

Registered Mental Nurse

Job Description & Person Specification –

A summary of the role responsibilities and person specification



University Hospitals
Bristol and Weston
NHS Foundation Trust

Why Our Trust?

Terms and conditions

Post – Registered Mental Nurse

Division – Trust Services

Band – Bank

Salary - Bank

Location – Bristol

Contract length – Bank

Annual leave – Up to 33 days dependant on NHS Service

Pension - The NHS Pension Scheme is a defined benefit scheme. Further details and outline of benefits can be found at: www.nhsbsa.nhs.uk/pensions

Job Purpose

UHBW is an acute hospital meeting the needs of an inner city population. On occasions, a patient may need specialist mental health input whilst receiving physical care. This can involve a high level of one-to-one nursing for a range of conditions and behavioural disturbance, including drug and alcohol withdrawal, delirium, risk of falls, confusion, psychosis, self-harm and suicide risk.

The priority for the post holder will be to provide

- High level of nursing and observation
- Delivering a range of nursing and psychosocial interventions to help reduce the patients' distress.
- Assist and supporting general hospital colleagues in making decisions about treatment and care in complex situations.

About us

Our mission is to improve the health of the people we serve by delivering exceptional care, teaching and research every day.

What you'll love about working here

UHBW has been rated by the CQC as 'Good' - our staff are proud to deliver excellent care. As a forward-thinking multi-award winning Trust, our world-leading research and innovations are having a positive local and global impact. Our hospitals are spread across Bristol and Weston-super-Mare, join us and you can enjoy the very best of both worlds; city living within a stone's throw of the countryside or beside the seaside, both with easy access to all that the South West has to offer.

A digital exemplar- Being appointed as a Global Digital Exemplar means we can realise this vision by implementing digital technologies that will help us to transform the way we work and how we relate to our colleagues, patients and partner organizations.

Sustainable healthcare - We have joined the international movement to declare a climate emergency, recognising the impact climate change is having on the world. Climate change is labelled as the greatest threat to health in the 21st century, with a range of conditions related to heat, cold, extreme weather and air pollution predicted to rise. To lead the way in healthcare the Trust has set ambitious goals to become carbon neutral by 2030.

Access to further opportunities with the Trust - Apprenticeships are a great way to learn and earn on the job. UH Bristol and Weston provides a range of apprenticeships to support a huge number of career opportunities in clinical and non-clinical support services with apprenticeships starting at level 2 through to level 7. As an organisation we encourage further development of all employees to progress upward within their chosen field.

Diversity & Inclusion

A core principle of the Trust is to ensure that patients and staff are treated with dignity and respect. Promoting equality, diversity and human rights and challenging any form of inequality, discrimination, harassment or abuse are central to the Trust's Values.

'Committed to inclusion in everything we do' is the ambition set out in the Trust's Workforce Diversity & Inclusion Strategy. The Trust will not tolerate discrimination, harassment or bullying under any circumstances and particularly because of a characteristic protected by the Equality Act 2010.

We are
supportive
respectful
innovative
collaborative.
We are UHBW.



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Main duties and responsibilities

As a bank RMN, the post holder will be expected to support and manage patients who are being looked after in a variety of settings.

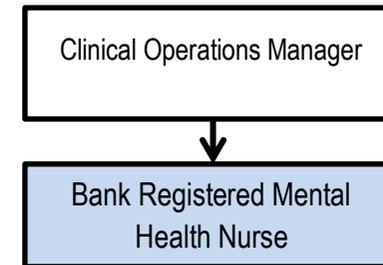
These may include:

- Emergency Department
- Medical assessment areas
- All wards and clinical areas across the Trust

For patients being nursed in the BRI with physical health problems may also present with mental health problems. On these occasions, a bank RMN will be employed to:

- Provide one-to-one nursing for behaviourally disturbed, distressed or confused patients
- Offer support and advice to patients presenting with a range of undifferentiated mental health, psychological problems and psychiatric illnesses
- Deliver a range of nursing and psychosocial interventions to individual patients and their families, as appropriate
- Assist and support general hospital colleagues in making decisions about treatment and care in complex situations
- Represent mental health services within the general hospital

Organisational Structure



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In addition to a common mission and vision, we share our Trust values:
Respecting everyone, Embracing change, Recognising success and Working together.

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Main Duties and Responsibilities Contd.

- Clinical practice
- Communication
- Management

Clinical practice

- Utilise a range of clinical skills appropriate to the individual patient's needs and the clinical setting in which they are being cared for.
- Concise, effective liaison and feedback to clinical staff within the general hospital regarding advice on appropriate management strategies for individuals.
- Effective liaison and communication with patients, relatives, carers and primary health care staff.
- Role model clinical excellence and high standards of nursing practice to other staff.
- Demonstrate and apply a sound understanding of the legal and ethical issues in caring for people with mental health problems. In particular, demonstrate a sound understanding of the application of the Mental Capacity Act (2005), the Mental Health Act 1983 (Revised, 2007) and their use within a non-mental health setting.

Communication

- Demonstrate the ability to receive and give complex clinical details clearly and effectively.
- Demonstrate the ability to communicate clearly and sensitively in situations that may be hostile and/or contentious.
- Demonstrate a high level of interpersonal skills, self-awareness and empathy in all communications.
- Demonstrate the ability to negotiate and problem-solve in contentious and/or potentially antagonistic situations.
- Demonstrate effective communication with colleagues in the multidisciplinary team.

Management

- At all times practice within the boundaries of the NMC Code of Professional Conduct

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Personal Profile -

Knowledge and Experience

- At least 6 months post registration experience and knowledge of the clinical and demographic risk factors associated with self-harm and suicide - E
- Knowledge of the Mental Capacity Act (2005) and the Mental Health Act and their use in the general hospital - E
- Knowledge of working therapeutically with individuals following self-harm – E

Personal and People Management

- Excellent presentation skills: both verbally and non-verbally - E
- Knowledge of teamwork and staff development, skills in motivating change in others - E

Service Improvement/Quality

- Ability to assimilate new concepts and approaches to care - E

General/Personal Qualities

- Ability to respond positively to constructive criticism - E
- A questioning attitude, imagination and determination - E
- A concept of one's own nursing philosophy - E
- Enthusiasm and flexibility - E
- Ability to work under pressure and meet deadlines - E
- A problem solving approach to professional practice - E
- Ability to manage personal stress - E

(E) = Essential
(D) = Desirable

Communication

- Effective verbal and written communication skills - E
- Evidence of effective organisational and time management skills - E
- Skills in assessing, planning implementing and evaluating mental health nursing interventions - E
- Ability to interact therapeutically with distressed and/or disturbed individuals and/or those in crisis - E
- Skills in interacting effectively with colleagues from a range of specialties and departments - E
- Skills in complex report writing – D

Health Safety and Security

- Knowledge of Nursing and Psychiatric interventions with patients in an acute phase of mental illness /distress - E
- Knowledge of risk assessment and management particularly in relation to suicide - E

Qualifications and Training

- First Degree or equivalent - D
- Post qualification Masters Degree or equivalent experience- D
- Nurse Prescribing qualification - D
- Teaching and assessing qualification or equivalent experience - D

Other:

- Satisfactory health clearance - E
- Full current driving licence - D

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Transforming Care

Delivering sustainable healthcare services to our patients, which are effective, efficient and driven by excellence, is at the heart of our organisation. Transforming Care is the Trust's overarching programme of transformational change. It enables staff to use a structured approach to continuously improve and innovate their services, strengthen our capability, and deliver our Trust's mission to improve the health of the people we serve by delivering exceptional care, teaching and research, every day.

Our Quality Improvement Academy is open to all staff and leaders across the Trust, and provides training to lead or take part in improvement and transformation activities in their departments and across the Trust. We will support staff to develop the skills and tools to improve services to deliver the best care to our patients and public.

Information Governance

It is the responsibility of all staff to respect the confidentiality of patients and staff, as specified in the Caldicott Principles, Data Protection Act 2018 and the Human Rights Act. It is the duty of every employee to:

- Only access person identifiable information as required in the execution of their duties.
- Disclose information appropriately, in line with the Data Protection Act 2018.
- To ensure good quality data by recording, promptly and accurately, clinical and non-clinical information within agreed timescales to PAS, the health record or the appropriate clinical or non-clinical information system
- Always trace patient notes on the Patient Administration System

Maintain the confidentiality of their passwords / usernames and if in possession of a 'Smartcard' abiding by the terms and conditions of its use.

Workplace health and wellbeing

The Trust Workplace Health and Wellbeing Framework applies to all employees, students and volunteers who are encouraged to take responsibility for their individual health and wellbeing and to promote the wellbeing of colleagues. Line managers must recognise the importance of health and wellbeing and take it into account when planning tasks and designing jobs.

Safeguarding Children and Vulnerable Adults

The Trust is committed to safeguarding and promoting the welfare of all children, young people and vulnerable adults, and as such expects all staff and volunteers to share this commitment.

Quality and Clinical Governance

Quality in the NHS has three core dimensions: Patient Safety, Patient Experience and Clinical Effectiveness. Clinical Governance is about the systems, processes and behaviours to ensure that high quality services are provided to patients. Every member of staff has a role to play in striving for excellence: it is important that everyone is aware of and follows policies and procedures that govern their work; and if something goes wrong, everyone has an obligation to report it so lessons can be learned from mistakes, incidents and complaints. If any member of staff has concerns on any clinical governance matters, they should raise them with their line manager, professional adviser, or a more senior member of management. Reference should be made to the Trust's guidance on Raising Concerns about provision of patient care.

Health and Safety

Under the provisions contained in the Health and Safety at Work Act 1974, it is the duty of every employee to:

- Take reasonable care of themselves and for others at work
- To co-operate with the Trust as far as is necessary to enable them to carry out their legal duty
- Not to intentionally or recklessly interfere with anything provided including personal protective equipment for Health and Safety or welfare at work.

Everyone has a responsibility for contributing to the reduction of infections.

Senior Management is responsible for the implementation throughout the Trust of suitable arrangements to ensure the health, safety and welfare of all employees at work and the health and safety of other persons who may be affected by their activities. Where health and safety matters cannot be resolved at Senior Management level the appropriate Executive Director must be notified.

Line Managers are responsible for the health and safety management of all activities, areas and staff under their control. This includes responsibility for ensuring risk assessments are completed and implementation of suitable and sufficient control measures put in place. Health and safety issues are dealt with at the lowest level of management practicable. Where health and safety matters cannot be resolved at a particular management level the appropriate Senior Manager must be notified.