

## Job Description

<b>Job title</b>	Lead Nurse	<b>Job family</b>	Nursing
<b>Reporting to</b>	Ward Manager	<b>Job code</b>	
<b>Location</b>		<b>Evaluation Date</b>	April 2021

### Job Purpose

The postholder will be able to provide nursing expertise and experience within the ward. They will be responsible for the direct provision of high quality nursing care, ensuring that service users receive safe and timely support when they need it most. They will act as a role model for the wider nursing team and exemplify best practice all times

### Responsibilities

- Provide specialist clinical knowledge, expertise and support to the nursing team and wider MDT.
- Have oversight of the clinical and care needs of all service users, supporting the primary nurses in working with patients, their families, community teams and other stakeholders in meeting the individual needs of each person.
- Ensure that proactive clinical risk assessment and management are at the centre of planning care and interventions with service users and colleagues
- Constructively reviewing and challenging nursing practice in the service, leading by example, and providing expert knowledge to the nursing and wider MDT on a speciality or individual patient basis
- Provide education and development of Registered Nurses and HCAs and ensuring that the baseline needs of everyone to practice safely and effectively are met
- Oversee and support the meaningful application of the Care Certificate to all HCAs
- Contribute to the experience of all nursing learners and act as the education link for their service.
- Contribute to the clinical elements of all nurse induction, preceptorship and related professional activities
- Provide clinical supervision and reflective practice sessions with Registered Nurses on an individual or group basis.
- Undertake competency assessments and supportive practise with Registered Nurses and HCAs
- Contribute to the development of the clinical model
- Work alongside nursing colleagues in conducting nursing assessment, care planning, evaluation and review of nursing care; In doing so, this includes the physical , psychological and environmental needs of patients
- Be proactive in ensuring that patients receive the least restrictive interventions within a model of recovery
- Lead on particular initiatives and developments relating to nursing practice and creating a positive culture within the ward
- To participate as required in Quality Improvement programmes.
- Lead on nursing practice audits and the implementation of resulting action plans where needed.
- Ensure effective medication administration and management practice is undertaken in line with policy and national guidance.

### Knowledge / Education / Skills

Registered Nurse on a relevant part of the NMC register.  
 Evidence of Continuing Professional Development relevant to the service  
 Specialist qualification in a relevant clinical skill such as DBT/CBT or NMP qualification  
 Trained Practice Assessor or Supervisor

**Experience**

3 years minimum experience within a relevant clinical setting  
 Multi-disciplinary/multi agency working  
 Experience in a management or clinical leadership role.  
 Negotiating and working across organisational boundaries  
 Clinical Leadership  
  
 Evidence of having led on service development projects

**Communication**

Excellent verbal, non-verbal and written communication skills  
 Emotionally intelligent to the needs of others  
 Ability to adapt their communication style to the person or people they are communicating with

**Responsibility**

**Leadership**

Professional clinical nursing leadership and influencing of the MDT

**Budgets & Equipment**

Ensure the appropriate and efficient use of all resources

**Information**

Shared responsibility for the confidentiality, security and accuracy of patient records, data and information.  
 Ensuring good quality patient documentation, which meets the Regulatory guidelines and statutory requirements.

**Safeguarding**

All colleagues have a responsibility to protect and safeguard vulnerable individuals at risk (whether children or adults). Colleagues must be aware of local child and adult protection procedures and who to contact within the Local Authority Safeguarding team for further advice. All colleagues are required to attend safeguarding awareness training and to undertake additional training appropriate to their role.

**Working Environment**

Working in ward areas providing a 7 day a week service with the requirement to work standard nursing shifts, providing rota cover for clinical duties and site leadership out of hours.

**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"> <li>Strives to ensure every colleague is able to make a positive and lasting difference to Service Users and their families</li> <li>Actively seeks to develop the potential of every service user and staff member</li> </ul>
Being Supportive	<ul style="list-style-type: none"> <li>Celebrates success and supports colleagues through difficult times</li> <li>Demonstrates loyalty to colleagues, manager and team</li> </ul>

Acting with Integrity	<ul style="list-style-type: none"> <li>• Is honest and respectful in all interactions with colleagues and customers</li> <li>• Demonstrates emotional control</li> <li>• Ensures accurate recording of any transactions and interactions on all company documentation</li> <li>• Challenges poor performance and behaviours</li> </ul>
Being Positive	<ul style="list-style-type: none"> <li>• Promotes the company in a positive way at all times</li> <li>• Strives for positive outcomes, especially when times are challenging</li> </ul>
Striving for Excellence	<ul style="list-style-type: none"> <li>• Always puts service quality first</li> <li>• Shares and encourages innovation</li> <li>• Keeps on top of new developments in the sector</li> </ul>