

Job Description

Job Title	Staff Nurse
Department	Ward (Day Surgery and one-night stay)
Line Manager	Senior Ward Sister
Location	Fortius Surgical Centre (FSC), 18 Bentinck Street, London, W1U 2EU
Contract type	Permanent full-time covering a flexible shift pattern including nights.

About Fortius

The Fortius Group is the UK's leading private orthopaedic and sports injury group. Founded in London by a group of leading Orthopaedic Surgeons and Radiologists, with a shared vision of building a worldwide centre of excellence in musculoskeletal care. Their vision was to create a clinic that would bring together the country's leading experts in orthopaedics and sports injury treatment, with a shared commitment to advancing the science of medicine and a better patient experience.

That group of experts now includes over 80 leading specialists, with two outpatient and diagnostic clinics, a surgical centre and an innovative inpatient unit for joint replacement surgery, in partnership with Bupa.

The ward can accommodate 12 patients undergoing non-complex elective orthopedic surgery. The post holder will need to deliver a high standard of individualized nursing care in a fast-paced unit to patients and their relatives in a fast-paced unit. The ward has 5 en-suite rooms and 7 patient pod areas.

Overall Purpose

- As a registered nurse you will be responsible for managing a group of patients and delivering a high standard of individualised nursing care to patients from admission through to their discharge.
- Work effectively as a member of the FCSC Ward Team to ensure the provision of the highest standard of service delivery. This involves non clinical and clinical staff.
- Maintain excellent communication links across the FCSC and with patients, relatives and carers.
- Accept delegated responsibility for specific activities from the senior Nurse in Charge. This will include participation in clinical audits.

Principal Accountabilities

1. Deliver skilled practical nursing care and participate in the monitoring of the planning, delivery and evaluation of individualised patient care in relevant areas of practice. Maintaining excellent communication links across the FSC and with patients, relatives and carers

2. Prepare and maintain clinical records of patient care in line with NMC standards for records and record keeping.
3. Administer treatments and care to patients in accordance with hospital policies and Consultant protocols.
4. Meet legal and statutory requirements e.g. Health and Safety, COSHH Regulations, Manual Handling and control of drugs
5. Participate in the implementation and evaluation of standards of care and audits within the department.
6. Provide support and training to other members of staff, incorporating staff orientation process and procedures and equipment and examination and accept delegated responsibility for specific activities from the senior Nurse in Charge.
7. Act as mentor and assessor in the supervision and teaching of junior and unregistered staff.
8. Continue to develop clinical knowledge and professional skills relevant to area of practice and assist in implementing changes.
9. Report to Nursing management team any complaints, accidents, incidents and near misses both verbally and in writing.
10. Monitor and maintain unit equipment and note deficiencies in services. Report any problems as appropriate.
11. Maintain high standards of professional and ethical responsibility and accountability; be aware of the medico-legal aspects of nursing, in line with professional, regulatory and local guidance and adherence to the NMC Code of Professional Conduct.
12. To undertake any other duties commensurate with the role as required by the line manager from time to time.

Equality & Diversity

All Fortius employees must have respect for every individual, treating everyone with dignity, courtesy, fairness and consideration, and welcoming and accepting differences between people. It is the responsibility of every employee to work towards the elimination of all discrimination and prejudice.

Health & Safety

All Fortius employees have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Employees are required to co-operate with management to enable Fortius to meet its own legal duties.

Infection Control

It is the responsibility of all staff to recognise their role in maintaining a safe environment for patients, visitors and staff to minimise the risk of avoidable Healthcare Associated Infection. Employees are responsible for ensuring that they are fully aware of the Fortius Infection Prevention and Control policies.

Quality Governance

All Fortius employees must adhere to Fortius policies and procedures and seek advice on these when in doubt as to their scope and applicability. Employees are specifically reminded that they must respect the confidentiality of all information they have access to during their employment including personal data.

This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review.

Values

All Fortius staff are expected to display and aspire to the Fortius Values.

Making it Happen

Be proactive in reviewing the current service, making recommendations and implementing changes to continuously improve the patient journey.

Stronger Together

Work in partnership with the multi –disciplinary team to challenge and influence clinical and managerial decision making.

Personalised Service

Deliver a patient centred service, provide patients with information regarding their care and treatment.

Person Specification

Qualifications / Knowledge / Experience and Skills	Essential	Desirable
Registered General Nurse	x	
998 Mentorship / Slice / Mentor preparation course		x
A minimum of 12 months post registration experience.	x	
Relevant experience of recent practice in day surgery orthopaedic patients.	x	
Evidence of continuous professional development.	x	
IT literate, experience of using EPR systems and able to use MS office packages such as Word and Excel.	x	
Leadership skills (motivating, using initiative, change management)		x
Basic understanding of patient care issues in day surgery.	x	
Be able to demonstrate knowledge of NMC professional code of conduct and its application.	x	
Be able to communicate effectively with all clinical and non-clinical staff, patients and relatives.	x	
Understanding of fundamentals of nursing care and ability to deliver a high standard of individualised care relating to day surgery.	x	

Up to date clinical skills appropriate to day surgery.	x	
Audit process and an ability to audit tools in an inpatient setting.		x
Ability to work as part of a team and some experience of managing a small team.	x	
Ability to work under own initiative and manage own workload.	x	
Ability to manage work under pressure	x	
Knowledge of, and ability to uphold patient confidentiality	x	
Sensitive to colleagues and able to promote a positive motivating environment.	x	