

NHS Lothian**Post: Staff Nurse Band 5****Midlothian Community Hospital****PERSON SPECIFICATION****Experience or Qualities Sought for this Post**

Categories	Essential	Desirable
1. Training (Including Qualifications)	<ul style="list-style-type: none">• 1st Level Registered Nurse• Evidence of professional development and/or further education relevant to post	<ul style="list-style-type: none">• Educated to Degree level or working towards degree• Evidence of further education in Palliative Care
2. Previous Experience (Paid & Voluntary Work)	<ul style="list-style-type: none">• Experience in care of the older adult• Knowledge of end of life care and life limiting conditions	<ul style="list-style-type: none">• Experience in providing palliative and end of life care
3. Physical / Health	<ul style="list-style-type: none">• Maintains good health and fitness due to physical requirements of care provision and the related constant moving and handling this group of patients requires	<ul style="list-style-type: none">• Recent moving and handling assessment
4. Skills & Abilities	<ul style="list-style-type: none">• Effective organisational and communication skills• Teaching skills• A level of English language competency and communication skills required to perform this role safely and effectively• Able to use initiative and to work independently without direct supervision• IT skills appropriate to the post• Able to assess and manage risk appropriately• Excellent time management skills	<ul style="list-style-type: none">• Evidence of clinical skills relevant to post, which may include; verification of expected death; syringe drivers; enteral feeding• Experience of working within a nurse-led unit• Knowledge and experience of audit of nursing practice• Able to provide clinical supervision, support and advice to colleagues
5. Other Requirements	<ul style="list-style-type: none">• Able to work flexibly throughout NHS Lothian• Innovative• Enthusiastic and motivated• Demonstrates leadership ability• Flexible working pattern	<ul style="list-style-type: none">• Working knowledge of relevant NHS Lothian policies, including anticipatory medicines and palliative care guidelines

JOB DESCRIPTION

1. JOB IDENTIFICATION

Job Title:	Staff Nurse (Band 5)
Responsible to:	[Senior Charge Nurse / Team Manager]
Department(s):	[Rose Lane Ward, Midlothian Hospital]
Directorate:	[Mental Health]
Operating Division:	[Midlothian Health and Social Care Partnership]
Job Reference:	L-GEN-NM-MH-SN
No of Job Holders:	[11]

2. JOB PURPOSE

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.

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.

3. DIMENSIONS

Financial:
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.
Staffing:
Supervision and mentoring of junior staff and students
24 inpatient beds

The postholder is employed within NHS Lothian and there may be a requirement to work flexibly across Lothian to meet service demands.

4. ORGANISATIONAL POSITION

[Insert as appropriate to role/area.

The purpose of this section is to establish how the job fits into the rest of the organisation. It should be clear to whom the post-holder is managerially responsible and whether they have any other key lines of accountability, e.g. to a professional lead. Where professional accountability is shown this will be reflected with a dotted line between the posts. For management accountability a solid line should be used. In addition, peers and direct reports of the post-holder should be recorded – you should delete this paragraph once the organisation chart has been inserted below.

Head of Health

Clinical Services Development Manager

Senior Charge Nurse/Deputy Charge Nurse

Staff Nurse (this post)

5. ROLE OF DEPARTMENT

To provide a high quality, safe and supportive environment for Care of the Elderly mental health inpatients. 24 bedded admission and assessment ward with input from whole Multidisciplinary Team, providing care and treatment for patients mental health needs and physical 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: {}