

SISTER/CHARGE NURSE/SPECIALIST NURSE

Department:	Health and Community Services	
Section:	Health and Community Services	
Reports to:	Supervisory / Ward Manager	
JE Ref:	HCS1233	
Grade:	NM05	JE Date: 28/07/2023

Job purpose

This role operates across a range of clinical areas within the acute and community services. The post holder will develop and deliver a specialist service for a group of patients with a defined set of conditions involving technical interventions and the provision of advice within a multi-disciplinary framework. This will involve developing and maintaining a high clinical profile and presence.

Working collaboratively with colleagues across other department to ensure the continuity in patient care, acting as a role model for colleagues, patients and relatives, the post holder will be a highly experienced practitioner within the multi-disciplinary team, contributing to the development of a clinical service through involvement in standard setting and the development and dissemination of expertise within both the clinical and education settings.

Job specific outcomes

The post holder will demonstrate a thorough knowledge of the guidelines of the NMC Code and apply these to maintain trust and credibility with patients, carers and colleagues.

The post holder will make a significant contribution to a specialty service through developing effective clinical leadership skills, and will keep fully up to date in developments within own professional discipline, sharing clinical knowledge/experience in order to enhance nursing care.

The post holder will support individual patients/carers through all aspects of treatment programmes, providing a ready means of access and advice and may be required to act in the capacity as an independent supplementary prescriber.

The post holder will promote a culture of evidence based practice by contribution to developing and maintaining protocols, documentation, systems, standards, policies and guidelines in line with the Clinical Governance Framework.

The post holder will work collaboratively as a member of the multi-disciplinary team, taking the lead role when appropriate and participate in building team commitment, coherence and spirit.

The post holder will contribute to the overall aims of the service by developing the nursing staff and encouraging self-sufficiency and flexibility of working practices to provide the most cost-effective and efficient working practices.

The post holder will contribute to the Business plan for the specialty service and will be responsible for budget management, ensuring cost effective use of resources.

The post holder will actively participate in the Education, Training and Development Programme and will assist junior staff to identify and meet their learning objectives.

The post holder will disseminate clinical knowledge and expertise in specialty throughout organisation using the principles of teaching and learning in the education of patients, carers and colleagues.

The post holder will participate constructively in the Performance Review and Appraisal process, taking responsibility for lifelong learning.

The post holder will demonstrate research experience and the application of research into practice by creating and maintaining a culture which uses clinical audit and research to improve patient outcomes and promote best practice.

The post holder will disseminate research findings locally and will demonstrate critical analysis skills applied to best practice.

The post holder will make a significant contribution to the planning and implement of ongoing audit of infection control within the clinical area/department/speciality service and ensure that all principles of infection prevention and control are embedded within the ward/departmental area, will demonstrate effective infection prevention and challenge poor practice.

The post holder takes responsibility for the safeguarding and welfare of all children, adults and/or families within their care and contact. He/she shall be aware of and comply with all safeguarding policies and procedures

The post holder will maintain a professional portfolio which demonstrates the continuing acquisition of skills, knowledge, attitudes, understanding and achievement.

NB: The above does not purport to be an exhaustive list of duties but is intended to indicate the range and type of duties required. The duties of the post may alter to reflect changing practices within the service.

Statutory responsibilities

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

Organisational structure

One Government Departments



Organisation chart

Each Area/ Ward to populate and put in their Org Chart

Person Specification

Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
Qualifications	1st Level Registered Nurse	Teaching/Mentorship /Assessment of Learning in Practice or equivalent module / award / qualification Relevant post qualifying speciality award
Knowledge	Professional, clinical knowledge acquired through training to degree level	
Technical / Work-based Skills	Assessing, planning and implementation of provision of care for patients/clients	
General Skills/Attributes	Excellent written and verbal communications skills Keyboard skills	
Experience	2 years post qualifying experience in specialty area	

Personal Attributes

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 6 core accountabilities attributes and behaviour indicators.