

JOB DESCRIPTION

**OUR VISION: 'TO BE THE LEADING HEALTH AND WELLBEING SERVICE IN
THE PROVISION OF MENTAL HEALTH AND COMMUNITY CARE'**

JOB TITLE	Staff Nurse
BAND	5
RESPONSIBLE TO	Ward Manager
ACCOUNTABLE TO	Matron
BASE	The Linden Centre
HOURS OF WORK	37.5

ROLE SUMMARY

- To promote and deliver patient centred care aligned with the trust vision and collaborating for care strategy
- Responsible for the patient's clinical journey along agreed patient care pathways, supported by evidence based practice.
- Responsible for the assessment implementation and evaluation of care plans for individual service users.
- Work as a key worker for individual patient needs
- To assist the team in setting and maintaining high standards of care and evaluating quality outcomes.
- Participate in a range of assessments provided during 24 hour period.
- Responsible for reporting to the nurse in charge (or nominated deputy) any circumstances that may affect the delivery of care and / or efficient running of the ward.
- To take charge of the ward in the absence of more senior staff
- To support a continuously improving service, in line with the clinical governance framework, Trust objectives, and the NHS performance framework.

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KEY RESPONSIBILITIES

- Assist the ward in the day to day operation of the clinical area, and the development of the team.
- Work collaboratively as a Key Worker within the multidisciplinary team, acting as a role model for good practice; this includes liaising with associated professionals and other agencies, and offering support and guidance to clinical team as necessary.
- Ensure that service user centred care plans are developed, implemented, evaluated and recorded.
- Ensure effective and therapeutic communication with service users, relatives, visitors and staff. To include the management of clinical risk, ensuring that risks are assessed, identified and care planned for individuals, and that any issues of concern are communicated within the multidisciplinary team, this includes environmental factors. Participate in the assessment of service users who present in crisis during the 24 hour period, liaising with other services as required.
- Make effective use of evidence based practice in day to day clinical practice.
- Implement and ensure effective use of the Mental Health Act 1983 and Mental Capacity Act where necessary. Represent nursing team and provide reports for Manager's Hearings and Mental Health Act Tribunals.
- Supervise the formulation of plans for the patient's discharge and transfer from the clinical areas in line with Care Programme Approach, Community Care Act 1990 and discharge policy.
- Support colleagues in interventions relating to the management of violence and aggression, including de-escalation techniques and the use of physical intervention (TASI) as necessary.
- Ensure staff are aware of Trust Fire Procedure, may be required to act as Fire Officer in the absence of senior clinician.
- Ability to work flexibly over a 24 hour period in order to meet the operational requirements of the unit.
- Undertake any additional duties deemed appropriate to grade.
- Communicate policies and procedures within the service and externally to ensure effective understanding and implementation.
- Maintain effective relationships with service users, their relatives, friends and other carers.
- Maintain effective relationships with members of the Trust and other statutory and voluntary organisations.
- To undertake required physical observations including blood pressure, temperature, respirations, blood sugars, ECG's, urinalysis, weight and height and report exceptions appropriately. Be an effective role model to all staff within the working environment.
- Participate in teaching programmes with all staff including students. Have an awareness of own development and training needs.
- Maintain a learning environment. Assist in the induction of new staff.
- Participate in Clinical supervision, providing structured and regular meetings with identified health care assistants.

- Undertake other link roles for specified areas as required, including Infection Control, Health and Safety, PALS liaison and Student Placements.
- Ensure that the environment is clean, pleasant and comfortable and suitable for its use at all times, taking action as appropriate to ensure high standards are maintained. Adhering to Infection Control and PLACE requirement.
- Contribute to the development of the acute adult service.

ADDITIONAL DUTIES

In addition to the above duties you will also be expected to perform the below key activities in line with your job role;

- Ensure lower banded staff are appropriately inducted, receive appropriate supervision, have an annual appraisal and are compliant with mandatory training requirements
- Mentor and supervise students and lower banded staff
- Attend regular key Trust-wide meetings / forums i.e. Professional nurse advisory committee, nurse forum, Link nurse forum (Infection control)
- Attend additional in-house developmental training, and support delivery of a number of mandatory training e.g. STORM, TASI, Infection Control, Safeguarding
- Act as a safeguarding champion
- Complete mandatory training in line with Trust policy and procedures
- To participate in the staff appraisal process and to undertake for any staff you manage
- To keep yourself updated on all matters relating to Trust policy
- To provide management supervision where appropriate
- You will be working with nurses, and may aspire to train to become a registered nurse. The Nursing and Midwifery Council requires nurses to:
 - ✓ Priorities people
 - ✓ Practice effectively
 - ✓ Preserve safety
 - ✓ Promote professionalism

OUR TRUST STRATEGIC OBJECTIVES SUPPORTED BY OUR VISION AND VALUES

PEOPLE FIRST

OUR PURPOSE

We **care** for people, every day.
What we do **together**, matters.

OUR VALUES

We **CARE**
We **LEARN**
We **EMPOWER**

OUR VISION

To be the **leading** health and wellbeing service in the provision of **mental health** and **community care**.

OUR STRATEGIC OBJECTIVES

We will deliver **safe**, high quality **integrated** care services.
We will **enable** each other to be the **best** that we can.
We will work together with our **partners** to make our services **better**.
We will help our communities **thrive**.

ASSURANCE STATEMENT

The purpose of this job description is to outline levels of responsibility and accountability of this post, to ensure that all work undertaken by our staff is identified and lines of accountability are clear.

NHS CONSTITUTION

You are responsible for ensuring that the values outlined in the NHS Constitution are adhered to daily and any matters of concern are raised with the relevant Line Manager or through the necessary processes within the Trust.

You are responsible for delivering a compassionate, dignified and respectful service to patients at all times.

DUTY OF CANDOUR

You must adhere to the principles of openness, transparency and the statutory duty of candour in your day to day work and conduct and encourage the same behaviours within the wider organisation.

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EQUAL OPPORTUNITIES STATEMENT

The Trust operates an Equal Opportunities Policy and expects staff to have a commitment to equal opportunity in relation to employment, development, training and service delivery.

NO SMOKING POLICY

The Trust is committed to a policy which discourages smoking and prohibits smoking on Trust property and on Trust business outside it.

INFECTION CONTROL

The post holder is accountable and responsible for the prevention of healthcare associated infections by complying with all Infection Prevention & Control policies and procedures in line with legislation (Health Act 2006; Code of Practice for the Prevention and Control of Healthcare Associated Infections.)

HEALTH AND SAFETY

All employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to provide a safe environment for employees and visitors.

GENERAL DATA PROTECTION REGULATION 2018

The General Data Protection Regulation (2018) is to ensure compliance with all Trust policies, and those procedures relevant to the area of work.

The Trust will always seek to process your personal data in accordance with its obligations and your rights.

The GDPR requires that personal data shall be;

- Processed Lawfully, fairly and in a transparent manner in relation to individuals;
- Collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes; further processing for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes shall not be considered to be incompatible with the initial purpose;
- Adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed;
- Kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the personal data are processed; personal data may be stored for longer periods insofar as the personal data will be processed solely for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes subject to implementation of the appropriate technical and organisational measures required by the GDPR in order to safeguard the rights and freedoms of individuals; and
- Processed in a manner that ensures appropriate security of the personal data, including protection against unauthorised or unlawful processing and against accidental loss, destruction or damage, using appropriate, technical or organisational measures.

All employees must adhere to the Trust's Policy on the Protection and Use of Personal Information which provides guidance on the use and disclosure of information. The Trust also has a range of policies for the use of computer equipment and computer generated information. These policies detail the employee's legal obligations and include references to current legislation. Copies of the Policy on the Protection and Use of Personal Information and other Information Technology policies are included in the Trust's Policies and Procedures Manual/Intranet.

INFORMATION ASSET OWNERS AND ADMINISTRATORS

An information asset is a service user, staff or corporate information/data, processed by us and held in an electronic or hard copy/manual format. An information asset owner (IAO) is a senior member of staff who is the nominated owner for one or more identified information assets within the service/Trust. If you are a nominated IAO you will understand and monitor the following;

- What information assets are held and for what purpose within your team
- How information is created, amended or added to over time
- Who has access to information and why
- Understand and address the risk to the asset, providing assurance to the senior information risk owner in the overall information risk management function
- As an Information Asset Administrator you will ensure you fulfil the following responsibilities
- Ensure that policies and procedures are followed
- Recognise actual or potential security incidents, consulting with IAO's on incidents and management
- Ensuring that information asset registers are accurate and up to date.

CONFIDENTIALITY

Your attention is drawn to the confidential nature of information collected and used throughout the NHS. The unauthorised use or disclosure of patient, staff or other personal information is a dismissible offence. The unauthorised disclosure of information could also result in a prosecution for an offence, or action for civil damages, under the General Data Protection Regulation.

You are required to observe the strictest confidence regarding any Confidential Information relating to work of the Trust, its patients/clients and its employees.

"Confidential Information" includes but is not limited to information relating to the Trust received by you in the course of your employment with the Trust or its predecessors, information relating to patients, personnel information, budgeting and financial information and information in respect of which the Trust owes a duty of confidentiality to a third party.

You are required not to disclose any Confidential Information either during or after your employment with the Trust, unless expressly authorised to do so by the Trust or required in the proper performance of your duties or as required by law.

This obligation will cease only when such information comes into the public domain

other than through unauthorised disclosure by you.

Failure to comply with these requirements could result in action being taken under the Trust's Conduct/Disciplinary Policy and Procedure.

This obligation is without prejudice to the law concerning protected disclosures in the Public Interest Disclosure Act 1998 (the so-called "Whistleblowers Act").

RISK MANAGEMENT

All staff working in, or for the Trust have a responsibility for participating in the risk management programme. All post-holders have a responsibility to assess all risks to systems, processes and environment and contribute to the clinical and corporate governance agendas as appropriate.

SAFEGUARDING DUTY

"It is the responsibility of the post holder to be aware of and follow the legislation and guidance regarding Safeguarding Children and Adults as stated in the Trust Safeguarding Policy and the Southend, Essex and Thurrock (SET) Child Protection Guidance. This applies to all staff regardless of which member of the family is the primary client. The post holder is responsible for ensuring they receive the appropriate level of Safeguarding Children training according to their role".

INFORMATION TECHNOLOGY

It is the responsibility of the post holder to have a level of IT competence relevant to their job role and will be expected to continue to keep their skills up to date as part of their Continuing Professional Development.

CHANGES TO THIS JOB DESCRIPTION

Post holders have a responsibility to discuss any significant job changes with their line manager at the time the change occurs and agree any permanent substantial change.

On appointment within the Trust staff may be allocated to a specific area of care. It is however Trust policy to allocate staff to other areas of work within the Trust from time to time where this is in the interest of the individual and / or the service.

The Job Description does not purport to be an exhaustive list of duties and responsibilities. The post holder will be expected to undertake additional duties as the requirements of the post change.

Date post holder in receipt of job description

Signature of post holder

Signature of line manager

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