

JOB DESCRIPTION

Job evaluation ref number:	
Job Title: Staff Nurse	
Reports to (post title): Ward Manager	
Evaluated Banding: Band 5	
Role Purpose: 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. To provide a realistic timely and occasionally intensive support to patients within an Inpatient setting. To provide education and supervision to junior staff members, peers, and other professionals.	
Role Context: A registered nurse (Mental Health/Learning Disability) with current registration with the Nursing and Midwifery Council (NMC). The role requires a clinician with skills to assess patient's needs, analyze and develop treatment plans within a multidisciplinary framework.	
Trust Values All colleagues are expected to demonstrate at interview and throughout employment that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: <p style="text-align: center;">Trust Honesty Respect Compassion Teamwork</p>	
Key Accountabilities	Performance Measures
Clinical Work Practice 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. Interventions will be evidence based and designed to reduce stress and anxiety, manage risk and aid recovery. To maintain accurate, timely and relevant clinical records both written and computerised. To maintain the safe custody of healthcare records. Responsible for the safe monitoring, management and administration of medication as required by Trust policy.	Evidence of awareness and completion of relevant assessments. Individual care plans which are specific to areas of need and are evidence based. Appropriate professional and agreed criteria are met.

<p>To be aware of and apply the principles of Infection Prevention and Control and to comply with policy, procedure, and guidance. To obtain and interpret physical Healthcare observations Demonstrate and be responsible for the safe application of relevant,</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>
Dimensions	
<ul style="list-style-type: none"> • Provide effective day to day management of the Unit • Mentoring of junior/newly qualified staff, and student nurses including allied professionals. <p>Maintenance of quality and service provision standards</p> <ul style="list-style-type: none"> • Implementation and participation in staff clinical supervision and appraisal (PAD) • Supervision of junior grades of staff 	
Safeguarding	
<p>All employees are responsible for taking all reasonable measures to ensure that the risks of harm to children and vulnerable adults are minimized. 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>	
Disclosure and Barring Services	
<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>	

Infection Control
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.
Equality and Diversity
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.
Sustainability and Net Zero – Supporting Our Green Plan
The Trust places great importance on reducing its carbon footprint and maximising the positive social, economic, and environmental outcomes of Trust actions and activities on its patients and the planet. It is the responsibility of all staff to support the delivery of the Trust's Green Plan and contribute to achieving Net Zero Carbon. This will include using energy and water efficiently, reducing the consumption of materials, reducing waste, and increasing recycling, printing less, reporting faults or heating/cooling concerns promptly and minimising travel.
Data Quality Statement
All staff of Nottinghamshire Healthcare NHS Foundation Trust have a responsibility for data quality, improved data quality leads to better decision-making across the Trust. The more high-quality data, the more confidence the organisation has in decisions. Good data decreases risk and can result in consistent improvements in results. Employees within data roles have a responsibility for inputting high quality data (accurate, valid, timely, complete) and for ensuring that high quality data is maintained.
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.

<p>To demonstrate continued professional development to maintain professional registration.</p> <p>Ability to demonstrate leadership skills and qualities.</p> <p>Knowledge in assessing and supporting students in clinical practice.</p> <p>Working knowledge of the Care Programme Approach, Mental Health Act, Mental Capacity Act, Deprivation of Liberty and Safeguarding etc.</p>
Analytical and Judgement Skills
<p>Judgements involving a range of facts or situations, which require the analysis, interpretation, and comparison of a range of options.</p> <p>Assessment of patient conditions, recognizing a deteriorating patient and suitability for discharge from caseload.</p> <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>
Planning and Organisational Skills
<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 workload.</p> <p>Ability to safely organise, delegate and lead an inpatient team on shift-by-shift basis.</p>
Physical Skills
<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>
Responsibility for Patient/Client Care
<p>Develops programmes of care/care packages 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>
Responsibility for Policy/Service Development
<p>Follows policies, makes comments on proposals for change Participates in the development of evidence based effective practices in the service including NICE guidance.</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.

Responsibility for Financial and Physical Resources

Handle or process cash, cheques and patients' valuables as appropriate and where required
Manage resources and equipment; Maintain stock control; order supplies when necessary;
Sign agency/bank time sheets.

Responsibility for HR

Responsible for operational supervision of peers, non-registered and newly registered staff.
Provide mentorship, preceptorship, supervision and support of students/newly registered staff.

Responsibility for Information Resources

Records personally generated information Will be responsible for accurately updating patient's healthcare records. Validation of data/records submitted by non-registered staff

Responsibility for Research and Development

Undertake surveys/audits as necessary to own work.

Freedom to Act

Work is managed rather than supervised 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.

Physical Effort

Frequent requirement for moderate physical effort for several short periods during a shift.i.e. may need to manoeuvre patients

Mental Effort

Frequent concentration required where the work pattern is unpredictable. Frequent requirement to undertake patient/environmental observations and risk assessment of patient's conditions. Concentration required for checking documents and recording information.

Emotional Effort

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 risk.

Working Conditions

Frequent exposure to highly unpleasant working conditions, i.e., body fluids. Potential exposure to hazards where personal alarms may be required. Adhere to Lone Working policy and Health and Safety guidance as necessary.

Organisation Chart

Ward Manager- Band 6- Band 5 (This Post)- Band 4- Band 3- Band 2

Our promise to you

We will ensure that you are supported and lead in line with our Trust Values: **Trust**, **Honesty**, **Respect**, **Compassion** & **Teamwork**



Nottinghamshire Healthcare NHS Foundation Trust actively works to fulfil the seven elements of the NHS People Promise.

We will adhere to the promise and support all our colleagues, assuring that we are continuously striving to listen to colleagues, adapting accordingly and striving always to be the best place to work.



Signatures

After reviewing the document, please sign to confirm agreement

Post holder:

Date:

Line Manager:

Date:

EMPLOYEE SPECIFICATION FOR THE POST OF

Attribute	Essential	Weight	Desirable	Weight	How Identified
Values and Behaviours	<ul style="list-style-type: none"> All colleagues are expected to demonstrate that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: Trust Honesty Respect Compassion Teamwork All colleagues are expected to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion (EDI) and how it applies to their role. The Trust's expectations are highlighted within our EDI Policy, and associated EDI and Human Rights legislation 				Application & Interview Application & Interview
Physical Requirements	Able to undertake training in the management of violence reduction Has the physical ability to perform the full range of nursing duties				Interview Application
Qualifications - Academic / Craft / Professional	Professional Qualification (Mental Health/Learning Disabilities/General) to degree level or equivalent. Maintains current registration with the NMC		Demonstrate continued professional development to maintain professional registration		Application form Interview
Training	Willingness to undertake new clinical practices, education and training that will enhance service delivery.				Interview

Attribute	Essential	Weight	Desirable	Weight	How Identified
Experience	Demonstrates satisfactory clinical expertise for the banding.		Specialist and area specific experience.		Interview
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 form 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