

Job Description

Job title	Nursing Associate – Mental Health	Job family	Healthcare Division
Reporting to	Ward Manager	Job code	
Location		Evaluation Date	1 June 2021

Job Purpose

As a Nursing Associate you will provide direct personal care and interventions to Service Users, under the supervision of a Registered Nurse, whilst retaining your professional accountabilities as a registrant, and co-ordinate the care given by colleagues.

Attend all Induction, orientation, training and preceptorship related activity within the probation period of the role

The post holder will deliver high quality, safe nursing care, ensuring consistently high standards of practice and clinical excellence which comply with the Nursing and Midwifery (NMC) Code.

The role includes supporting, following an initial assessment by a registered nurse, the delivery of an ongoing comprehensive service user nursing assessment, planning, implementation and evaluation of person centred care in a collaborative way, of both their mental and physical healthcare needs, maintaining the service users rights; working collaboratively with the MDT and maintaining a safe and therapeutic working environment and accurate records

Responsibilities

- Deliver prescribed care to a defined group of service users that reflect their individual needs.
- Assess, plan and deliver, with the service user and their carer/family, nursing care which takes account of patient choice and wishes and acting as the patients named nurse. This includes the evaluation and review of these plans, with the patient/Service User, in line with network practice arrangements and in line with patient need.
- Contribute to a team approach to patient care in conjunction with all members of the Multi-Disciplinary team and liaises effectively with external professionals
- Maintains accurate and contemporaneous records of service user care delivered
- Accurately communicate with, observe and engage with service users in order to assess need and evaluate progress.
- Providing accurate information about care in an accessible format to patients/service Users and their families
- Respects and applies the requirements of equality and diversity, promoting and role modelling these across the team
- Prioritise nursing duties and delegate appropriately and effectively within the shift co-ordination framework.
- Maintains a continued level of personal professional development.
- Completes all mandatory training and competencies assessments as required for the role
- Develops and maintains a good professional relationship with patients, colleagues and visitors responding promptly and courteously to requests, enquiries, concerns, complaints and suggestions.
- Actively Participate in clinical supervision and reflective practice at least monthly.
- Ensure awareness and knowledge of the local child and adult safeguarding policies and procedures in the service, in addition as to whom to contact with the Local Authority Safeguarding team; Attend Safeguarding training in accordance with the mandatory training for the role of a Nursing Associate
- Ensure the requirements of the Mental Health Act, Mental Capacity Act and Deprivation of Liberty Standards are met, and being mindful that they may not act as a Nurse of the Prescribed Class as set out within the MHA.
- Adhere to Company Medicines Management policies at all times.

- Recognising and responding appropriately to behaviours of concern in line with company and divisional policies and training; Supporting junior staff in managing difficult situations and de-escalation, and developing resilience and strategies to manage.
- Adhere to Priory Group policies and protocols and the NMC Code
- To be clear on the boundaries of their Nursing Associate role in relation to the role of the Registered nurse.

Knowledge / Education / Skills

- Registered Nursing Associate, with active NMC Registration.
- Demonstrates a positive attitude and commitment to change, improvement and quality.
- Ability to develop and use flexible and innovative approaches to practise.
- Excellent verbal , interpersonal and written communication skills
- IT literate
- Understanding of the scope of the role of the Nursing Associate in context of the nursing and interdisciplinary team and the organisation, and how the role may contribute to service development
- Understands and acts in line with NMC professional standards for practice contained within The Code.
- Knowledge of when to seek advice and escalate to the appropriate professional for expert help and advice
- Understand requirements for NMC professional Revalidation
- Understanding of the importance of following procedures and treatment plans

Experience

- Successfully completed their HEI programme to become a Nursing Associate
- Experience of working in teams under appropriate supervision as part of a multi-disciplinary team
- Insight into how to evaluate own strengths and development needs, seeking advice where appropriate
- Experience of providing and receiving complex, sensitive information

Communication

The post holder is required to have effective written, verbal and non-verbal communication skills, with an ability to adapt their style as appropriate to the environment they are communicating in.

Responsibility

Leadership

Provides advice and guidance to new starters, junior and agency colleagues undertaking similar tasks, liaising with the multi-disciplinary team. Provides support to all staff where appropriate.

Budgets & Equipment

Collective responsibility for the care and appropriate use of resources on the ward. Use resources in a cost efficient way.

Information

Responsibility for the accuracy of personal recordings in patients records and maintaining confidentiality.

Equality and Diversity

Respects and applies the requirements of equality and diversity, promoting and role modelling these across the team

Safeguarding

All Priory Group colleagues have a responsibility to safeguard the individual's we care for, these may be adults and children or individuals connected to the people Priory Group supports. Colleagues must ensure they are aware of the local child and adult safeguarding policies and procedures in their service, in addition to who to contact within the Local Authority Safeguarding Team for further advice.

All colleagues are required to attend safeguarding training appropriate to their role and to undertake additional training in associated areas.

Working Environment

The post holder will be required to work a regular shift pattern over a 7 day period including weekends and Nights on a rotational basis. It is possible to have flexible working agreements in place, in accordance with Group Policy

Upholding the Company Behaviours

This provides some guidance on the types of conduct to support the Company Behaviours

Behaviour	Evidence
Putting People First	<ul style="list-style-type: none"> Strives to ensure every colleague is able to make a positive and lasting difference to Service Users and their families Actively seeks to develop the potential of every service user and staff member
Being Supportive	<ul style="list-style-type: none"> Celebrates success and supports colleagues through difficult times Demonstrates loyalty to colleagues, manager and team
Acting with Integrity	<ul style="list-style-type: none"> Is honest and respectful in all interactions with colleagues and customers Demonstrates emotional control Ensures accurate recording of any transactions and interactions on all company documentation Challenges poor performance and behaviours
Being Positive	<ul style="list-style-type: none"> Promotes the company in a positive way at all times Strives for positive outcomes, especially when times are challenging
Striving for Excellence	<ul style="list-style-type: none"> Always puts service quality first Shares and encourages innovation Keeps on top of new developments in the sector