

## Job Description

|                     |                             |                        |                 |
|---------------------|-----------------------------|------------------------|-----------------|
| <b>Job title</b>    | Staff Nurse – Mental Health | <b>Job family</b>      | Healthcare      |
| <b>Reporting to</b> | Ward Manager                | <b>Job code</b>        |                 |
| <b>Location</b>     |                             | <b>Evaluation Date</b> | 1 February 2017 |

### Job Purpose

The role of the Registered Mental Health Nurse (RMN) Staff Nurse is to work as an effective member of the Multi-Disciplinary team. Promote the best interests of the clients and carers and ensure that prescribed nursing care is effectively implemented. Responsible for maintaining a safe care environment. Exercise professional accountability and responsibility using professional skills, knowledge and expertise in changing environments and work within the scope of professional practice.

### Responsibilities

- Deliver prescribed care to a defined group within an agreed framework.
- Assess, plan and deliver, with the patient and their carer/family, nursing care which takes account of patient choice and wishes and acting as the patients named nurse.
- Accurately observe and engage with patients in order to assess their need and evaluate their progress.
- Monitor and review Nursing Care plans.
- Evaluate and respond to changes in patient condition and needs.
- Deal proactively and effectively with suggestions and complaints from patients and their families / carers.
- Contribute to a team approach to patient care in conjunction with all members of the Multi-Disciplinary team
- Participate in regular clinical and non-clinical meetings and attend other meetings as requested
- Prioritise nursing duties and delegate appropriately and effectively within the shift co-ordination Framework, working as nurse in charge as required, ensuring as far as reasonable practicable a safe environment.
- Maintain a continued level of personal professional development in accordance to preceptorship and revalidation.
- Develops and maintains a good professional relationship with patients, colleagues and visitors responding promptly and courteously to requests, enquiries and suggestions.
- Helps to promote and to maintain an environment conducive to meeting the needs of the patient / relatives and carers
- Participate in clinical supervision and reflective practice at least Monthly.
- Undertake the role of "Preceptor" to newly qualified staff.
- Work in accordance with safeguarding adult and children policies and requirements.
- Ensure the requirements of the Mental Health, Capacity Act and Deprivation of Liberty Standards are met.
- Adhere to Medicines Management policies at all times.
- Adhere to Priory Group policies and protocols and adhere to NMC Code.

## Knowledge / Education / Skills

- Qualified Registered Mental Health Nurse (RMN), with 6-12 months post registration experience with active NMC Registration and completed preceptorship programme.
- Knowledge of NMC guidelines, requests and professional practices.
- Evidence of post registration continuing professional development.
- Demonstrates a positive attitude and commitment to change, improvement and quality.
- Ability to develop and use flexible and innovative approaches to practise.
- Excellent verbal and written communication skills

## Experience

Minimum 6 months post registration experience within Mental Health Care Environment, evidence of continued professional development in relevant field.

## 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.

## 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.

| <b>Upholding the Company Behaviours</b>   |  |
|---|--|
| This provides some guidance on the types of conduct to support the Company Behaviours |  |
| <b>Behaviour</b>  | <b>Evidence</b>  |
| 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 a Family  | <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>  |