



Falkland Islands Government – Job Description

Job Title:	Senior Staff Nurse		
Department:	Health & Social Services	Section:	Ward
Reports to:	Ward Manager		
Grade:	Falkland Islands Government Grade - D1	Job Code:	206N01-14

Job Purpose

To provide nursing and to supervise the provision of nursing care and develop further expertise in at least one aspect of nursing practice.

Main Accountabilities

- Assess the shift workload and allocate staff accordingly.
- Ensure that patient care is assessed and delivered in line with individual care plans.
- Liaise on a day-to-day basis with other nursing areas on overall staffing needs.
- Undertake direct patient care, based on Nursing and Midwifery Council competencies and in doing so demonstrate the necessary expertise and act as a role model for nursing staff.
- Participate in the development of the nursing care provision in the hospital, including standards, educational and research strategies to maintain and improve the quality and range of nursing care.
- Provide staff with effective leadership and promote an atmosphere conducive to learning and safety and prevent unsafe/unacceptable nursing practices by identifying and then taking/proposing appropriate remedial/proactive action.
- Participate in staff appraisal by helping staff identify strengths and weaknesses and acting as preceptor/mentor.
- Contribute to the overall development of nursing services.
- Undertake work in different areas of the hospital and cover staff absences, as required.

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



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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).

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.



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Person Specification:	Senior Staff Nurse		
Criteria	Essential	Desirable	Assessment Method
Education and Training:			
Good secondary education	✓		A
UK Nursing and Midwifery Council registration or equivalent	✓		A
Other relevant qualification		✓	A
Knowledge, Skills and Experience:			
Minimum of three 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 team members and patients etc.	✓		I/R
Good organisational skills, with the ability to effectively lead the team on shift, assessing workloads in order to prioritise staffing	✓		I/R
Ability to 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
Ability to use relevant software packages, including Microsoft Office programmes and/or EMIS		✓	A/I
Experience in another area of nursing, such as Casualty		✓	A/I
Previous experience of team leadership		✓	A/I
Ability to speak a second relevant language (i.e. Spanish)		✓	A



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Person Specification:	Senior Staff Nurse		
Criteria	Essential	Desirable	Assessment Method
Personal Attributes:			
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 firm, professional attitude	✓		I/R
Flexible approach to working hours and location, due to on-call and unsocial requirements	✓		I/R
Capacity to work under minimal supervision and on own initiative	✓		I/R
Ability to recognise the strengths and weaknesses of others in the team, and assist each team member achieve their optimum potential	✓		I/R
Strong team player, with the ability to contribute effectively to the team as a whole	✓		I/R

Method of Assessment:

- A - Application Form
- I - Selection Interview
- R - Reference