
JOB DESCRIPTION

DATE: February 2019

REF NO:

JOB DETAILS

JOB TITLE: Bank Staff Nurse

BAND: 5

HOURS: Various – See Advert

DEPARTMENT: Mental Health, Physical Health, Specialist or Forensic

LOCATION: Inpatient Services

REPORTS TO: Ward Manager

RESPONSIBLE FOR:

1. Delivering a high quality clinical service to patients and their families.
2. Acting as named nurse to a group of patients under the direction / supervision of the person identified with continuing responsibility.
3. Participating in therapeutic group work programmes.
4. Taking charge of the ward in the absence of the ward manager and deputy ward manager.

WORKING RELATIONSHIPS

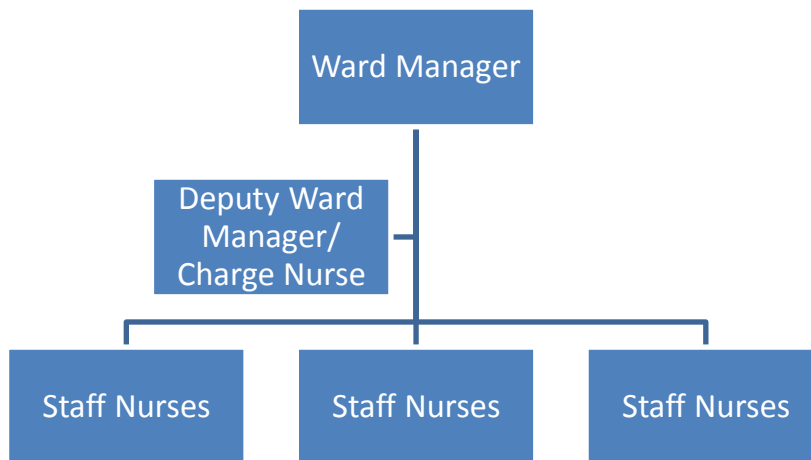
INTERNAL: Multi-disciplinary team members, Crisis Teams, Facilities and Estates

EXTERNAL: Patients, carers, relatives, local authority, other healthcare providers, statutory bodies, voluntary sector

JOB PURPOSE

The post holder will assist the Ward Manager in providing high quality nursing care and treatment of patients in conjunction with other professionals through the hospital's multi-disciplinary assessment, treatment and care programmes.

ORGANISATIONAL STRUCTURE



KEY RESPONSIBILITIES

Main duties and responsibilities

- Deliver a high quality clinical service to patients and their families and carers.
- Act as named nurse to a group of patients under the direction / supervision of the person identified with continuing responsibility.
- Participate in therapeutic group work programmes, taking the lead where appropriate.
- Take charge of the ward in the absence of the ward manager and deputy ward manager.
- Administer medication, complying with relevant Trust procedures and NMC Guidance.
- Assess patient's individual care needs, develop, implement and evaluate programmes of care.
- Contribute to the formulation of care plans in cooperation with multi-disciplinary teams within the hospital and under supervision of more senior team members.
- Maintain an effective reporting system by observing and reporting verbally and in writing on patient conditions.
- Ensure the safe custody of all patients as determined by the clinical team. This includes the supervision of patients within the hospital, grounds and the community, as required.
- Support student nurses on placement within the service.
- Participate in the development of the service to ensure clinical governance processes are actively implemented at team level.
- Assist in ensuring that the aims and objectives of the ward/department (as set by the responsible nurse) are fulfilled and to identify factors which may inhibit these from being achieved.
- The post holder will be required to work within the NMC Code of Practice and professional guidelines.
- Maintain an up-to-date level of professional competence within the specific environment.

- Assist in the implementation of evidence-based nursing practice and participate in research and other projects as required.

Systems and equipment

- Maintain timely data collection and regular inputting of information through the use of data collection systems e.g. daily diaries/RiO, Safeguard.

Decisions and judgements

- Assess patients with complex mental health, physical health and social problems to ensure appropriate treatment support and management.
- Undertake a comprehensive mental health assessment in conjunction with more senior members of the team, resulting in an individualised care plan.
- Facilitate the discharge or transfer of the client to other services where appropriate.
- Ensure that practice is evidence-based paying particular attention to the Trusts guidelines, policies, protocols and pathways.
- Be available for individual supervision with agreed clinical supervisor in line with Trust policies.
- Implement, review and maintain Trust Policies and Procedures.
- Plan and organise own daily activities in line with service need.

Communication and relationships

- Communicate sensitive diagnosis and treatment related information with patients, utilising highly developed communication skills to overcome barriers to understanding.
- Liaise with and advise patients and carers, local authority, Primary Care teams and other statutory bodies and third sector agencies.
- Communicate sensitive information to carers and relatives.
- Use a range of communication styles and channels as appropriate to the task.

Physical demands of the job

- Occasional requirement to exert moderate physical effort during shifts.
- Standard keyboard skills required for inputting data onto RiO.

Most challenging/difficult parts of the job

- The nature of the client group is such that the post holder will be required to concentrate when assessing / implementing programmes of care and will need to be able to address interruptions from other patients / staff as necessary.
 - The post holder will be frequently exposed to emotional or distressing circumstances.
 - The post holder will frequently be exposed to potential incidents of physical and non-physical assault.
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JOB STATEMENT

Infection Control

Maintain an up to date awareness of the infection control precautions relevant to your area of work and implement these in practice. As a minimum, this must include hand hygiene, the use of personal protective equipment, the use and disposal of sharps and communicating the importance to patients, prison staff and other health care staff you are working with. Details of the precautions and sources of advice and support to assess and manage infection control risks are provided through mandatory training which all staff must attend at intervals defined in the Trust policy on mandatory training and can be found in the Trust's infection control policies and national guidance, such as that published by NICE.

Learning and Development

As an employee of the Trust, you have a responsibility to participate, promote and support others in undertaking learning and development activities. This includes a proactive approach to ensuring you meet the statutory/mandatory training requirements of your role, and engaging in KSF appraisal processes in line with Trust policy and guidance.

Health and Safety

As an employee of the trust you have a responsibility to abide by the safety practices and codes authorised by the trust. You have an equal responsibility with management, for maintaining safe working practices for the health and safety of yourself and others.

Constitution, Competence and Capability

As an employee of the Trust you have a responsibility to promote and abide by the rights and responsibilities outlined in the NHS Constitution. You are additionally expected to adhere to Organisational/National/Regulatory Codes of Practice relevant to the role you are employed to undertake. At all times it is expected that you will limit the scope of your practice to your acquired level of competence and capability.

Dignity at Work Statement

Midlands Partnership Foundation Trust are committed to treating all of our staff with dignity and respect. You are responsible for behaving in a way that is consistent with the aims of our Equality and Diversity Policy. This includes not discriminating unfairly in any area of your work and not harassing or otherwise intimidating other members of staff.

Safeguarding Children and Vulnerable Adults

All Trust employees are required to act in such a way that at all times safeguards (and promotes) the health and well-being of children and vulnerable adults. Familiarisation with and adherence to Trust Safeguarding policies is an essential requirement of all employees as is participation in related mandatory/statutory training.

PERSON SPECIFICATION

The purpose of the person specification is to identify the knowledge, training, experience and skills required to do a specific job. This includes specific practical, professional, specialist, technical and non-technical skills and knowledge. In doing this, ask the following questions:

JOB TITLE:	Staff Nurse		
DEPARTMENT:	Physical Health/Mental Health / Forensic/Specialist	BAND:	5

*Assessed by: A = Application I = Interview R = References T = Testing

ESSENTIAL CRITERIA	*	DESIRABLE CRITERIA	*
QUALIFICATIONS & TRAINING			
Registered Mental Health Nurse on NMC Register.	A	Registered General Nurse	
Registered General Nurse	A		
Conforms to NMC requirements	A/I		
EXPERIENCE			
Experience of formulating assessments, planning, co-ordinating and supporting people within a hospital setting.	A/I		
Experience of providing care and interventions within a health setting or specialist mental health settings.	A/I		
SKILLS, KNOWLEDGE & ABILITIES			
Demonstrate working knowledge/understanding of evidence based practice.	A/I		
Demonstrate an awareness of current thinking and guidance in the management of mental health conditions.	A/I		
Ability to assess and evaluate complex physical/mental health conditions.	A/I		
Demonstrate an understanding of the need for multi-disciplinary working and an ability to work across professional	A/I		

boundaries.			
Ability to use own initiative, to enable contribution to a multi-disciplinary team approach.	I		
Ability to effectively formulate risk management plans and to evaluate regularly.			
Standard keyboard skills required for inputting onto RiO.	A		
PERSONAL ATTRIBUTES			
Able to fulfil the travel requirements of the post.	A/I		
Commitment to work with older people and people with physical health problems in a Community Hospital Setting and/or mental health problems in an acute / forensic setting.	A		
Flexible approach to meeting the needs of the service.	A/I		
Demonstrate a commitment to personal development.	A		
Demonstrate an understanding of the importance of clinical/managerial supervision.	A		
Ability to demonstrate the positive application of our behaviours.	<ul style="list-style-type: none"> • Respectful • Honest and Trustworthy • Caring and Compassionate • Taking the time to talk and listen • Working together and leading by example 		

JOB HOLDER	SIGNATURE
	DATE
MANAGER	SIGNATURE

	DATE
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