



Falkland Islands Government – Job Description

Job Title:	Senior Staff Nurse		
Department:	Health & Social Services	Section:	Ward
Reports to:	Service Manager of area of work (i.e. community and or the ward)		
Grade:	Senior Staff Nurse Grade		

Job Purpose

To provide and supervise quality nursing care to patients acting in their interests, promoting health, developing expertise and contributing to the multidisciplinary team approach to enablement to allow patient achieve their optimum within the resources of the Health and Social Services in the Falkland Islands

Job Facts and Figures

All health services are based from the 29 Bedded King Edward VII Memorial Hospital (KEMH) and the Senior Staff Nurse will be expected to care holistically for all patients. This may be acute attendance and or ongoing care, including initial presentation with acute, ongoing, intensive, coronary, high dependency, surgery, medical, acute and ongoing mental health, maternity, children and young people, new-born, infants, care of the older person, end of life care, day care, community care.

Main Accountabilities:

1. Assess and prioritise the workload in the designated place of work, liaising and readjusting alongside all areas of nursing to ensure effective allocation of staff to meet the overall service needs.
2. Ensure that patients' needs are assessed, care is planned and delivered in line with individual plans and continuing re-evaluation and response is monitored and actions taken in accordance with good nursing care in a compassionate manner maintaining the individual's dignity and respect. Patients may be on the ward as inpatients or attending as casualty or out patients, the postholder may have provided emergency response to the scene or to patients in the community receiving care. Patients attend with a full range of needs.
3. Undertake direct patient care demonstrating competence, acting as a role model and ensuring any alteration in health is noted, care plans altered and deterioration recognised and acted upon in an appropriate and timely manner, including (but not exhaustively) taking part in/or being the lead in the cardiac arrest situation, giving care to patients in intensive care, providing care to people with mental health disorders, caring for patients of any age, sex, sexuality, religion, disability, race, background or place of origin.
4. Promote the multidisciplinary team rehabilitative and re-enablement approach, including being involved in planning discharge and onward care management with an integrated manner and ensuring that patient's needs are safeguarded working closely with colleagues from all areas of health and social services, and other agencies as appropriate.
5. Supervise and educate others including patients, their families and support staff, as well as the community to promote health and ensure that the optimum is achieved by the patient.



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Main Accountabilities Continued:

6. Participate in the development of self as well as nursing including standards, educational and research strategies to maintain and improve the quality and range of nursing care, providing staff with effective leadership within the nursing team and promote an atmosphere conducive of learning and safety.

7. Contribute and lead aspects of the overall development of nursing working within locally agreed policies, procedures, guidelines, pathways and standards.

The job description is not an exclusive or exhaustive definition of your duties. You will undertake such additional or other duties as may reasonably be required by FIG commensurate with your role and grade.

Additional Information:

Criminal Record Checks - This post is regarded as a sensitive post

All applicants for Government posts will be asked to disclose convictions upon application. Criminal records will only be considered for recruitment purposes when the conviction record is relevant. Having an 'unspent' conviction will not necessarily bar a candidate from employment. This will depend on the circumstances and background to the offence(s). Please see the enclosed Frequently Asked Questions (FAQ) sheet.

Any information given will be completely treated as confidential and will be considered only in relation to the post to which the application refers.

Failure by a candidate to reveal information that is directly relevant to the post applied for could lead to the withdrawal of an offer of employment.

Other relevant information:

The successful candidates will be expected to participate in an 'on-call' rota/working pattern.

The post will involve working unsocial hours on a regular basis.

The successful candidate will be expected to work additional hours to cover for leave sickness etc.

All health care is provided from the one facility (KEMH). This includes primary, secondary, emergency, continuing and community care. It is expected that there will be an additional facility for those needing 24 hour ongoing care in the next few years. There is one ward, there is one community care team. The one ward receives all admissions as exemplified (not exhaustively described) whatever their age (from new-born to the older person including end of life care) or their condition (from delivery to planned admission for surgery or medicine to emergency trauma or collapse where the nursing staff have attended to collect, acute or long term psychiatric illness) or where the patient comes from (Island residents, tourists either land based or from visiting cruise ships, fisherman working on the deep sea fishing fleets, to the military and their dependents and contractors) or how they originate (planned admissions, casualty attendances, ambulance call outs, Primary care attendances or telephone advice). The senior staff nurse will be expected to work in other areas of nursing including casualty, primary care or community care dependent on work load and skill sets.



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Person Specification:	Senior Staff Nurse		
Criteria	Essential	Desirable	Assessment Method
Education and Training:			
Good secondary education	✓		A
Degree or equivalent allowing registration as a nurse	✓		A
Currently on the NMC register or equivalent (qualified and registered with a state wide registration board using English as a first language and with IELTS level 7.5 or above)	✓		A
Evidence of continuing professional development enabling revalidation with relevant registration body and suitable for working in the Islands	✓		A
Second relevant qualification or skill set		✓	I
Evidence of patient centred approach to care, including promoting health, valuing family and community		✓	I
Knowledge, Skills and Experience:			
Minimum of five years post registration experience	✓		A
Recent relevant UK health service experience or similar	✓		A/I/R
Excellent interpersonal and communication skills including clear, concise and confident speech in order to interact effectively with patients, their families, other staff and outside agencies etc. and be able to work effectively in a team with the intention of the team working well together as well as lead as the occasion arises	✓		I/R
Good organisational skills, with the ability to work in the team giving good bedside care as well as effectively lead the team on shift as needed assessing workloads in order to prioritise patient care	✓		I/R
Ability to identify and then respond effectively to the changing needs of patients and prioritise workload accordingly	✓		I/R
Enthusiastic approach to work, with the ability to act decisively and inspire respect from colleagues	✓		I/R
Ensure locally agreed practice, policy, procedures and standards are adhered to effectively by all nursing staff	✓		I/R



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Person Specification:	Senior Staff Nurse		
Criteria	Essential	Desirable	Assessment Method
Knowledge, Skills and Experience Cont.:			
Willing to embrace working outside of the standard working environment in order to meet the health needs within a remote and rural community	✓		I/R
Ability to use relevant software packages, including Microsoft Office programmes and/or relevant electronic patient records		✓	A/I
Experience in another area of nursing, such as casualty, theatre, community or primary care		✓	A/I
Previous experience of team leadership		✓	A/I
Ability to speak a second relevant language (i.e. Spanish)		✓	A
Personal Attributes:			
Inspires confidence, friendly and approachable, yet professional and keeps the individual at the heart of care, treating everyone equally with respect and dignity	✓		I/R
Sensitive and empathetic to the spoken and unspoken needs of patients, families and colleagues	✓		I/R
Calm, even tempered and friendly approach combined with a professional attitude	✓		I/R
Clear and articulate using English as a first language	✓		A/I/R
Flexible approach to working hours and location, due to on-call and unsocial hour requirements as well as working in different areas	✓		I/R
Capacity to work with arms length supervision and on own initiative using information that is incomplete or difficult to obtain in order to make judgements to influence the health of the patient	✓		I/R
Ability to recognise the strengths and weaknesses of team, and assist each team member to achieve their optimum potential	✓		I/R
Strong team player, with the ability to contribute effectively to the team as a whole to ensure that it is successful	✓		I/R

Method of assessment:

A - Application Form

I - Selection Interview

R - Reference