

Job description and specification



Charge Nurse (Registered Mental Health Nurse) Band 6



JOB DESCRIPTION

JOB TITLE: Charge Nurse

BAND: 6

RESPONSIBLE TO: Inpatient Care Pathway Ward Manager

KEY RELATIONSHIPS:

Internal	External
Own Team CYPMHS Line Manager A&E Liaison Team Crisis Care Pathway Corporate Services	GP Social Services Acute Hospitals Other Inpatient Wards

CONTROLS ASSURANCE STATEMENT:

The purpose of this job description is to outline the level of responsibility and accountability of this post. This will ensure that all work undertaken by our staff is clearly identified and carried out under clear lines of accountability.

Aim of the role:

The post holder will be expected to support their team, department and organisation to achieve the Trust's Values in their day to day work. These are the 5P's:

- Putting people first
- Prioritising quality
- Being progressive, innovative and continually improve
- Being professional and honest
- Promoting what is possible – independence, opportunity and choice

The post holder will achieve this by being a Registered Mental Nurse (RMN) responsible for patients allocated to them and will assess, manage, plan and deliver care, including being professionally and legally accountable.

The post holder will support their peers and team leader and be an effective team member whilst also working on their own initiative. They will supervise pre-registration nursing students. They will have a commitment to collaborative working and actively supporting and liaising with other health and social professionals and agencies.

Key Responsibilities:

1. To be responsible for organising and prioritising own and others workload in the day to day allocation of work.



2. To show leadership skills across the multi-disciplinary team.
3. To deputise when required in the absence of the clinical leads / team manager and delegate appropriately to other members of the team.
4. To have organisational knowledge of Trust protocols and procedures and adhere to them, particularly in relation to the administration of medicine and Safeguarding Children.
5. To be responsible for providing accurate records of information required by the Trust for audit purposes.
6. To ensure effective risk management at team level by accident / incident reporting, assessing and controlling risk and ensuring residual risks are added to the Trust register.
7. To undertake regular clinical audits to inform practice and to report this in to internal governance structure.
8. To work a 24 hour, 365 day shift pattern, including night shifts.

Leadership

1. To participate in the development of an effective team and the development of productive working relationships throughout the Trust.
2. To actively promote multi-disciplinary working both within the team and externally.
3. To facilitate the development of a positive and 'supportive' team culture by taking responsibility for dealing effectively with potential conflict.
4. To take an active interest in working parties and groups within the Trust to develop and improve on service delivery, protocols and guidelines.
5. To participate in the audit process, linking in with the clinical governance agenda.
6. To advise, encourage and share knowledge utilising the latest research and practice development, through literature and peer reviews.
7. To supervise junior staff where necessary
8. To mentor nursing students
9. To deputise for management when needed/required.

Clinical Skills

1. To act as an autonomous, registered practitioner who is legally and professionally accountable for own unsupervised actions guided by the professional code of conduct and Trust guidelines and protocols.
2. The post holder will have Current Effective Status on the Nursing and Midwifery Council (NMC).
3. Further professional knowledge will have been gained through accredited courses workshops, study and in house training programmes.
4. To be able to initiate referrals to other health professional specialist services and agencies.
5. To provide patients and relatives with information and education thus ensuring they have meaningful choices that promote dignity, independence and quality of life.
6. To ensure practice is supported by research, evidence based practice, literature and peer review.
7. To take responsibility for the management of a defined caseload of service users who are experiencing severe mental health problems.
8. To make a full assessment of a person's health and well-being, related mental health needs and risk factors.
9. In collaboration with the client to set goals that are appropriate to their needs, circumstances and wishes.
10. To ensure that assessments and care plans reflect the psychological, emotional, social care, treatment, intervention and risk management needs appropriate to Children and Young People with acute mental health problems.



11. To ensure carers are offered assessment of their needs in a timely manner.
12. To ensure the safe custody and administration of drugs in accordance with professional code of practice and Trust policy.
13. Exercise decision-making skills in relation to patient risk and care in complex cases.
14. The post holder will be required to attend mandatory training such as Prevention and Management of Aggression and Violence (PMVA) subject to occupational health clearance

Computer / Administration

1. To be computer literate and encourage implementation of the Trust's IM&T Strategy.
2. To ensure accurate record keeping, and updating patient's records, maintaining confidentiality at all times (RIO).
3. To take part, and assist, in the planning and administration relating to day to day running of the caseload.
4. Communicate clearly and concisely in both written and verbal forms, taking into account the ethical, professional and legal aspects of care, including care provision and communication with relevant others.

Communication

1. To have a wide range of knowledge in approaches to communicating and managing service user care.
2. To be able to effectively communicate with colleagues, peers, senior managers and clinical leads within the Trust.
3. To be able to communicate complex patient related information to colleagues, service users and carers therefore facilitating positive outcomes and ensuring collaborative working.
4. Participate in the review and development of clinical policies and identifies improvements to service provision.
5. To be actively involved in team meetings, including chairing duties.

Training

1. To act as mentor to nursing students, providing effective education, facilitating their development and promoting high standards of health care.
2. Ensure nursing students are actively supported to enable them to achieve their learning needs.
3. To ensure yearly mentor updates are attended
4. To ensure own continued professional development and support a culture of lifelong learning in self and others.
5. To undertake, and assist, in the planning of own mandatory training and workshops.
6. To undertake a regular appraisal, developing a personal development plan that includes clinical competencies reflecting the health needs of the local population and relates to Trust strategy.
7. To support new staff and their integration within the team.
8. To support training as part of the role including changes to professional development and implementation of new policies and guidelines.
9. To undertake Children's Safeguarding Supervisor Training.



Additional Information

Health & Safety

Employees must be aware of the responsibilities placed upon them under the Health & Safety at Work Act (1974) and subsequently published regulations to ensure that the Trust's Health and Safety policies and procedures are complied with to maintain a safe working environment for patients, visitors and employees.

Infection Control

Each staff member has a duty to take personal responsibility for the prevention and control of infection, in accordance with Trust Infection Prevention and Control Policies, which reflect the statutory requirements of the Health Act 2006 – Code of Practice for the Prevention and Control of Healthcare Associated Infection. They must attend mandatory training in Infection Control and be compliant with all measures required by the Trust to reduce HCAs.

Risk Management

You will be responsible for adopting the Risk Management Culture and ensuring that you identify and assess all risks to your systems, processes and environment and report such risks for inclusion within the Trust Risk Register. You will also attend mandatory and statutory training, report all incidents/accidents including near misses and report unsafe occurrences as laid down within the Trust Incidents

Safeguarding Children and vulnerable adults

North East London NHS Foundation Trust (NELFT) is committed to safeguarding and promoting the welfare of children and adults and to protecting them from the risks of harm. The Trust recognises its responsibility to ensure that safe working conditions and systems are in place for staff working with children, adults and families in their care. Staff are required to comply with Trust policies on Safeguarding.

Standards of Business Conduct & Conflict of Interest

The NHS Code of Conduct and Standards of Business conduct for NHS Staff require all employees to declare all situations where you or a close relative or associate has a controlling interests in a business [such as a private company, public organisation or other NHS or voluntary organisation] or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. All such interests must be declared in the Trust's register of interests either on appointment or when such interests are gained.

As an employee you are required to make yourself aware of and adhere to the Trust's governance policies, such as Standing Orders and Standing Financial Instructions.

Sustainability

All staff has a responsibility for delivering high quality healthcare in a low carbon environment, where energy is used wisely and not wasted. It is the responsibility of all staff to minimise the Trust's environmental impact by recycling where possible, switching off lights, computers, monitors and equipment when not in use, minimising water usage and reporting faults promptly.



Smoking Policy

It is the Trust's policy to promote health. Smoking, therefore, is actively discouraged. It is illegal within the Trust buildings and vehicles.

Codes of Conduct

North East London NHS Foundation Trust (NELFT) requires the highest standards of personal and professional conduct from all of its employees. All employees must comply with the Code of Professional Conduct appropriate to their professional governing body.

As an NHS employee, you are required to observe the following principles:

- Make the care and safety of patients my first concern and act to protect them from risk;
- Respect the public, patients, relatives, carers, NHS staff and partners in other agencies;
- Be honest and act with integrity;
- Accept responsibility for my own work and the proper performance of the people I manage;
- Show my commitment to working as a team member of working with all my colleagues in the NHS and the wider community;
- Take responsibility for my own and continuous learning and development

Data Protection

Personal data is protected under the Data Protection Act (1999) and the post holder will ensure that it is securely held and that the requirements of the Act are followed. It is the responsibility of all staff whose jobs requires them to record information in Trust Computer systems (e. g RIO and ESR) to ensure that the data entered into these systems is of high data quality and that information is recorded correctly and in a timely manner. Failure to adhere to this requirement could be considered a disciplinary matter

Information Security and Confidentiality

All employees are required to observe the strictest confidence with regard to any patient/client information that they may have access to, or accidentally gain knowledge of, in the course of their duties.

All employees are required to observe the strictest confidence regarding any information relating to the work of the Trust and its employees.

You are required not to disclose any confidential information either during or after your employment with the Trust, other than in accordance with the relevant professional codes.

All person identifiable information must be held in the strictest confidence and should be disclosed only to authorised people in accordance with NHS Confidentiality Guidelines [Caldicott] and the Data Protection Act 1998 unless explicit written consent has been given by the person identified, or where information sharing protocols exist.

Failure to comply with these regulations whilst in the employment of the Trust could result in action being taken under the Trust Disciplinary Policy and Procedure.



Equality and Diversity

North East London NHS Foundation Trust (NELFT) is committed to the implementation of the Equality and Diversity at Workplace policy which ensures equal opportunities for all. NELFT is also committed to embracing diversity and eliminating discrimination in both its role as an employer and as a provider of services. It aims to create a culture that respects and values each other's differences, promotes dignity, equality and diversity and encourages individuals to develop and maximise their potential. The Trust will ensure that it provides equal and fairness for all, and not to discriminate on the grounds of gender, marital status, race/ethnicity, disability, sexual orientation, religion, transgender or gender reassignment status, age, marriage or civil partnership/same sex marriage, and because of you being pregnant or being on maternity/paternity leave. All staff are required to observe this policy in their behaviour to employees and patients/service users.

Key Performance Indicators (KPI)

Each individual and service will be set KPIs and achievement against these will be regularly reviewed. Performance against individual and service KPI's will be routinely monitored by your manager.

Review of this Job Description

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

Other Duties

There may be a requirement to undertake other duties as may reasonably be required to support the Trust. These may be based at other Trust managed locations.

For HR Use Only:

Date of template: 1 January 2015

Version: 1

For Manager Use Only:

Date last reviewed: 14 January 2021

Date to be reviewed:

Signed:.....
(Manager)

Dated:

Signed:

(Employee)

Dated:.....



Person Specification

	Essential	Desirable	Measurement
Demonstration of Trust Values			
Putting people first	✓		Application Form Interview Assessment
Prioritising quality	✓		Application Form Interview Assessment
Being progressive, innovative and continually improve	✓		Application Form Interview Assessment
Being professional and honest	✓		Application Form Interview Assessment
Promoting what is possible, independence, opportunity and choice	✓		Application Form Interview Assessment
Qualifications			
NVQ level 2 or equivalent standard of literacy and numeracy	✓		Application Form Interview Assessment
Current RMN registration	✓		Application Form
Teaching qualification (ENB 998, TICS, MELPS etc.)	✓		Application Form
Other specific job related post registration qualification		✓	Application Form Interview
Experience			
Working with young people with complex, acute mental health needs.	✓		Application Form Interview
Providing staff supervision and appraisal to both qualified and non-professionally aligned staff	✓		Application Form Interview
Undertaking audits within a clinical setting.	✓		Application Form Interview
Evidence of post-registration clinical development.	✓		Application Form Interview
To have experience of	✓		Application Form



assessing, planning, implementing and evaluating aspects of care.			Interview
To have experience in working / liaising with multi-disciplinary teams and other agencies in the provision of care.	✓		Application Form Interview
Ability to perform under pressure, quickly and effectively, making timely managerial decisions in conjunction with the Team Manager and following through available agreed care pathways.	✓		Application Form Interview
Ability to work independently and as part of the team	✓		Application Form Interview
Experience of working in inpatient and/or Home Treatment Team settings		✓	Application Form Interview
Knowledge			
An awareness of NHS Plan, NSF and clinical governance priorities	✓		Application Form Interview
The 1983 Mental Health Act and related legislation, codes of practice and guidance	✓		Application Form Interview
Best practice, latest research and effective care delivery processes	✓		Application Form Interview
Medication management	✓		Application Form Interview
Physical Health assessment	✓		Application Form Interview
Policy Guidance relating to Children and young people and acute care pathways	✓		Application Form Interview
Knowledge of young people's mental health problems including organic and functional illnesses	✓		Application Form Interview
Skills			
Basic awareness of IT and IT skills	✓		Application Form Interview



			Assessment
Well-developed interpersonal skills especially when handling conflict and change.	✓		Application Form Interview
Ability to facilitate positive multi-disciplinary working relationships across all service areas	✓		Application Form Interview
Ability to resolve difficulties which affect working relationships and to offer support to staff, service users and carers on an ongoing daily basis	✓		Application Form Interview
Ability to explore emotionally demanding aspects of the role with appropriate staff in both managerial and clinical supervision as well as in team meetings and informal work related support systems	✓		Application Form Interview
Ability to maintain confidentiality where appropriate	✓		Application Form Interview
Other			
To be aware of, and demonstrate, the Trust Values	✓		Application Form Interview
To be able to travel efficiently throughout the area	✓		Application Form Interview
Understanding of and commitment to the principle of equal opportunities in service delivery	✓		Application Form Interview
To be flexible, supportive and if required to take on new role within NELFT appropriate to knowledge, education and skills, as required	✓		Application Form Interview
Able to work shifts, including weekends, bank holidays and	✓		Application Form Interview



nights			
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