<table>
<thead>
<tr>
<th>GRADE</th>
<th>SENIOR STAFF NURSE</th>
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</thead>
<tbody>
<tr>
<td>SCALE</td>
<td>Salary scale 8</td>
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<tr>
<td>ACCOUNTABILITY</td>
<td>To the Charge Nurse or his/her deputy.</td>
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| ELIGIBILITY | (i) Staff Nurse (Diploma) with at least 5 years of satisfactory service as Staff Nurse in Scale 9, and has successful completed the Competency Program and evaluation framework; or  
(ii) Staff Nurse (Degree) with at least 5 years of satisfactory service as Staff Nurse in Scale 9, and has successful completed the Competency Program and evaluation framework;  
Details as per Sectoral Agreement and Memorandum of Understanding signed between Government and MUMN on the 6th February 2013. |
| OBJECTIVE OF THE POST | Ensure the delivery of a high standard of nursing practice to one or more clients within the individual’s sphere of responsibility and competence in accordance with the Scope of Professional Nursing Practice. |
| MAIN RESPONSIBILITIES | • Ensure the delivery of a high standard of nursing practice to a group of clients in accordance with the Code of Professional Conduct.  
• Provide advice and support to the Nursing management and other members of staff to ensure the efficient and effective use of personnel and resources.  
• Take charge of the ward/section, in the absence of the Charge Nurse or his/her deputy for the management of the daily responsibilities, including work distribution and staff allocation, deployment to ensure smooth running of the respective clinical area.  
• Assist the Charge Nurse or his/her Deputy to take the necessary measures to promote health and safety in the specified clinical area.  
• Assist members of the team in planning, priority setting and decision-making under the supervision of the Charge Nurse/Midwife.  
• Participate in the development, implementation and evaluation of quality initiatives.  
• Contribute towards maintaining a safe, therapeutic and learning environment.  
• Mentor junior staff and students/trainees and visiting staff. |
• Take a lead role in health promotion and health education activities.
• Promotes a clinical environment that facilitates change and introduces innovative efficient care structures and processes that are beneficial to clients and the organization.
• Initiate and participate in research that will eventually sustain the delivery of evidence based practice
• Initiate and participate in the collation of data in connection with a quality improvement initiative.

Confidentiality:  The post-holder is required to respect the confidentiality of matters relating to the clients.