

Job Description

Job Title:	Senior Nurse for Safety and Quality
Band:	8a
Division:	Medicine, Urgent & Emergency Care
Job Evaluation Reference No:	1240/JE/23
Responsible to:	Associate Director of Nursing
Responsible for:	Medicine and Medical Specialties

Overview

The fundamental role of the Senior Nurse for Safety and Quality is to improve the patient experience. As a senior clinical leader, the Senior Nurse for Safety and Quality will role model professional standards acting as a champion for quality and safety within the Care Group. The post holder will be instrumental in and accountable for ensuring the highest standard of clinical care is provided in the wards and departments for which they are responsible and ensure the principles of clinical governance are implemented at a local level.

CARE

In Manx Care we pride ourselves on our Commitment & passion, Accountability & reflection, Respect & inclusion, and Excellence & innovation. CARE represents what we are about, what we stand for and what we value. All our recruitment, performance management and development are based on our CARE ethos.

Job Purpose

The underpinning principle is to have a professional leader who is accountable for co-coordinating safe, high-quality care to improve patients' experience.

In addition to the above, the holder of this post will act as deputy to the Associate Director of Nursing (ADoN).

The post will directly manage operations for the following areas: Medical inpatient wards (Noble's & RDCH)

In addition the post holder will have oversight of patients moving into surgical wards within Medical Directorate.

The post-holder will deliver on the Modern Matron 10 Key Responsibilities:

- ♥ Leading by example
- ♥ Making sure patients receive quality care

- ♥ Ensuring staffing is appropriate to patient needs
- ♥ Empowering nurses to take on a wider range of clinical tasks
- ♥ Improving hospital cleanliness
- ♥ Ensuring patients' nutritional needs are met
- ♥ Improving wards for patients
- ♥ Making sure patients are treated with respect
- ♥ Preventing hospital-acquired infection
- ♥ Resolving problems for patients and their relatives by building closer relationships

Duties and Responsibilities

- ♥ **Leadership:** Provide professional leadership to nursing/midwifery staff and other direct care staff within wards/departments; be visible in the ward areas and act as a resource for both staff and patients/carers; be responsible for developing staff within wards/departments; ensure the development of nursing/midwifery practice is in line with the modernisation agenda; support clinical supervision for nursing staff; liaise with other members of the MDT to ensure seamless patient care through the development of protocols and pathway working; be responsible for implementation of the governance agenda at ward/Care Group level; and, provide professional advice on nursing/midwifery issues and factors affecting care delivery.
- ♥ **Quality Care:** Be responsible for maintaining high standards safe, quality patient care; act to improve discharge planning; act as a resource for Senior Sisters, patients and their families, regarding matters around their care; undertake regular clinical practice on the wards to demonstrate specialist knowledge and nursing skills; ensure that appropriately trained staff are available to deliver safe, high quality patient care; develop and monitor clinical performance standards in conjunction with Senior Sisters; monitor and manage risk, undertaking assessments in local areas of responsibility in accordance with the Manx Care Risk Strategy; contribute to the development of new nursing/midwifery knowledge; and, support the implementation of evidence-based practice.
- ♥ **Workforce Planning:** Support the Senior Sisters to ensure that the agreed nursing establishment is used effectively to provide optimal care for patients; work with Senior Sisters and OHR to recruit to vacancies as quickly as possible, with the correct quality of nursing staff; ensure that temporary staff are only used when absolutely necessary and that their use does not affect the expected quality of care; monitor the effective use of the ward budgets and other resources and discuss and manage this with other members of the Care Group Triumvirate; know that appropriately trained staff are available to deliver safe, high quality patient care and take appropriate immediate action as required to rectify if this is not the case; be responsible for ensuring that professional staff receive appropriate performance management; and, ensure that all roles are regularly reviewed to reflect the needs of the patients in that area.
- ♥ **Empowering registered nurses:** Ensure that the Senior Sisters have the skills necessary to identify skill needs within their area; work with individual Senior Sisters to give guidance and support to identify staff who are able to take on a wider range of clinical skills, and then ensure that adequate resources are available to enable this; and, be responsible for implementing any Manx Care Nursing & Midwifery Strategy within wards/departments

- ♥ **Improving hospital cleanliness:** Responsible for ensuring that the patient environment will be well maintained, clean and safe; establish a cleanliness culture across their wards, so that all staff recognise it as a key priority; ensure that the house keeping team are recognised for the important role they perform and that they feel part of the ward / unit team; work with ward staff and housekeeping team to ensure that the schedule of cleaning is understood, visible for all to see, and meets the needs of the area; spend time talking to patients concerning their satisfaction with the level of cleaning and act appropriately on their comments; ensure that all staff working in the clinical setting receive education in infection prevention and control and that this learning is translated into good practice; work with the ward team and visitors to that ward to ensure that all cleanliness standards are met and act appropriately to rectify if breached.

- ♥ **Meeting patients' nutritional needs:** Work with the housekeeping team and dietetics to ensure that patients' nutritional needs are met, involving all clinical staff/Senior Sisters; work with the Senior Sisters to ensure that, when food is delivered to the patients on the ward, it is well presented, hot, within their reach, of the correct texture etc.; develop practices with the Senior Sisters that encourages relatives or friends to be with patients at meal times; take appropriate action with any other department as required to ensure that these standards are met to minimise risk to the patient; support the ongoing maintenance of protected mealtimes on the wards.

- ♥ **Improving wards for patient:** Set sensible standards of care with the ward or unit staff concerning the ways in which the practice areas plan to meet patient need (e.g. COAST); work with Care Group Triumvirate leads to secure any resources necessary to meet these needs and minimise risk; talk regularly with patients, their relatives and staff to ensure that appropriate innovation occurs; deliver, in conjunction with ward/unit staff, all aspects of COAST, ensuring that this has high profile within the clinical setting; monitor ward activities i.e. patient dependency, bed utilisation using the Safer Care Nursing Tool; and, contribute to the business planning process.

- ♥ **Dignity and Respect:** Work with the Senior Sisters to set standards of care that promote dignity and respect, using the COAST framework to measure success; and, lead the process to rectify or take appropriate performance management actions if any registered nurse or health care assistant does not maintain dignity and respect.

- ♥ **Prevention of Hospital Acquired Infection:** Ensure that good hand washing standards and compliance with Infection Prevention and Control protocols within all practice areas; ensure that all staff adhere to the Manx Care uniform policy and take any action as appropriate and required; ensure that there is a culture of respect in the clinical area towards everyone, whether patients or staff; ensure that all clinical staff are appropriately trained concerning infection control issues; ensure that there are adequate facilities for hand washing / cleaning; support ward staff in raising any concerns such as concerns over infection prevalence, and ensure appropriate action is taken; raise concerns / identify risks if the mitigation of infection e.g. MRSA is not adequate and seek Associate Director of Nursing and Director of Nursing support if not satisfied with outcome. This may include asking for a ward to be closed.

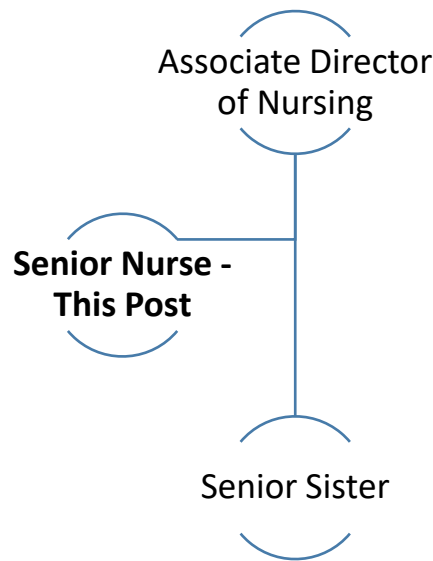
- ♥ **Resolving patient problems:** Be visible in the clinical areas and have a rapport with patients and relatives; promote standards and behaviour/approaches in the practice area so that all concerns raised are dealt with appropriately, in a timely manner and meet the patient's needs; engender an ethos which tries to solve complaints or concerns locally without

needing to escalate further; ensure that any complaints are responded to according to Manx Care protocols. The response must be honest, meaningful and that any weaknesses are identified and will be dealt with correctly; and, ensure that staff learn from and change following complaints being raised.

- ♥ **Other:** Act as Deputy to Associate Director of Nursing; take part in the Duty Manager on call rota; undertake other duties in accordance with the evolving needs of Manx Care that are consistent with the content and grade of this post.

Organisational Structure

A copy of the organisational structure and its relevance to this role is shown below.



Communication and Relationship Skills

The communication and relationship skill requirements of this role are:

- ♥ Communicates in a manner that is consistent with relevant legislation, policies and procedures.
- ♥ Recognises and reflects on barriers to effective communication and modifies communication in response.
- ♥ Provide and receive sensitive and confidential information by telephone, written, electronically and verbally from all healthcare professionals regarding patient care.
- ♥ Expected to utilise effective verbal and non-verbal communication and interpersonal skills with patients / carers / relatives / visitors and healthcare professionals with internal departments and external agencies within complex situations.
- ♥ Expected to utilise effective verbal and non-verbal communication and interpersonal skills with patients / carers / relatives / visitors who may be distressed and potentially angry / confrontational.
- ♥ Maintain effective two way communication with patients / relatives / carers and other members of the multidisciplinary team to ensure that appropriate information is shared and patient needs are met.

- ♥ Communicates with all stakeholders using a full array of appropriate communication methods which includes verbal, written, report writing, formal presentations.
- ♥ Ability to present and share information at multi-disciplinary and executive board level.
- ♥ Contributes to training events and make presentations as required.

Identifies and acts to break down barriers to communication by:

- ♥ Consistently evaluating own approach to communication using reflection and enabling all who one interfaces with to provide feedback. e.g. through 360 degree feedback
- ♥ Improving communication through evaluation of the culture, the environment as well as the giving of feedback
- ♥ Promotes culture of psychological safety to develop where communication is honest, open and direct and the giving and receiving of feedback is encouraged by all.
- ♥ Keeps records of events in relation to operational decisions made during each working day.
- ♥ Keeps contemporaneous records in relation to patient-related activity maintaining confidentiality and working within relevant legislation, guidelines, policies and procedures.
- ♥ Keeps records relevant to health and safety in relation to patient care, staff safety and personal documentation within recognised policies.
- ♥ Develops systems to ensure good communication and team effectiveness throughout the Care Group.
- ♥ Contributes to the development of collegiate working relationships and partnerships to provide a seamless service for acute and post-acute care provision.
- ♥ Active communication with patients and families through the sharing of complex and sensitive information, using a language understood by all stakeholders.

Professional:

- ♥ Works within the NMC Code of Conduct, ensuring own registration is maintained.
- ♥ To be a designated representative for the Associate Director of Nursing of the Care Group as required.
- ♥ Promotes and works within all relevant guidelines / codes for clinical practice recommended by the NMC e.g. conduct and scope of practice
- ♥ Provides professional nursing advice and Clinical Supervision for staff as and when required.
- ♥ Is involved in nursing capability / disciplinary and grievance investigations and procedures as requested.
- ♥ Actively seek opportunities to develop own skills and experience relating to safety, quality and patient experience
- ♥ In partnership with the Associate Director of Nursing, operationalise nursing structures to meet professional, local and national directives
- ♥ Remains clinically competent and credible, acting as an expert clinical resource for nursing, medical and AHP staff
- ♥ Actively participates in team building and peer group support
- ♥ Works across professional boundaries, acting as a professional role model to all staff

Knowledge, training and experience required to do the job

The essential knowledge, training and experience requirements of this role are:

- ♥ Registered Nurse with current NMC registration
- ♥ First level degree or equivalent knowledge gained through experience
- ♥ Significant experience as a Band 7 Registered Nurse
- ♥ Clinical competent and credible within sphere of nursing
- ♥ Evidence of continuous professional development
- ♥ Relevant master's degree or willingness to work towards
- ♥ Experience in management of change
- ♥ Experience in development and supporting teams
- ♥ Experience in planning, writing and implementing complex policies in a multi-professional environment

The desirable knowledge, training and experience requirements of this role are:

- ♥ Management qualification
- ♥ Relevant leadership programme / course
- ♥ Experience in management of change
- ♥ Experience in complaints management
- ♥ Experience in workforce planning
- ♥ Experience in research and development

Analytical and Judgement Skills

The analytical and judgement skill requirements of this role are:

- ♥ Deals with complex facts or situations requiring analysis, interpretation and comparison of a range of options to enable choice of best solutions on a daily basis, making clinical and professional autonomous decisions.
- ♥ Utilises own and other skills for analysis of service, patient, organisational and staffing issues and makes decisions on that analysis
- ♥ Is clinically and professionally expected to make autonomous decisions on a daily basis, including provision of advice to junior staff in clinical decision making, multi-disciplinary team (including medical staff)
 - ♥ In conjunction and liaison with other staff has the discretion to make decisions regarding patient care within clinical/professional guidelines and as part of multi-disciplinary team

Planning & Organisational Skills

The planning and organisation skill requirements of this role are:

- ♥ Overarching responsibility for the Care Group adherence to Manx Care Operational Clinical Quality standards for the hospital by developing and maintaining evidence-based policies / guidelines / standards that are regularly audited and initiate appropriate changes in practice

- ♥ Actively lead serious investigation reporting RCA in accordance with Manx Care policy in partnership with ADoN. Attendance at SI meetings including presentation of reports as required.
- ♥ In conjunction with the ADoN, Care Group Manager and Clinical Director, ensure robust financial controls are in place, resources are effectively utilised and relevant financial targets are achieved.
- ♥ In conjunction with Senior Sisters / Clinical Nurse Specialists / ADoN, has responsibility for ensuring that Care Group nursing staff attend mandatory training.
- ♥ In conjunction with the Practice Development team, Senior Sisters and ADoN, develops and monitors systems to ensure adherence of competency-based training programmes that ensure all equipment is safely used and maintained.
- ♥ Monitors systems to minimise all risks associated with the delivery of patient care with particular reference to Clinical Risk Management and any relevant Health and Safety legislation.
- ♥ Initiates, facilitates and carries out clinical audit, including multi-professional, ensuring that any remedial action is agreed and taken where necessary.
- ♥ Regularly monitors standards and assists in operational management of service delivery to ensure they are in accordance with Operational Clinical Quality standards through, for example undertaking audit or critical incident investigations.
- ♥ Contributes to the preparation and collation of data, as required, and the preparation of reports to utilise this data.
- ♥ Monitors and acts upon untoward incidents, serious incidents and complaints in accordance statutory requirements, implementing action plans and taking corrective action as appropriate. On a monthly basis writes a report to act as a learning tool for all staff disciplines within the Care Group.
- ♥ Arbitrates to solve problems as required on a daily basis.

Physical Skills

The physical skill requirements of this role are:

- ♥ Maintenance of clinical skills relevant to clinical area that require manual dexterity.
- ♥ Applies current up to date knowledge to clinical practice and maintains clinical skills required in area of expertise.

Patient/Client Care

The patient/client care requirements of this role are:

- ♥ Responsibility for the safe and effective delivery of care for all clinical areas within the Care Group.
- ♥ Acts as advisor, and professional role model in respect of patient care, using shared experiences, evidence-based practice to own and other disciplines to provide clinical support within teams.

- ♥ Collaborates with patients, carers and staff to provide care reflective of patient's individual needs
- ♥ Attend and/or coordinate contract and quality monitoring meetings with assigned key providers as required. Where clinical concerns are raised, manage the development and monitoring of action plans to improve performance.
- ♥ Promotes, facilitates and delivers supervision in clinical practice / action learning / open forums.
- ♥ Ensures Health and Safety requirements are adhered to, especially risk management strategies.
- ♥ Contributes to creating an environment where research, quality and clinical audit are valued by staff.
- ♥ Works autonomously to promote good practice within own sphere of nursing.
- ♥ Leads the development of managed care, e.g. Acute Care Pathways.
- ♥ Ensure accurate, timely and accessible information and reports are produced for all areas of responsibility contributing to the performance-monitoring framework for Manx Care.
- ♥ Ensures the delivery of patient care is subject to regular and systematic review, setting and monitoring standards with particular reference to patient care documentation, individualised patient care and the national benchmarking programmes, quality of food, standards of cleanliness within and out with the Care Group.
- ♥ Supports and provides professional advice to areas of the Hospital outside of the Medicine and Medical Specialities Care Group, where patients with medical acute conditions are cared for.
- ♥ Carries a SmartPage for advice and support, accessible to all hospital wide staff.

Policy and Service Development

The policy and service development requirements of this role

Strategic: In partnership with the Associate Director of Nursing

- ♥ Contributes toward the service strategy, assisting in short-, medium-, and long-term goals and utilises business planning to plan the future for the service.
- ♥ Contribute to strategies which impact across the service.
- ♥ Contributes to the development of high-level organisational policies.

Operational:

- ♥ Develops maintains and ensures compliance with policies, procedures and guidelines with regular review, audit and evaluation, acting on findings to support staff to improve performance.
- ♥ Initiates investigation of disciplinary matters, incidents and complaints in accordance with hospital policy.
- ♥ Effective use of negotiation skills when dealing with conflict.
- ♥ May be required to participate in duty rotas in times of high acuity or organisational escalation.

- ♥ Authorised signatory for overtime, bank and agency requests.

Leadership:

- ♥ Provides professional leadership to nurses working across the service.
- ♥ Leads and co-ordinates the development of clinical excellence in nursing.
- ♥ Leads on specific professional and service development in line with good practice.
- ♥ Promotes service user and carer involvement.
- ♥ In conjunction with Senior Sisters, leads nursing teams in the management of change.
- ♥ Conducts and manages appraisals for Senior Sisters.

Financial and Physical Resources

The financial and physical resource requirements of this role are:

- ♥ Responsible for overseeing the checking of nursing equipment and environment are functioning appropriately and ready for use, preparing in relation to the requirement of the list for both routine, emergency and complex cases.
- ♥ Enable the Ward Sisters to maintain safe custody of all drugs and controlled drugs within locally and nationally agreed policies ensuring all legal aspects of their administration is adhered to, ensuring safe management of patients within the department.
- ♥ To be aware of and work in partnership with the multidisciplinary team to undertake the economic use of resources in order to help the department manage the budget.
- ♥ Responsible for overseeing the safe use of expensive, specialist equipment worth >£100k.
- ♥ Enable the Ward Sisters to use resources effectively, efficiently and economically to ensure good stock control, maintain equipment records ensuring safe and working order for use within budgetary requirements.

Human Resources

The human resource requirements of this role are:

- ♥ Supporting Senior Sisters to deliver health education and health promotion, as appropriate, within clinical practice through providing verbal and written information to patients / relatives / carers.
- ♥ Supervise and monitor developing staff to ensure care delivery is of a high standard and it is in accordance with local policy
- ♥ Through PDP, plan the ongoing / continuous professional development of multidisciplinary colleagues and support workers, e.g. supervise clinical practice, observe and assess competency of practice where appropriate

Information Resources

The information resource requirements of this role are:

- ♥ Maintain accurate, legible, contemporaneous written or electronic records of staff development maintaining confidentiality and in line with relevant legislation, guidelines, policies and procedures.

- ♥ Use the local systems to produce reports and assist with audits.
- ♥ Investigate and update incidents and near misses on the Datix reporting system.
- ♥ Oversee and support Senior Sisters to ensure the accurate maintenance of healthcare records in line with NMC standards and local policies using Medway.
- ♥ Proactively contribute to the quality improvement of services.

Research and Development

The research and development requirements of this role are:

- ♥ Champion changes in information management as delegated.
- ♥ To be able to support others in the principles of information governance.
- ♥ Ensure the systems are in place for the collection and collation of data to monitor quality standards achieved by the team. This will include promoting the MCALS Friends and Family satisfaction survey and ensuring actions are taken in response to the findings.
- ♥ Work with members of the multidisciplinary team to foster an atmosphere where research is encouraged to improve the quality of care and patient experience.
- ♥ Take part in the processes for monitoring and improving the quality of care provided to patients. This includes risk management and clinical audit.
- ♥ If engaging in clinical research, follow Manx Care protocols and ensure that any research undertaken has ethics approval.
- ♥ Participate in clinical audit and research.
- ♥ Utilise information to provide an activity analysis and speciality report to the ADoN and the Operational Clinical Quality Group as required.

Freedom to Act

The freedom to act requirements of this role are:

- ♥ Work collaboratively and autonomously with authority, using expert knowledge and skills to design and support the delivery of safe, quality, patient-centre care within Manx Care.
- ♥ The post-holder will be an experienced practitioner who is able to demonstrate autonomy and decision-making based on an application and interpretation of broad clinical policies, with a personal and professional skill in their area of practice.
- ♥ The post-holder will be required to work in partnership with colleagues to oversee the management of clinical care and be accountable for practice delivered within the Medicine and Medical Specialities Care Group.
- ♥ Play a role in writing and implementing agreed standardised protocols/guidelines with associated clinicians to improve organisation and delivery of high-quality care according to best clinical governance models and in accordance with Manx Care, network and national guidelines.

Confidentiality

In the course of your duties you may have access to confidential material about patients, members of staff or other business of the organisation. On no account must information relating

to identifiable patients be divulged to anyone other than authorised persons, for example, medical, nursing or other professional staff, as appropriate, who are concerned directly with the care, diagnosis and /or treatment of the patient. If you are in any doubt whatsoever as to the authority of a person or body asking for information of this nature, you must seek advice from your manager. Similarly, no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe these rules will be regarded as gross misconduct which could result in disciplinary action being taken against you. In the case of information held on computer systems, you may be held personally liable if you in any way knowingly contravene the appropriate terms of the Data Protection Act 2018 and General Data Protection Regulation.

Health & Safety

It is the duty of all employees to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers. Similarly, it is each person's responsibility to ensure a secure environment and bring any breaches of security to the attention of their managers.

In the absence of Manager/ Deputy Manager, the Registered Nurse is responsible for all patients, staff, allied health professionals, the building and all safety protocols.

Safeguarding

The Isle of Man is committed to safeguarding and promoting the welfare of children, young people and adults at risk and expects staff to share this commitment.

Staff must work in accordance with all health and social care policies relating to safeguarding.



Job Description Appendix 1

Physical, mental and emotional demands of the job and working conditions

Physical Effort

- ♥ Combination of sitting / standing and walking on a daily basis, regular attendance and re-attendance of Care Group practice areas spread over the full length of the hospital site on a daily basis.
- ♥ Occasional repetitive movements when giving direct patient care
- ♥ Daily frequent repetitive movements when using keyboard

Mental Effort

- ♥ Frequent concentration, work pattern unpredictable on a daily basis.

Concentration required daily for:

- ♥ Writing reports
- ♥ Attendance and participation at meetings on a daily basis.
- ♥ Carries SmartPage at all times whilst on duty and acts up as Associate Director of Nursing.
- ♥ Very frequent unpredictable work interruptions to deal with service issues on a daily basis.

Emotional Effort

- ♥ Often deals with highly emotional situations with patients / relatives / carers / staff / members of the public at least three times weekly.
- ♥ Deals with staff issues frequently on a daily basis.
- ♥ Investigates and deals with untoward incidents on a daily basis, complaints, disciplinary and grievance procedures as required.
- ♥ Supports staff through upsetting professional and personal events at least weekly.
- ♥ Attends Medical Emergency calls and deals with staff and relatives, offering support as required.
- ♥ Direct exposure to Serious Incidents through attendance to medical emergencies and trauma calls in racing or event periods.

Working Conditions

- ♥ Shared accommodation
- ♥ Occasional working on Ward / Department environments – contact with blood, body fluids, infectious diseases etc.

- ♥ Potential exposure to verbal aggression.
- ♥ May work unsocial hours, i.e. weekends, early mornings, evenings or night duty
- ♥ Exposure to VDU screens regularly each shift.

Agreement of above description

I have read and agree with the above description

Job Holder's Name (please print)

Date:

Job Holder's Signature

Date:

Line Manager's Name (please print)

Line Manager's Signature



**Manx Care
Person Specification**

Job Title:	Senior Nurse Quality and Safety
Board:	Manx Care
Care Group:	Medicine and Medical Specialities
Band:	8a

Attributes	Essential (E) or Desirable (D)	Method of Assessment
Qualifications <ul style="list-style-type: none"> ▾ Registered Nurse with current UK NMC registration ▾ First level degree or equivalent knowledge gained through experience ▾ Management qualification ▾ Relevant master's degree or willingness to work towards ▾ Relevant leadership programme / course 	 E E D E D	 CV Interview
Experience <ul style="list-style-type: none"> ▾ Significant post-registration experience ▾ Clinically competent and credible within sphere of nursing ▾ Experience in nursing management post, sister or above ▾ Evidence of continuous professional development ▾ Experience in management of change ▾ Experience in development and supporting teams ▾ Experience in planning, writing and implementing complex policies in a multi-professional environment. ▾ Proven track record of managing staff and resources ▾ Experience in complaints management ▾ Experience in work force planning ▾ Experience in Research and Development 	 E E E E D E E D D D	 CV Interview
Attributes <ul style="list-style-type: none"> ▾ Enthusiastic, cheerful and highly motivated ▾ Positive professional role model for staff ▾ Honest 	 E E E	 CV Interview



<ul style="list-style-type: none"> ♥ Open minded, treats colleagues with dignity and respect ♥ Capacity to work with clinicians and staff at all levels ♥ Exemplary personal standards and behaviour ♥ Inspires others and leads by example 	<p>E</p> <p>E</p> <p>E</p> <p>E</p>	
<p>CARE</p> <ul style="list-style-type: none"> ♥ Demonstrate a COMMITMENT to support the maintenance of a person-centred service and a PASSION to motivate, engage and strive to continually improve care ♥ Demonstrate APPRECIATION of the patient’s ability to be experts in their understanding of their own diagnoses; REFLECT on experience to inform best value-driven actions for the team ♥ In conjunction with their professional colleagues, RESPECTFULLY include for the patient’s perspectives and choices to oversee the planning of person-centred care; Reinforce the value of diversity and INCLUSION ♥ Demonstrate EXCELLENCE in the supporting Ward Sisters to assure assessment, diagnosis, planning, delivery and evaluation of care; demonstrate the value of creating continuous INNOVATION 	<p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>CV</p> <p>Interview</p>
<p>Circumstances and Interests</p> <ul style="list-style-type: none"> ♥ Satisfactory Police Check ♥ Isle of Man Worker ♥ Up to date portfolio of achievement ♥ Evidence of continuing professional development 	<p>E</p> <p>D</p> <p>E</p> <p>E</p>	<p>CV</p> <p>Interview</p> <p>Portfolio</p> <p>Pre-employment Checks</p>