



ROLE AND COMPETENCY PROFILE

Job Title	Staff Nurse
Pay band/Grade AfC	Band 5
Directorate	Working Age Adults
Job Description Reference	WAA-5-IP

My job makes better lives by providing a high quality, caring service that makes a positive and effective contribution to the care pathway of people admitted onto the wards in the acute phase of their illness.

Job Overview

The post holder will be a core member of the multi-disciplinary team, participating in the provision of on-going assessments, care planning, treatment and support of people with serious and enduring mental health problems and people in crisis. He/she will particularly ensure access to and availability of mental health nursing skills to users of mental health services and their families.

NHS Competencies	Level
Communication	2
Personal and People Development	1 / 2
Health, Safety and Security	1 / 2
Service Improvement	1
Quality	1 / 2
Equality and Diversity	1 / 2
IT Skills	2
Statutory Requirements	
NMC Registration RMN or RGN	

Personal Competencies	
Interpersonal Sensitivity	2
Courage	2
Team working	2

Values	
Treat People Well	
Create Respectful Places	
Involve not Ignore	
Open, Inclusive and Accountable	

Qualifications required

Mentorship qualification would be an advantage

Experience required

Ideally 6 months post qualification experience, but preceptorship may be available for newly qualified nurses.

Suitable for someone who is passionate about providing a high quality holistic approach to the care and support provided to people admitted into the unit to exercise choice over their own lives.

Key Responsibilities

For a better life

- To assess, plan, implement and evaluate the nursing care needs of a specific group of service users
- To supervise, mentor and teach qualified and unqualified staff including students
- To co-ordinate the patient environment on a shift by shift basis
- To co-ordinate care for a specified group of service users
- To lead the clinical management of a designated of service users, in assessing, planning, implementing and evaluating nursing care.
- To ensure that junior staff and students are actively engaged in patient activity
- To observe report and record changes in the service user physical, mental health and behaviour.
- To work with the MDT in planning and delivering care
- To maintain working knowledge of legislation, policy and guidance pertaining to mental health and learning disabilities
- To identify, provide and supervise the necessary physical care to service users to help those complete daily living activities i.e.: personal hygiene, diet and fluid intake, clothing and laundry, manual handling, personal environment, manual handling, elimination, maintaining rest and sleep and activity, physical observations.
- To act in a manner to respect the customs, individuality, values, sexuality and spiritual beliefs and activity, supporting the individual to fulfil these. To identify and take action when any behaviour undermines diversity and equality.
- To identify and provide and supervise therapeutic activities, emotional support and stability to clients to ensure effective engagement whilst maintaining professional boundaries.
- To create and maintain professional supportive relationships with all members of staff with other professionals and agencies to enhance recovery.
- To undertake prescribed physical observations as follows: blood pressure, temperature, respirations, blood sugars, urinalysis, weight and height, and report exceptions appropriate.
- To be responsible for the correct administration of prescribed medication.
- To work within Trust and Professional guidelines related to consent and capacity to consent.
- To understand the range of interventions available, the evidence base and potential outcomes for service users.