

## JOB DESCRIPTION

<b>Job Title:</b> Staff Nurse (Mental Health/Learning Disabilities) – In patient	
<b>Reports to (post title):</b> Ward Manager	
<b>Evaluated Banding:</b> Band 5	
<b>Role Purpose:</b>  <p>To provide a defined level of assessment and access to interventions for a diverse patient group and their families under the care programme approach, who present with significant mental health problems/disorders.</p> <p>To provide a realistic timely and occasionally intensive support to patients within an Inpatient setting.</p> <p>To provide education and supervision to junior staff members, peers and other professionals</p>	
<b>Role Context:</b>  <p>A registered nurse (Mental Health/Learning Disability) with current registration with the Nursing and Midwifery Council (NMC).</p> <p>The role requires a clinician with skills to assess patient's needs, analyse and develop treatment plans within a multidisciplinary framework.</p>	
Key Accountabilities	Performance Measures
<b>Clinical Work Practice</b>  <p>To assess, plan, implement, promote and evaluate safe, creative and effective treatment plans in collaboration with the patient's diverse needs, their carers and other professionals.</p> <p>Interventions will be evidence based and designed to reduce stress and anxiety, manage risk and aid recovery.</p> <p>To maintain accurate, timely and relevant clinical records both written and computerised. To maintain the safe custody of healthcare records.</p> <p>Responsible for the safe monitoring, management and administration of medication as required by Trust policy.</p> <p>To be aware of and apply the principles of Infection Prevention and Control and to comply with policy, procedure and guidance.</p> <p>To obtain and interpret physical Healthcare observations</p> <p>Demonstrate and be responsible for the safe application of relevant,</p>	<p>Evidence of awareness and completion of relevant assessments. Individual care plans which are specific to areas of need and are evidence based.</p> <p>Appropriate professional and agreed criteria are met</p>

<p>up-to-date legislation including the Mental Health Act, Mental Capacity Act and Deprivation of Liberty, safeguarding etc.</p> <p>To maintain safeguarding responsibilities for children and vulnerable adults in line with Trust policy, and Local Authority procedure and guidance, including making timely child and adult safeguarding referrals as required.</p> <p>Compliance with best practice directions (NICE) and participation in quality and safety initiatives.</p> <p>To access and provide clinical supervision to maintain competency and deliver best quality patient care</p> <p>To undertake any other duties that would be a reasonable expectation of the role</p>	<p>Record clinical supervision on appropriate/required information systems and reflective piece for revalidation</p>
<b>Dimensions</b>	
<p>Bank registered mental health/learning disability nurses are able to work across a number of mental health inpatient sites including Millbrook Mental Health Unit, Highbury Hospital and more. Expected to provide compassionate, quality patient care and work as part of a team with ward staff</p>	
<b>Safeguarding</b>	
<p>All employees are responsible for taking all reasonable measures to ensure that the risks of harm to children and vulnerable adults are minimised. They should take all appropriate actions to address concerns, working to agreed local policies and procedures including the guidance on Safeguarding, in partnership with other relevant agencies. This includes accessing appropriate training, advice and support</p>	
<b>Disclosure and Barring Services</b>	
<p>Where this post relates to the types of work, activity, employment or profession as set out in The Exceptions Order made under the Rehabilitation of Offender Act 1974; the post will be subject to a DBS Disclosure check at the point of recruitment and thereafter, as the Trust determines appropriate. The level of the check will be determined by the type of activities undertaken and the level of contact the post holder will have with children and/or adults in receipt of health services</p>	
<b>Infection Control</b>	
<p>All employees of Nottinghamshire Healthcare NHS Foundation Trust have an individual responsibility to have knowledge of and employ the basic principles of infection prevention and control practice. All employees must comply with Infection Prevention and control mandatory training requirements specific to their role</p>	
<b>Equality &amp; Diversity</b>	
<p>All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity</p>	

and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation

### **Sustainability**

It is the responsibility of all staff to minimise the Trust's environmental impact wherever possible. This will include recycling, switching off lights, computers, monitors and equipment when not in use. Helping to reduce paper waste by minimising printing/copying and reducing water usage, reporting faults and heating/cooling concerns promptly and minimising travel. Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases.

### **Communication**

Providing and receiving complex, sensitive and confidential information, where there is a requirement to communicate in a professional manner with patients, carers, other healthcare professionals and agencies where there are limitations/barriers to understanding with regards to comprehension, concentration, capability and communication.

An ability to demonstrate empathy, persuasion and reassurance to vulnerable patients and their carers.

### **Knowledge, Training and Experience**

Professional Qualification (Mental Health/Learning Disabilities) to degree level or equivalent.

Maintains current registration with the NMC and adheres to the NMC Code.

Demonstrate an understanding of physiological healthcare and have the ability to take appropriate action. i.e. signposting for diabetes, epilepsy.

Knowledge of the principles of medication management and compliance

To demonstrate continued professional development to maintain professional registration

Ability to demonstrate leadership skills and qualities.

Knowledge in assessing and supporting students in clinical practice

Working knowledge of the Care Programme Approach, Mental Health Act, Mental Capacity Act, Deprivation of Liberty and Safeguarding etc.

### **Analytical and Judgement Skills**

Judgements involving a range of facts or situations, which require the analysis, interpretation and comparison of a range of options.

Assessment of patient conditions, recognising a deteriorating patient and suitability for discharge from caseload.

<p>Demonstrate an ability to carry out a comprehensive assessment of health, wellbeing and social care needs.</p> <p>To modify the care package and where appropriate refer to external agencies.</p> <p>An understanding of how medication, diet, psychological and external factors can impact on patient care.</p>
<b>Planning and Organisational Skills</b>
<p>Ability to work on own initiative; carry out monitoring and evaluation of assessments in a variety of settings.</p> <p>Ability to manage own time by prioritising work load.</p> <p>Ability to safely organise, delegate and lead an inpatient team on shift by shift basis.</p>
<b>Physical Skills</b>
<p>There is a requirement for the post holder to use physical skills obtained through practice, examples of this includes breakaway / restraint (MVA), occasional giving of IM injections in emergency situations.</p>
<b>Responsibility for Patient/Client Care</b>
<p>Develops programmes of care/care packages</p> <p>To assess, plan, implement, promote and evaluate safe, creative and effective treatment plans in collaboration with the patient's diverse needs, their carers and other professionals</p> <p>Follow the NMC Code demonstrating care and compassion in the delivery of care.</p>
<b>Responsibility for Policy/Service Development</b>
<p>Follows policies, makes comments on proposals for change</p> <p>Participates in the development of evidence based effective practices in the service including NICE guidance.</p> <p>The duties and responsibilities of the post will be undertaken in accordance with the policies, procedures and practices of Nottinghamshire Healthcare NHS Foundation Trust. It is the post holder's responsibility to keep up to date with these policies and other policy documents.</p>
<b>Responsibility for Financial and Physical Resources</b>
<p>Handle or process cash, cheques and patients valuables as appropriate and where required</p> <p>Manage resources and equipment;</p>

<p>Maintain stock control; order supplies when necessary;;</p> <p>Sign agency/bank time sheets</p>
<b>Responsibility for HR</b>
<p>Responsible for operational supervision of peers, non-registered and newly registered staff.</p> <p>Provide mentorship, preceptorship, supervision and support of students/newly registered staff.</p>
<b>Responsibility for Information Resources</b>
<p>Records personally generated information</p> <p>Will be responsible for accurately updating patient's healthcare records.</p> <p>Validation of data/records submitted by non-registered staff</p>
<b>Responsibility for Research and Development</b>
<p>Undertake surveys/audits as necessary to own work</p>
<b>Freedom to Act</b>
<p>Work is managed rather than supervised</p> <p>Works within the NMC Code and professional guidelines in accordance with Trust policy and procedures, managing their own defined caseload and accountable for their own practice.</p>
<b>Physical Effort</b>
<p>Frequent requirement for moderate physical effort for several short periods during a shift.i.e. may need to manoeuvre patients</p>
<b>Mental Effort</b>
<p>Frequent concentration required where the work pattern is unpredictable. Frequent requirement to undertake patient/environmental observations and risk assessment of patient's conditions.</p> <p>Concentration required for checking documents and recording information</p>
<b>Emotional Effort</b>
<p>Frequent exposure to distressing or emotional circumstances, occasionally highly distressing due to the patient group involved and the unpredictable, varying and intensive nature of their illness and associated risks.</p>

<b>Working Conditions</b>	
<p>Frequent exposure to highly unpleasant working conditions, i.e. body fluids.</p> <p>Potential exposure to hazards where personal alarms may be required.</p> <p>Adhere to Lone Working policy and Health and Safety guidance as necessary</p>	
<b>Organisation Chart</b>	
<p style="text-align: center;">Ward Manager</p> <p style="text-align: center;">Band 6</p> <p style="text-align: center;">Band 5 (This Post)</p> <p style="text-align: center;">Band 4</p> <p style="text-align: center;">Band 3</p> <p style="text-align: center;">Band 2</p>	
<b>Signatures</b>	
After reviewing the questionnaire please sign to confirm agreement	
Post holder:	Date:
Line Manager:	Date:
Next level Manager :	Date:

### EMPLOYEE SPECIFICATION FOR THE POST OF Staff Nurse Band 5 MH/LD Inpatient (Generic)

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation

Attribute	Essential	Weight	Desirable	Weight	How Identified
Physical requirements	<p>Able to undertake training in the management of violence reduction</p> <p>Has the physical ability to perform the full range of nursing duties</p>		-		Application Form
Qualifications - Academic / Craft / Professional	<p>Professional Qualification (Mental Health/Learning Disabilities/General) to degree level or equivalent.</p> <p>Maintains current registration with the NMC</p>		Demonstrate continued professional development to maintain professional registration		Application Form
Training	Willingness to undertake new clinical practices, education and training that will enhance service delivery.				Interview
Experience	Demonstrates satisfactory clinical expertise for the banding.		Specialist and area specific experience.		Application Form Interview

Attribute	Essential	Weight	Desirable	Weight	How Identified
Knowledge	Knowledge and understanding of current legislation and understanding of clinical risk assessments  Knowledge of the nursing 6 c's		Awareness of national and local issues impacting of nursing care		Interview
Skills	Ability to work as part of a team Good written/oral communication skills Diplomatic, caring & sympathetic Ability to be flexible and handle conflict issues Good skills in assessment intervention and evaluation of patients nursing care. IT skills				Application Skills  Interview
Contractual Requirements	Ability to work to meet the needs to the service (including unsocial hours and bank holidays)				Interview

**PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT**