



Grade	Senior Staff Nurse
Scale	8
Accountability	To the Charge Nurse.
Objective of the Post	Ensure the delivery of a high-quality evidence-based 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

1. Ensure the delivery of a high standard nursing practice to a group of clients in accordance with the Code of Professional Conduct, code of ethics, and relevant Maltese Legislation.
2. Anticipate, prioritise and act upon identified holistic needs of clients and their informal carers to ensure continuity of care.
3. Appreciate and respect the uniqueness of every patient /client by always maintaining equity in care.
4. Provide advice and support to the Nursing management and other members of staff to ensure the efficient and effective use of personnel and resources.
5. 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, to ensure smooth running of the respective clinical area.
6. Assist the Charge Nurse or his/her Deputy to take the necessary measures to promote health and safety in the specified clinical area.
7. To be aware of all emergency procedures and protocols and be prepared to take a leading role in unexpected or rapidly changing circumstances in the absence of or/and in collaboration with Charge Nurse or his/her Deputy.
8. Assist members of the team in planning, priority setting and decision-making under the supervision of the Charge Nurse to ensure that an excellent standard of care is set, delivered and always maintained.
9. Ensure effective collaboration and communication with the multidisciplinary team, acting as client's advocate as necessary.
10. Participate in the development, implementation and evaluation of quality initiatives.
11. Contribute towards maintaining a safe, therapeutic and learning environment.



12. Take a lead role in health promotion and health education activities.
13. Identify the need and participate in the training, education, induction and supervision of junior staff and students/ trainees in collaboration with Charge Nurse and his/her Deputy.
14. Promotes a clinical environment that facilitates change and introduces innovative efficient care structures and processes that are beneficial to clients and the organization.
15. Initiate and participate in research that will eventually sustain the delivery of evidence-based practice
16. Keep abreast with new developments and maintain high standards of clinical competence through continuous training, self-education and courses.

Confidentiality

The selected candidate is required to respect and maintain confidentiality in all matters relating to the diagnosis and treatment of patients, to the individual members of staff, and to the organisation.

Data Protection

The selected candidate is to abide by the Data Protection Act.

Health and Safety

The selected candidate is to uphold all Health and Safety regulations held by the respective authorities in the contexts.

Infection Control

The selected candidate is required to observe and comply with the Infection Control Policies held by the respective authorities in the contexts.

Other Policies, Protocols and Procedures

The selected candidate is required to abide by all policies, protocols and procedures held by the respective authorities in the contexts.



Grade	Senior Midwife
Scale	8
Accountability	To the Charge Midwife.
Objective of the Post	Ensure the delivery of a high-quality evidence-based midwifery practice to one or more clients within the individual's sphere of responsibility and competence in accordance with the Scope of Professional Practice.

Main Responsibilities

1. Ensure the delivery of a high standard midwifery practice to a group of clients in accordance with the Code of Professional Conduct, code of ethics, and relevant Maltese Legislation.
2. Anticipate, prioritise and act upon identified holistic needs of clients and their informal carers to ensure continuity of care.
3. Appreciate and respect the uniqueness of every patient /client by always maintaining equity in care.
4. Provide advice and support to the Midwifery management and other members of staff to ensure the efficient and effective use of personnel and resources.
5. Take charge of the ward/section, in the absence of the Charge Midwife or 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.
6. Assist the Charge Midwife or her Deputy to take the necessary measures to promote health and safety in the specified clinical area.
7. To be aware of all emergency procedures and protocols and be prepared to take a leading role in unexpected or rapidly changing circumstances in the absence of or/and in collaboration with Charge Midwife or her Deputy.
8. Assist members of the team in planning, priority setting and decision-making under the supervision of the Charge Midwife to ensure that an excellent standard of care
9. is set, delivered and always maintained.
10. Ensure effective collaboration and communication with the multidisciplinary team, acting as client's advocate as necessary.
11. Participate in the development, implementation and evaluation of quality initiatives.
12. Contribute towards maintaining a safe, therapeutic and learning environment.



13. Take a lead role in health promotion and health education activities.
14. Identify the need and participate in the training, education, induction and supervision of junior staff and students/ trainees in collaboration with Charge Midwife and her Deputy.
15. Promotes a clinical environment that facilitates change and introduces innovative efficient care structures and processes that are beneficial to clients and the organization.
16. Initiate and participate in research that will eventually sustain the delivery of evidence-based practice
17. Keep abreast with new developments and maintain high standards of clinical competence through continuous training, self-education and courses.

Confidentiality

The selected candidate is required to respect and maintain confidentiality in all matters relating to the diagnosis and treatment of patients, to the individual members of staff, and to the organisation.

Data Protection

The selected candidate is to abide by the Data Protection Act.

Health and Safety

The selected candidate is to uphold all Health and Safety regulations held by the respective authorities in the contexts.

Infection Control

The selected candidate is required to observe and comply with the Infection Control Policies held by the respective authorities in the contexts.

Other Policies, Protocols and Procedures

The selected candidate is required to abide by all policies, protocols and procedures held by the respective authorities in the contexts.



Grad	Infermier/a Anzjan/a tal-Persunal
Skala	8
Responsabbiltà	Lejn l-Infermier/a Inkarigat/a.
Objettiv tal-Post	Tiżgura t-twassil ta' Prattika tal-infermiera bbażata fuq l-evidenza ta' kwalità għolja lil klijent wieħed jew aktar fl-isfera ta' responsabbiltà u kompetenza tal-individwu skont l-Ambitu tal-Prattika Professionali tal-Infermierija.

Responsabbiltajiet Prinċipali

1. Tiżgura t-twassil ta' Prattika tal-infermiera ta' standard għoli lil grupp ta' klijenti skont il-Kodiċi ta' Kondotta Professionali, il-kodiċi tal-etika, u l-Legizlazzjoni Maltija rilevanti.
2. Tantiċipa, tipprijoritizza u taġixxi fuq il-bżonnijiet olistiċi identifikati tal-klijenti u l-carers informali tagħhom biex tiżgura l-kontinwità tal-kura.
3. Tapprezza u tirrispetta l-unicità ta' kull pazjent/klijent billi dejjem iżżomm l-ekwità fil-kura.
4. Tipprovdi pariri u appoġġ lill-manigment tal-Infermierija u membri oħra tal-persunal biex tiżgura l-użu effiċjenti u effettiv tal-persunal u r-riżorsi.
5. Tieġu ħsieb is-sala/sezzjoni, fl-assenza tal-Infermier/a Inkarigat/a jew id-Deputat/a tiegħu/tagħha għall-ġestjoni tar-responsabbiltajiet ta' kuljum, inkluż id-distribuzzjoni tax-xogħol u l-allokkazzjoni tal-persunal, biex tiżgura t-tħaddim bla xkiel taż-żona klinika rispettiva.
6. Tgħin lill-Infermier/a Inkarigat/a jew id-Deputat/a tiegħu/tagħha biex jieġu/tieġu l-miżuri meħtieġa biex jippromwovi s-saħħa u s-sigurtà fiż-żona klinika speċifikata.
7. Tkun konxju/a tal-proċeduri u l-protokolli kollha ta' emergenza u tkun lest/a li tieġu rwol ewlieni f'ċirkostanzi mhux mistennija jew li jinbidlu malajr fl-assenza ta' jew/u f'kollaborazzjoni mal-Infermier/a Inkarigat/a jew id-Deputat/a tiegħu/tagħha.
8. Tgħin lill-membri tat-tim fl-ippjanar, l-iffissar tal-prijoritajiet u t-teħid tad-deċiżjonijiet taħt is-superviżjoni tal-Infermier/a Inkarigat/a biex tiżgura li jiġi stabbilit, mogħti u dejjem miżmum standard eċċellenti ta' kura.
9. Tiżgura kollaborazzjoni u komunikazzjoni effettivi mat-tim multidixxiplinari, billi taġixxi bħala avukat tal-klijent kif meħtieġ.
10. Tipparteċipa fl-iżvilupp, l-implimentazzjoni u l-evalwazzjoni ta' inizzjattivi ta' kwalità.
11. Tikkontribwixxi għaž-żamma ta' ambjent sigur, terapewtiku u ta' taġlim.



12. Tieġu rwol ewlieni fl-attivitajiet ta' promozzjoni tas-saħħa u edukazzjoni dwar is-saħħa.
13. Tidentifika l-ħtieġa u tipparteċipa fit-taħriġ, l-edukazzjoni, l-induzzjoni u s-superviżjoni tal-istaff junior u l-istudenti/trainees f'kollaborazzjoni mal-Infermier/a Inkarigat/a u d-Deputat/a tiegħu/tagħha.
14. Tippromwovi ambjent kliniku li jiffacilita l-bidla u jintroduci strutturi u proċessi ta' kura innovattivi u effiċjenti li huma ta' benefiċċju għall-klijenti u l-organizzazzjoni.
15. Tibda u tipparteċipa f'riċerka li eventwalment issostni t-twassil ta' prattika bbażata fuq l-evidenza.
16. Tibqa' aġġornat/a bl-iżviluppi l-ġodda u żżomm standards għoljin ta' kompetenza klinika permezz ta' taħriġ kontinwu, awtoedukazzjoni u korsijiet.

Kunfidenzjalità

Il-kandidat magħżul huwa meħtieġ li jirrispetta u jżomm il-kunfidenzjalità fil-kwistjonijiet kollha relatati mad-dijanjosi u t-trattament tal-pazjenti, mal-membri individwali tal-istaff, u mal-organizzazzjoni.

Protezzjoni tad-Data

Il-kandidat magħżul għandu jimxi mal-Att dwar il-Protezzjoni tad-Data.

Saħħa u Sigurtà

Il-kandidat magħżul għandu jżomm ir-regolamenti kollha tas-Saħħa u s-Sigurtà miżmuma mill-awtoritajiet rispettivi fil-kuntesti.

Kontroll tal-Infezzjonijiet

Il-kandidat magħżul huwa meħtieġ li josserva u jikkonforma mal-Politiki tal-Kontroll tal-Infezzjonijiet miżmuma mill-awtoritajiet rispettivi fil-kuntesti.

Politiki, Protokolli u Proċeduri Oħra

Il-kandidat magħżul huwa meħtieġ li jimxi mal-politiki, il-protokolli u l-proċeduri kollha miżmuma mill-awtoritajiet rispettivi fil-kuntesti.



Grad	Qabla Anzjana
Skala	8
Responsabbiltà	Lejn il-Qabla Inkarigata.
Objettiv tal-Post	Tiżgura l-għoti ta' Prattika tal-qwiebel ibbażata fuq l-evidenza ta' kwalità għolja lil klijent wieħed jew aktar fl-isfera ta' responsabbiltà u kompetenza tal-individwu skont l-Ambitu tal-Prattika Professionali.

Responsabbiltajiet Prinċipali

1. Tiżgura l-għoti ta' Prattika tal-qwiebel ta' standard għoli lil grupp ta' klijenti skont il-Kodiċi ta' Kondotta Professionali, il-kodiċi tal-etika, u l-Leġiżlazzjoni Maltija rilevanti.
2. Tantiċipa, tipprijoritizza u taġixxi fuq il-bżonnijiet olistiċi identifikati tal-klijenti u l-carers informali tagħhom sabiex tiżgura l-kontinwità tal-kura.
3. Tapprezza u tirrispetta l-unicità ta' kull pazjent/klijent billi dejjem iżżomm l-ekwità fil-kura.
4. Tipprovdi pariri u appoġġ lill-manigment tal-Qwiebel u membri oħra tal-istaff biex tiżgura l-użu effiċjenti u effettiv tal-persunal u r-riżorsi.
5. Tieġu ħsieb is-sala/sezzjoni, fl-assenza tal-Qwiebel Inkarigata jew id-Deputat tagħha għall-ġestjoni tar-responsabbiltajiet ta' kuljum, inkluż id-distribuzzjoni tax-xogħol u l-allokkazzjoni tal-istaff, l-iskjerament biex tiżgura t-tħaddim bla xkiel taż-żona klinika rispettiva.
6. Tgħin lill-Qwiebel Inkarigata jew id-Deputat tagħha biex tieġu l-miżuri meħtieġa biex tippromwovi s-saħħa u s-sigurtà fiż-żona klinika speċifikata.
7. Tkun konxju tal-proċeduri u l-protokolli ta' emerġenza kollha u tkun lest li tieġu rwol ewlieni f'ċirkostanzi mhux mistennija jew li jinbidlu malajr.
8. Tgħin lill-membri tat-tim fl-ippjanar, l-iffissar tal-prijoritajiet u t-teħid tad-deċiżjonijiet taħt is-superviżjoni tal-Qabla Inkarigata biex tiżgura li jiġi stabbilit, mogħti u dejjem miżmum standard eċċellenti ta' kura.
9. Tiżgura kollaborazzjoni u komunikazzjoni effettivi mat-tim multidixxiplinari, billi taġixxi bħala avukat tal-klijent kif meħtieġ.
11. Tippiarteċipa fl-iżvilupp, l-implimentazzjoni u l-evalwazzjoni ta' inizjattivi ta' kwalità.
12. Tikkontribwixxi għaž-żamma ta' ambjent sigur, terapewtiku u ta' taġħlim.
13. Tieġu rwol ewlieni fl-attivitajiet ta' promozzjoni tas-saħħa u edukazzjoni dwar is-saħħa.



14. Tidentifika l-htieġa u tipparteċipa fit-taħriġ, l-educazzjoni, l-induzzjoni u s-superviżjoni tal-istaff junior u l-istudenti/trainees f'kollaborazzjoni mal-Qabla Inkarigata u d-Deputat tagħha.
15. Tippromwovi ambjent kliniku li jiffaċilita l-bidla u jintroduċi strutturi u proċessi ta' kura innovattivi u effiċjenti li huma ta' benefiċċju għall-klijenti u l-organizzazzjoni.
16. Tibda u tipparteċipa f'riċerka li eventwalment issostni t-twassil ta' prattika bbażata fuq l-evidenza
17. Żomm ruġek aġġornat bl-iżviluppi l-godda u żżomm standards għoljin ta' kompetenza klinika permezz ta' taħriġ kontinwu, awtoeducazzjoni u korsijiet.

Kunfidenzjalità

Il-kandidat magħżul huwa meħtieġ li jirrispetta u jżomm il-kunfidenzjalità fil-kwistjonijiet kollha relatati mad-dijanji u t-trattament tal-pazjenti, mal-membri individwali tal-istaff, u mal-organizzazzjoni.

Protezzjoni tad-Data

Il-kandidat magħżul għandu jimxi mal-Att dwar il-Protezzjoni tad-Data.

Saħħa u Sigurtà

Il-kandidat magħżul għandu jimxi mar-regolamenti kollha tas-Saħħa u s-Sigurtà miżmuma mill-awtoritajiet rispettivi fil-kuntesti.

Kontroll tal-Infezzjonijiet

Il-kandidat magħżul huwa meħtieġ li josserva u jikkonforma mal-Politiki tal-Kontroll tal-Infezzjonijiet miżmuma mill-awtoritajiet rispettivi fil-kuntesti.

Politiki, Protokolli u Proċeduri Ohra

Il-kandidat magħżul huwa meħtieġ li jimxi mal-politiki, il-protokolli u l-proċeduri kollha miżmuma mill-awtoritajiet rispettivi fil-kuntesti.