

JOB DESCRIPTION

Job evaluation ref number:	
Job Title: Staff Nurse	
Reports to (post title): Ward Manager	
Evaluated Banding: Band 5	
Role Purpose: To provide individual and professional knowledge and skills within the clinical setting. To assess, implement and evaluate care programmes for individual patients. To supervise staff and to teach qualified and unqualified staff including basic/post-basic students.	
Role Context: To deliver high quality safe and effective care to a group of patients in a medium secure forensic setting.	
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 Practice or Work Practice <ul style="list-style-type: none"> Clinical Management: To take charge of the ward on a regular basis and have delegated trust in the absence of the Ward Manager to manage the allocated resources to maintain their effectiveness and efficiency, taking appropriate action to meet set standards and targets. Organise and be responsible for workload in such a way that care is effective as well as efficient. Clinical Practice: To work in partnership with the Multi-Disciplinary Team in initiating, implementing and evaluating operational policies and clinical practice against agreed criteria. Health Promotion: Assisting patients in maintaining their physical wellbeing, coexisting within Health of the Nation targets. Quality: Ensure that the level of service provided in the ward environment is to the agreed Quality Standards. Actively 	<ul style="list-style-type: none"> Duty rota: record of taking charge of the ward. Managerial supervision: supported staff, effective use of resource, forward planning. Care plans appropriate to needs that are fully evaluated. MDT and CPA involvement. Participation and involvement in health promotion activities.

<p>promote a responsible, caring attitude at all times ensuring that all staff treat patients with dignity and respect.</p> <ul style="list-style-type: none"> • Risk: To undertake personal responsibility for ensuring risk assessments are carried out and implemented within the patient's care programme. <p>Duties and Responsibilities</p> <ul style="list-style-type: none"> • To assess, plan, implement and evaluate an agreed plan of care. • Build and maintain sound therapeutic relationships with patients and their families and carers. • Organise and supervise the admission, transfer and discharge of patients to and from the ward. • Promote and maintain a high standard of nursing care at all times. • Regularly takes charge of ward area. • Ensure that the legal requirements of the Mental Health Act 1983 are met and have a sound working knowledge of the application of appropriate sections of the Act. • Be fully conversant with the provision of the Mental Health Act, Discharge and After Care policies including - the Care Programme Approach, Supervision Register, Supervised Discharge and Section 117 of the Mental Health Act 1983. • Report on clinical matters to the Ward Manager, Nurse in Charge. When in charge ensure that necessary information is collated and communicated to relevant person. • Work in collaborative manner with other members of the Multi-Disciplinary Team, ensuring full reporting to, and reception of, reports at each shift change. • Accept professional responsibility for the delivery of care. • To be supported in acting as a clinical supervisor. • Accept and participate in regular supervision with the Clinical Team Leader or designated supervisor. • Cooperate closely with the Ward Manager in coordinating the work of the service. 	<ul style="list-style-type: none"> • Evidence of audit against ward standards. • Current and appropriate risk assessments. • Care plans appropriate to needs that are fully evaluated.
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<ul style="list-style-type: none"> • Maintain safe custody and administration of medicines in line with national/local policies. • To make primary nursing assessments and act as a Named Nurse to a given number of patients. • As a primary Named Nurse attend where possible all relevant CPA meetings. • Ability to work within a Multi-Disciplinary Team. • Carry out directed activities adhering to hospital procedures eg fire, health and safety. • Maintain good order and cleanliness on the ward. 	
Dimensions	
Delivers care to a group of patients in a medium secure forensic setting.	
Safeguarding	
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.	
Disclosure and Barring Services	
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.	
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

To develop and maintain communication with external providers in order to promote good patient care and deliver initiatives such as the Care Programme Approach.

To communicate regularly with both patient and patient's significant others about issues relating to Care and Organisational development which will affect them.

To promote effective communication between the members of the Clinical Team in order to enhance patient care.

To develop communication with other departments within the Trust, eg Nursing Practice Directorate building effective working partnerships to deliver the highest standards of care.

Knowledge, Training and Experience

- A registered nurse qualification (Mental Health)
- Experience of care planning and delivering care to a group of patients
- To assess and teach Student Nurses and Nursing Assistants
- Excellent interpersonal communication skills both written and verbal
- Evidence of high quality clinical nursing skills
- Knowledge of current issues in relation to Forensic Nursing Practice
- Knowledge of the Mental Health Act, National Healthcare Agenda and legislation

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.

Demonstrate an ability to carry out a comprehensive assessment of health, wellbeing and social care needs.

<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>Standard keyboard skills.</p> <p>Manual handling which may include manoeuvring of wheelchairs/trolleys/bed etc. as necessary.</p> <p>Assisting patients with all aspects of daily living.</p> <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>The post holder will assist patients with their personal, physical and emotional needs within the overall programme of care as directed by the registered professional.</p> <p>Provides advice which contributes to the care, well-being or education of patients, including Health Promotion.</p> <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>
Responsibility for Policy/Service Development
<p>Follows policies in own role but may be asked to comment on departmental policies.</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>
Responsibility for Financial and Physical Resources
<p>May be required to handle or process cash, cheques and patients' valuables.</p>
Responsibility for HR
<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>

Responsibility for Information Resources
Records personally generated information to healthcare records which should be countersigned/verified/validated by a registered profess as per Trust policies and procedures.
Responsibility for Research and Development
Undertakes surveys and audits as necessary to own role.
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 to exert intense physical effort throughout the period of work. To undertake relevant mandatory training and engage in the management of violence and aggression. Escorting and maintaining custody of patients both within and outside of secure environments. Response to serious and emergency incidents.
Mental Effort
Frequent concentration where the work pattern is predictable, occasionally unpredictable.
Emotional Effort
Frequent and prolonged exposure to highly distressing or highly emotional circumstances. Working closely in clinical practice with patients in a medium secure forensic setting. The backgrounds and presentation of many of these patients can present exceptional challenges both in working with the patients, in managing personal emotional responses and those of others eg carers.
Working Conditions
Medium secure mental health environment that cares for mentally disordered offenders who are assessed as posing a serious and immediate danger to themselves and the public. This involves being responsible for security procedures, keys and working in a restrictive, locked environment. Exposure to aggressive behaviour of patients and carers. This includes: Locks and fences Inadequate ventilation and temperature control Constant observation of staff and patients Continual risk of patient assault – verbal and physical Exposure to aggressive behaviour patients and carers Security procedures – searches, patient movement restrictions Being alert to emergency security procedures Knowledge and adherence to organisational security policies and procedures Demonstrate an understanding of the need to integrate security requirements within therapeutic activities in the provision of care rehabilitation for patients Effectively use hospital radio communication equipment as required

Organisation Chart

Modern Matron

Deputy Matron

Ward Manager

Team Leader

Staff Nurse

Unqualified nursing staff

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 				<p>Application & Interview</p> <p>Application & Interview</p>
Physical Requirements	<ul style="list-style-type: none"> Able to undertake training in physical interventions 		<ul style="list-style-type: none"> 		Occupational Health Interview
Qualifications - Academic / Craft / Professional	<ul style="list-style-type: none"> RMN (RN(M)) or working towards mental health nursing qualification 		<ul style="list-style-type: none"> 		Application Form Registration Documents Relevant Paperwork
Training	<ul style="list-style-type: none"> 		<ul style="list-style-type: none"> Evidence of Post Registration Development/Accredited Training/Courses 		Application Form References

Attribute	Essential	Weight	Desirable	Weight	How Identified
Experience	<ul style="list-style-type: none"> Understand current mental health legislation Understand Clinical Risk Assessment Experience of planning and being in charge of a ward Experience of working in a mental health setting 		<ul style="list-style-type: none"> Aware of National and Local Issues impacting on Nursing Care 		Application Form Interview References
Knowledge	<ul style="list-style-type: none"> Evidence of ability to work under stress and manage stressful situations Have a commitment to personal development/motivated Evidence of empathetic/non-judgmental attitude 		<ul style="list-style-type: none"> 		Application form References Interview
Skills	<ul style="list-style-type: none"> Ability to function within a team Good oral and written communication Ability to develop professional working relationships with a challenging patient group Evidence of good skills in assessment intervention and evaluation of patients' nursing care Evidence of ability to work within a Multi-Disciplinary Team 		<ul style="list-style-type: none"> 		Application Form Interview References
Contractual Requirements	<ul style="list-style-type: none"> Can work a 24 hour system of internal rotation 		<ul style="list-style-type: none"> 		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