

NHS Lothian
Band 5 Staff Nurse Adult Mental Health
PERSON SPECIFICATION

Criteria	Essential	Desirable
Training Qualifications, training and learning programmes	Registered Mental Health Nurse. Able to carry out the full range of control and restraint techniques to manage incidents safely Awareness / Training of Recovery	Interest in development of initiatives in patient care specific to the clinical area.
Experience Length and type of experience, level at which experience gained.	Has worked as a co-key worker Completed competencies in medication administration. Experience of completing and reviewing person centred, strengths based care plans in collaboration with service users and carers.	Undertaken the rotational newly qualified practitioner post. Experience of acting as a key worker Participated in clinical supervision
Knowledge Depth and extent of knowledge.	Demonstrate an awareness of current mental health issues. Demonstrate understanding of the Mental Health Act. Ability to participate in complex decision making regarding patient care	Completed child protection to training level one. Protection of Vulnerable Adults to training level one. Has completed clinical supervision training.
Skills/Abilities Range and level of skills, i.e. communication (oral, written, presentation), planning/ organisation, numeracy, leadership etc.	Has actively participated in ward rounds and / or patient reviews. Has acted as nurse in charge of shift or alternatively shift coordinator. Ability to work under pressure.	
Specific Job Requirements Environmental conditions, unsociable hours, car driver etc.	Fulfil criteria as set by Occupational Health and able to carry out full range of duties over the 24 hour period, incl. Unsocial hours and rotation to night shift.	

Signed:		Date:
PRINT NAME	Designation:	

JOB DESCRIPTION

1. JOB IDENTIFICATION	
Job Title:	Staff Nurse (Band 5)
Responsible to:	Senior Charge Nurse
Department(s):	
Directorate:	Acute
Operating Division:	REAS
Job Reference:	L-GEN-NM-MH-SN
No of Job Holders:	
2. JOB PURPOSE	
<p>As part of a multidisciplinary team the post holder will have responsibility to ensure the delivery of high quality care to patients by the assessment of care needs, the development of programmes of care, the implementation and the evaluation of these programmes.</p> <p>In the absence of the Senior Charge Nurse / Team Manager the post holder may be required to provide cover to ensure effective operation of the clinical area.</p>	
3. DIMENSIONS	
<p>Staffing responsibilities: Supervision and mentoring of junior staff and students</p> <p>Financial/Budgetary Day-to-day responsibility for managing patients' funds held at ward level or the safekeeping of patients house keys kept in the community. Ordering of supplies and supplementary staffing.</p> <p>To provide care and treatment for men and women predominantly aged eighteen and over with severe mental illness who require 24 hour care. An Important aspect of the role includes ensuring the men and women in the ward have their physical and psychological needs met.</p> <p>The postholder is employed within NHS Lothian and there may be a requirement to work flexibly</p>	

across Lothian to meet service demands.

4. ORGANISATIONAL POSITION

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Chief Nurse

Clinical Services Development Manager

Clinical Nurse Manager

Senior Charge Nurse

Charge Nurses

(This post) Staff Nurse

Health Care Support Workers

5. ROLE OF DEPARTMENT

To provide a high quality, safe and supportive environment in order to care for severely ill patients and to meet their identified physical, psycho-social and mental health needs.

6. KEY RESULT AREAS

1. To assess patients, plan their care, implement and evaluate programmes of care and consult / involve patient / carers at all stages of the patients' journey to ensure patients receive a high standard of nursing care.
2. To organise own workload and workload of others within the team to ensure the patients care needs are met and systems of teamwork are maintained.
3. To lead the nursing team, in the absence of the Charge Nurse / Team Manager and act as a source of advice to ensure smooth organisation so patients and their relatives receive a high standard of prescribed care.
4. To support, guide and direct junior members of the team to appropriately provide holistic nursing care for patients ensuring robust risk assessment.
5. To contribute to the arrangements for patient admissions and discharges so that patients are admitted according to the clinical area procedures and discharges are fully planned.
6. To implement and maintain, as part of the multidisciplinary team, policies, procedures,

standards and protocols of the clinical area to ensure adherence to, and delivery of the highest level of patient care at all times.

7. To participate in audit systems to monitor the delivery and standards of care given to patients and their families.
8. To have an overall awareness of potential risks within the ward area assessing these at all times (including patient behaviours and working environment) to ensure the health and safety of patients, visitors and staff and compliance with related legislation and guidelines.
9. To have direct involvement in the provision of education and development of pre-registration, appropriate post-registration students and other members of the multidisciplinary team to ensure that appropriate learning opportunities are provided and students feel supported. To participate in the PDPR processes for junior members of the team. Providing mentorship and clinical supervision.
10. To order supplies and supplementary staff ensuring that resources are used appropriately and efficiently at all times.
11. Ensure patients property and valuables that are received by the ward for safekeeping are secured and processed as NHS Lothian policy (if appropriate).
12. To maintain effective written and verbal communications with patients, relatives and other members of the multidisciplinary team to ensure patient needs are met and appropriate information is shared and documented.
13. To develop within the post by expanding knowledge and skills to ensure continuous professional development and the delivery of evidence-based practice, as per NMC fitness to practice.
14. To support NHS Lothian's values of quality, teamwork, care and compassion, dignity and respect, and openness, honesty and responsibility through the application of appropriate behaviours and attitudes.

7a. EQUIPMENT AND MACHINERY

The postholder will be expected to be responsible and knowledgeable in the safe use of all clinical and non clinical equipment used within the area ensuring this is checked and maintained and where problem are identified these resolved so that all equipment is fit for purpose.

Note: New equipment may be introduced as the organisation and technology develops, however training will be provided.

7b. SYSTEMS

The following are examples of systems which will be used when undertaking the role:

- maintenance of patient records

- for ordering stores and supplies
- Risk assessments
- eLearning modules – personal development
- Intranet and internet – access to policies

Note: New systems may be introduced as the organisation and technology develops, however training will be provided.

8. ASSIGNMENT AND REVIEW OF WORK

Workload is determined by the needs of the service.

The post-holder will work without direct supervision and will delegate work to other members of the nursing team as necessary.

The post holder's work will be assigned by the line manager although the post holder will manage their own daily workload.

The post holder will be responsible to the Senior Charge Nurse / Team Manager for clinical guidance and professional management, work review and formal appraisal of performance.

9. DECISIONS AND JUDGEMENTS

The post holder is expected to clinically assess patients to establish any changes, inform other members of the multidisciplinary team as necessary and plan subsequent care.

The post holder is expected to anticipate problems in meeting patients' care needs and resolve them autonomously / within the nursing team or seek advice from a more senior nurse.

The post holder, once they have completed symptomatic relief training, makes clinical judgements about the administration of medicines covered by a symptomatic relief prescription.

In the absence of the Charge Nurse / Team Manager allocates work and deployment of staff.

Participate in the appraisal process through Personal Development Planning and review in line with the Knowledge and Skills Framework.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

Managing the demands of direct and indirect patient care within available resources.

Seeking local resolution to complaints from patients and relatives and advising on the formal complaint procedure if required.

In the absence of the Charge Nurse / Team Manager providing leadership to ensure the effective operation of the area.

Managing patients who are displaying risk behavioural problems.

11. COMMUNICATIONS AND RELATIONSHIPS

Communicate verbally and in writing to members of the multidisciplinary team - members of Health and social care partnership teams; statutory and non-statutory services with the ability to express professional views within group settings and support client advocacy.

The postholder will communicate with patients with mental health problems who may be hostile or antagonistic.

In addition to the above other contact falls into the following main categories in relation to healthcare, staffing and service issues:

- The patient, their relatives and the multidisciplinary team involved in the provision of care
- Nursing staff regarding patient care, allocation of work, workload issues
- Other relevant departments within the division e.g. Facilities, Estates, Domestic Services

12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

Examples may include:

Physical Skills:

Skills required to undertake clinical interventions e.g. administer intra-muscular injections, syringe pumps and infusions, insertion of urinary catheters, wound management (having completed competency).

Manual handling and management of violence and aggression on a daily basis including e.g. safely manoeuvre patients some of whom may be highly dependant, manoeuvring wheelchairs, hoists, moving clinical equipment, control and restraint.

(this list is not exhaustive and will vary depending on clinical area).

Physical Demands:

Patient movement with use of mechanical aides, manoeuvre patients.

Push trolley's, wheelchairs.

Stand/walking for the majority of shift.

Mental Demands:

Concentration required when checking documents including prescriptions; updating patient records; and dispensing, calculating doses and administering medication.

Frequent interruptions from patients / relatives / team members.

Concentration required when observing patient behaviours which may be unpredictable and providing ongoing risk assessment.

1:1 conversations with patient's up to one hour at a time.

Leading group work with patient's.

Emotional Demands:

Communicating with distressed / anxious / worried patients and relatives.
 Communicating with and caring for patients who have reduced understanding and insight due to cognitive impairments.
 Caring for patients and supporting relatives following receipt of bad news.
 Caring for the terminally ill.
 Supporting junior staff / colleagues in the work environment.

Working Conditions:

Exposure to body fluids, faeces, emptying bed pans/urinals, catheter bags.
 Daily exposure to verbal and physical aggression from patients and relatives / other visitors. (several times each shift).
 Exposure to infections and temperature variations.

13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

Registered Nurse with NMC – Mental Health.
 Team-working skills and the ability to work using own initiative.
 Effective communication and time management skills.
 management of violence and aggression training- level 3 Control and restraint.

14. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder's Signature:

Date:

Head of Department Signature:

Date: