• Committed to service.• Willing to partake in the extended role of the nurse following appropriate training.
Personal Competencies	<ul style="list-style-type: none">• All posts in the Beacon Hospital require a high level of flexibility to ensure the delivery of an effective and efficient service therefore the post holder will be required to demonstrate flexibility as and when required by their manager or hospital management.

This job description is intended to be an outline of the areas of responsibility and deliverables at the time of its writing. As the Hospital and the post holder develop, this job description may be subject to review in light of the changing needs of the Hospital.

Job Description received by employee

Signature

Date