

Job Description

Job title	Staff Nurse – MH&LD	Job family	Healthcare
Reporting to	Ward Manager	Job code	
Location		Evaluation Date	1 July 2021

Job Purpose

As a Registered Nurse you provide direct personal care and interventions to Patients/Service Users, without direct supervision, and co-ordinate the care given by colleagues

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 leading the delivery of a comprehensive Patient/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 patients/service users rights; supervising junior staff and students, 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 patients that reflect their individual needs
- 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. This includes the evaluation and review of these plans, with the patient/Service User, on a frequent basis, that is reflective of their needs
- Contribute to a team approach to patient care in conjunction with all members of the Care team
- Build relationships and effectively communicates and engages with external professionals and stake holders
- Accurately communicate with, observe and engage with residents/Service Users in order to assess need and evaluate progress.
- Understand and participate in relevant quality improvement processes and clinical governance
- Provide accurate information about care in an accessible format to residents/service Users and their families
- Prioritise nursing duties and delegate appropriately and effectively within the shift co-ordination Framework
- Act as the Nurse in charge of the Ward ensuring as far as reasonable a practicable a safe environment. supported by a RN (MH or LD if the ward is a MH or LD ward)
- Ensures record keeping is accurate and documentation is completed contemporaneously including daily notes and incident reports
- Escalate concerns appropriately regarding resident/service user well-being, incidents or staffing concerns in a timely manner
- Maintain a continued level of personal professional development to demonstrate contemporary practice and meet the requirements of revalidation, as a minimum.
- Support new/junior/agency staff as required supporting colleagues to complete induction, and deliver person centred care to the standards required
- Completes all mandatory training and competency assessments required within the specified timescales
- Develops and maintains a good professional relationship with residents, 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 Adult and child safeguarding policies and procedures in their 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 Staff Nurse
- Ensure the requirements of the Mental Health Act, Mental Capacity Act and Deprivation of Liberty Standards are met.
- Adhere to Company Medicines Management policies at all times.

- Recognising and responding appropriately to challenging behaviour 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.

Knowledge / Education / Skills

- Qualified Registered Nurse MH or LD with active NMC Registration and completed preceptorship or equivalent programme.
- Knowledge of NMC standards 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 , interpersonal and written communication skills, IT literate

Experience

Minimum 6 months post registration experience within MH or LD Nursing environment with 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.

Safeguarding

All colleagues have a responsibility to protect and safeguard vulnerable individuals at risk (whether children or adults). Colleagues must be aware of local Adult and Child 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

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