

## Job Description

<b>Job Title:</b>	<b>Practice Development Nurse</b>
<b>Band:</b>	<b>Band 7</b>
<b>Locality:</b>	<b>Pennine Network</b>
<b>Service:</b>	<b>Mental Health</b>
<b>Base:</b>	<b>Dane Garth, Furness General Hospital</b>
<b>AfC Ref:</b>	<b>2962</b>
<b>Hours of work:</b>	<b>37.5 hours per week</b>

### **Reporting Arrangements:**

**Managerially accountable to: Senior Nurse Manager**

**Professionally accountable to: Head of Nursing and Professional Practice**

### **Job Summary**

1. To support clinicians and managers in developing quality mental health services that reflect contemporary practice and complement the aspirations of national guidance and local health improvement programmes, whilst meeting the Trusts Clinical Governance agenda.
2. To lead and support practice development initiatives prioritised in inpatient services as required to facilitate the delivery of evidence based high quality care.
3. Via inpatient service governance meets and in collaboration with other practice development leads promote the sharing of best practice and practice development initiatives
4. To work with Matrons and Ward Manager colleagues to ensure the sustainability of practice development initiatives.
5. To develop systems of benchmarking, audit and evaluation in order to measure and monitor standards of practice as part of the inpatient clinical governance team.
6. To lead service developments as required by Head of Nursing and Professional Practice.

## **Key Responsibilities**

### **Communication and Relationship Skills**

Take a lead role for Dane Garth Inpatients education and training in order to ensure quality improvements focusing on the fundamentals of care

Act as a professional resource/role model in supporting teams in providing quality of care

Maintain a professional portfolio demonstrating clinical practice and skills working in Acute Mental Health services

Provide clinical and professional advice to Matrons and Ward Managers.

To challenge practice and identify competency issues

The postholder will be required to deal with contentious issues which may not be readily accepted.

Take the lead role in managing external reviews on an annual basis i.e. Royal College of Psychiatrists.

To develop clinical governance plans as required

Represent Services at relevant internal and external meetings as required Promote continuous professional development for all clinical staff

To provide practice development leadership to the clinical team leaders in order to facilitate the delivery of high quality evidence based care.

Take a lead role on key initiatives as requested by Senior Nurse Manager or Head of Nursing and Professional Practice

Work with higher education providers to ensure that the Continuing Professional Development needs of Secure Service staff are met.

### **Analytical and Judgmental Skills**

Maintain an up to date knowledge of current trends in practice and research within the clinical speciality

Identify best practice at a national level and demonstrate leadership that enables these concepts to be taken on board at a local level

Be a visible presence in all service areas

Support the implementation and sustainability of clinical supervision

Engage in regional and national networks to promote the development of practice

## **Planning and Organisational Skills**

To manage own workload and prioritise accordingly

To produce relevant reports within required deadlines

Manage projects within agreed timescales utilising project management skills to ensure projects are delivered and acceptable to key stakeholders

Coordinate training initiatives, recruitment activity, training forums, and clinical resource packs for staff

Work with local Higher Education Providers to support the development of high quality student placements within Secure Services

## **Responsibilities for Policy and Service Development**

Take a lead role in the development of clinical policies and protocols across the service

Take a lead on specific service developments as required To submit bids for development projects

To take a lead role on the development clinical audits at department and service level

Maintain knowledge base regarding contemporary audit and evaluative methodologies

Promote a culture that supports learning and development for staff, including leading by example, on the job development and support

## **Responsibilities for Finance**

The post holder will have the associated responsibility for the development and training budgets.

## **Responsibility for Human Resources**

Provide supervision for staff undertaking projects

To participate in managerial and clinical supervision on a monthly basis

To lead and co-ordinate preceptorship and return to practice

Work with staff groups to assist them to meet their post registration education and practice requirements and develop their clinical competencies

To monitor and maintain the medication error database providing staff support when required

Ensure the trusts principles of individual clinical supervision and other processes which support staff growth and development are firmly embedded in practice

## Research and Development

Maintain registration with the NMC, and ensure all PREP requirements are met.

Promote and work within clinical guidelines for clinical practice recommended by the professional bodies

To attend relevant conferences and take the opportunity to share good practice and network with other services

Maintain own professional standards by actively engaging in clinical supervision

The range of duties and responsibilities outlined above are indicative only and are intended to give a broad flavour of the range and type of duties that will be allocated. They are subject to modification in the light of changing service demands and the development requirements of the postholder

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## Person Specification

Our vision: high quality care, in the right place, at the right time, every time.

Description	Essential	Desirable	Assessment
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Education/ Qualifications	<p>Registered Mental Health Nurse</p> <p>Master's Degree in a relevant subject area or equivalent knowledge and experience.</p> <p>Considerable evidence of continuing professional development</p>	<p>An NVQ assessor or willing to work towards</p> <p>Leadership or management qualification</p> <p>Experience of teaching within further or higher education</p> <p>NMC Level 3 Practice Teacher Status</p> <p>Recognised teaching qualification, eg; ENB 998, Mentorship, PGCE, Cert. Ed.</p>	<p>Usual methods of assessment for ALL attributes include:- Application</p> <p>Form Interview Test Presentation</p>
Experience	<p>Experience of project management</p> <p>Experience of undertaking audit, research and quality improvement</p> <p>An ability to teach in clinical and classroom settings</p> <p>Working knowledge and understanding of the principles and practice of clinical governance.</p> <p>Understands national policy in relation to advancing and developing clinical practice</p>	<p>At least 4 years post registration experience</p> <p>Master's Degree in a relevant subject area or equivalent knowledge</p> <p>Experience of project management</p> <p>2 years within Secure Mental Health Care</p> <p>Experience of conducting clinical research</p>	

	Presentation and group facilitation skills, including the skills to present to large groups at all levels (internal and external to the organisation) and where there may be barriers to understanding		
Work Related Circumstances	<p>Capability in effective aggression management skills including control and restraint training or willingness to undertake / refresh training.</p> <p>Ability to move around the Trust from site to site as required.</p>		

## **EFFORT FACTORS**

<b>PHYSICAL EFFORT</b> What physical effort is required for the job?	How often?	For how long?	What weight is involved?	Any mechanical aids?
Patient contact, Staff contact, IT use, teaching	Everyday	variable	N.A	N.A

Is the job holders expected to sit / stand in a restricted position?	How often?	For how long?	What activity is involved?
NO			

<b>MENTAL EFFORT</b> Are there any duties requiring particular concentration? – Please detail.	How often?	For how long?
Teaching, presenting, writing	Variable	Variable
Are there any duties of an unpredictable nature? – Please detail.	How often?	For how long?
unknown		

<b>EMOTIONAL EFFORT</b> Does the job involve dealing with any distressing or emotional circumstances? – Please detail.	Direct / Indirect exposure	How often?
Yes, potentially as working adult Mental health inpatient setting.	Both	unknown
<b>WORKING CONDITIONS</b> Does the job involve exposure to unpleasant working conditions? – Please detail.	How often?	
Unlikely	unknown	

### **Our values and behaviours**

The values and behaviours represent what we, as an organisation and the individuals who make up that organisation, are about. It is our aim that everything we do fits in with and reinforces, these values:

Values	Behaviors we expect
<b>We are always learning</b>	<ul style="list-style-type: none"> <li>✓ We pro-actively seek out opportunities to learn and support the learning of others</li> <li>✓ We prioritise quality and safety and are open and flexible to change and improvement</li> <li>✓ We value appraisals, supervision and learning opportunities</li> <li>✓ We speak up if we are concerned about safety and focus on opportunities to improve</li> </ul>
<b>We are respectful</b>	<ul style="list-style-type: none"> <li>✓ We are open and honest, trying our best to ensure people receive information in ways they can understand</li> <li>✓ We seek, value and learn from diverse perspectives, views and experiences</li> <li>✓ We put service users and carers at the heart of everything we do</li> <li>✓ We take pride in our work and understand we are responsible for our actions</li> </ul>
<b>We are kind</b>	<ul style="list-style-type: none"> <li>✓ We are approachable and show compassion</li> <li>✓ We actively listen to what people need and pro-actively offer our support</li> <li>✓ We care for our own wellbeing and the wellbeing of others</li> <li>✓ We celebrate success and provide feedback that is authentic and compassionate</li> </ul>
<b>We are a team</b>	<ul style="list-style-type: none"> <li>✓ We take personal and team accountability to deliver the highest standards of care</li> <li>✓ We work in active partnership with service users and carers</li> <li>✓ We actively build trusting relationships and help others feel joy and pride in work</li> <li>✓ We work well with colleagues across LSCft and in our partner organisations to enable patient centred, joined up care</li> </ul>

### **Special conditions:**

As a member of staff you have:

- Legal duties and responsibilities under health and safety legislation, plus a general duty to work safely and not to put others at risk, including colleagues, service users and visitors, as a result of any activity or omission at work.
- A duty to report any practice that you consider compromises standards of risk and health and safety. The Whistle-Blowing Policy gives effect to the Public Interest Disclosure Act under which an individual who raises such concerns for unfair treatment is protected.

All Lancashire and South Cumbria NHS Foundation Trust staff employed within all environments that have contact with service users, their families or systems to support them have a responsibility to safeguard and promote the welfare of children, adults and vulnerable families.

As a member of staff you must:

- All Lancashire and South Cumbria NHS Foundation Trust staff employed within clinical environments have contact with children, vulnerable adults, service users and their families must familiarise themselves and be aware of their responsibilities and adhere to the local safeguarding

children's board, local safeguarding adult board and Lancashire and South Cumbria NHS Foundation Trust procedures for safeguarding and protecting children.



- The Trust places great emphasis on the need for the strictest confidentiality in respect of personal data; both that of service users and staff. All information about people will be treated in the strictest confidence at all times. Breaches of confidentiality will be investigated and may lead to disciplinary action being taken.
- The Trust views its responsibility under the Data Protection Act and the Caldicott Principles as central to all activities that are carried out in its name. Staff are therefore expected to acquaint themselves with the principles of information governance and to complete the mandated training modules which have been agreed.
- The Trust places great importance on sustainable development, reducing its carbon footprint and maximising the positive social, economic and environmental outcomes of Trust actions and activities. As an employee it will be your responsibility to minimise your environmental impact, use resources efficiently, saving energy by switching off unnecessary equipment, reducing waste generation, using recycling / redistribution facilities, minimising travel and saving water when possible. If your role involves purchasing / ordering supplies you must consider the environmental / sustainable impacts and purchase optimal environmental / sustainable products / services.
- All staff and contractors must follow Trust policies and procedures relating to infection prevention and control (IPC) including the Dress Code Policy. All staff have a duty of care in following best practice which is fundamental to IPC, which includes maintaining a clean and safe environment at all times. It is an expectation that Trust staff at all levels make IPC a priority as they perform their roles.

Promoting equality and reducing inequalities:

- You should understand and uphold organisational policies and principles on the everyday promotion of equality, diversity and inclusion.
- You should create an inclusive working environment which values a variety of ideas, experiences and practice, where differences are respected and celebrated for the benefit of ourselves, the Trust and the communities we serve.
- You should uphold the Trust's commitment to health and wellbeing.



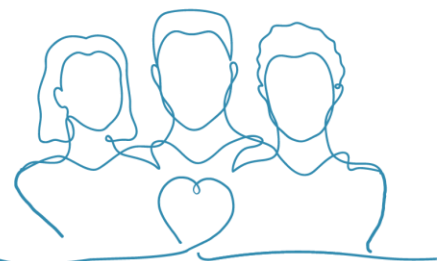
**We are  
Kind**



**We are  
Respectful**



**We are  
Always  
Learning**



**We are a  
Team**