

Job Description

Post Title	Staff Nurse
Band	5
Directorate	Bank
Location/Base	GMW Premises
Responsible to	Ward Manager
Accountable to	Ward Manager / Temporary Resourcing Manager

Job Summary/Purpose

The role will require an appropriately qualified Registered Mental Health Nurse who will deliver nursing care to patients across the Trust. They will assess, plan, implement and evaluate nursing care for patients with a variety of mental health issues.

Main Duties & Responsibilities

Heading	Duty/Responsibility
KEY TASKS	<ul style="list-style-type: none"> • Undertake the role of named nurse for a designated caseload under the direction of the charge nurse/ward manager. • Undertake assessment, planning, implementation and evaluation of clients in conjunction with other ward clinical staff. • Undertake clinical interventions as per individualised care plans. • To ensure effective liaison with other parts of the service and other agencies in the achievement of treatment goals/care planning. • Contribute to creating and maintaining in evidence-based and positive ward culture. • Ensure that they carry out their duties and responsibilities in a manner acceptable to the Trust, in keeping with Trust policies and procedures and the unit philosophy and operational policy. • To ensure the Clinical Governance agenda is delivered on the ward. • Maintain clear, concise and up to date written/electronic records in line with Trust Policies
DUTIES AND RESPONSIBILITIES	<ul style="list-style-type: none"> • Assess, plan, implement and evaluate individual patient centred care in conjunction with the multi-disciplinary team using evidence-based practice and thus act as a role model of good nursing practice to other staff.

	<ul style="list-style-type: none"> • To ensure the ward complies with its duties under Care Programme Approach and the Mental Health Act (1983). • Ensure all clinical information is communicated to members of the team involved in the treatment programme – both departmental staff and others. • Work in productive co-operation with other professional and voluntary staff to ensure the delivery of patient centred care particularly the relatives/main carers of the patient. • To participate in management/clinical supervision and staff appraisal systems as agreed with the Clinical Manager. • Ensure requirements of continual professional development (PREPP) are met. • To adhere at all times to NMC Codes of Practice. • Deliver the Clinical Governance/Quality Agenda. • Comply with the requirements of Caldicott Report, Data Protection Act (1993) and common law duty to maintain confidentiality. • Ensure that all staff based in the department and visiting it are sensitive to and demonstrate respect for individual service users need for dignity and privacy and adopt a courteous manner in their interpersonal activities. • Ensure that staff within the ward are aware of issues relayed to practice development
Teaching	<ul style="list-style-type: none"> • Act as a mentor for student nurses. • Provide preceptorship for newly qualified staff. • Apply the findings of relevant research, and endeavour to Initiate research. • Undertake necessary activities to ensure the department is included in the training of various professions in consultation with the Ward Manager.
Research and development	<ul style="list-style-type: none"> • Ensure that clinical practice is evidence based and consistent with relevant Trust policies, procedures and NICE guidelines. • Participate in clinical audit within the ward environment. • Participate in research and development activity within the ward environment as and when required.

	<ul style="list-style-type: none"> • To use research in practice and developing research work from ones own practice.
<p>Practice development</p>	<ul style="list-style-type: none"> • Contribute to the development of the ward and service, implementing policies and proposing changes to existing policies and procedures. • Work with the Ward Manager to introduce and support the use of up to date evidence-based practice, skills and practice which are evidence based. • To implement policies and procedures relevant to their area. • Ensure that they are up-to-date with both de-escalation and PMVA techniques appropriate to the ward environment. • Participate in the structure for professional development and staff appraisal. • Assist the Ward Manager in the induction programme for new staff which will enable staff to feel welcomed and equipped to take on their new roles within the ward environment. • Contribute to the maintenance and development of the Trust nursing strategy. • Contribute to the development and maintenance of the trust's commitment to Safewards.
<p>Trust Mandatory On-going Requirements - to be met by the candidate after commencing in post, these will not be assessed at the recruitment stage</p>	<ul style="list-style-type: none"> • To undertake any other reasonable duty, when requested to do so by an appropriate Trust manager. • To understand and comply with all Trust policies, procedures, protocols and guidelines. • To understand the Trusts Strategic Goals and how you can support them. • To understand the need to safeguarding children and vulnerable adults and adhere to all principles in effective safeguarding. • To carry out all duties and responsibilities of the post in accordance with Equal Opportunities, Equality and Diversity and dignity in care/work policies and principles • To avoid unlawful discriminatory behaviour and actions when dealing with the colleagues, services users, members of the public and all stakeholders. • To access only information, where paper, electronic, or, in another media, which is authorised to you as part of the duties of your role. • Not to communicate to anyone or inside or outside the NHS, information relating to patients, services users, staff, contractors or any information of a commercially sensitive nature, unless

	<p>done in the normal course of carrying out the duties of the post and with appropriate permission.</p> <ul style="list-style-type: none"> • To maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately, appropriately and kept up to date. • To ensure their day to day activities embrace sustainability and reduce the impact upon the environment by minimising waste and maximising recycling; saving energy; minimising water usage and reporting electrical faults, water leakages or other environmental concerns to the facilities department or their line manager. • Take reasonable care of the health and safety of yourself and other persons • To contribute to the control of risk and to report any incident, accident or near miss • To protect service users, visitors and employees against the risk of acquiring health care associated infections. • To take responsibility for your own learning and development by recognising and taking advantage of all opportunities to learn in line with appraisal and supervision.
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Further Information for Post holder(s)

This job description is not exhaustive, but is intended to give an overall picture of the role. Other duties within the general scope of the post may be required from time to time. The duties of the post and job description can be reviewed through the agreed process. All information obtained or held during the post-holders period of employment that relates to the business of the Trust and its service users and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust's discretion and in line with national rules on exemption.

All Trust sites have been designated a no smoking area. The post holder is therefore advised smoking is not permitted within the hospital premises or grounds or whilst representing the Trust in the course of their duty. While the Trust will not discriminate against employing smokers, all prospective employees should be aware of this policy.

Person Specification

Post Title	Staff Nurse
Band	5
Directorate	Temporary Resourcing
Location/Base	Across GMW Sites
Responsible to	Ward Manager
Accountable to	Ward Manager / Temporary Resourcing Manager
Job Summary/Purpose	
The role will require an appropriately qualified Registered Mental Health Nurse who will deliver nursing care to patients across the Trust. They will assess, plan, implement and evaluate nursing care for patients with a variety of mental health issues.	

Essential Criteria - The qualities without which a post holder could not be appointed.	Desirable Criteria - Extra qualities which can be used to choose between candidates who meet all the essential criteria	How Assessed – AP = Application form IN = Interview OA = Other Assessment
Education / Qualifications - to be able to complete the duties as laid out on the Job Description		
<ul style="list-style-type: none"> • Professional qualification • Diploma in Mental Health Nursing • Registered Nurse with current registration (Mental Health) 	<ul style="list-style-type: none"> • Degree in mental health nursing or equivalent. • Completion of Mentorship or willingness to work towards 	<p>AP, IN</p> <p>AP, IN</p>
Experience - to be able to complete the duties as laid out on the Job Description		
<ul style="list-style-type: none"> • Demonstrable post qualification and successful completion of preceptorship • Working within an In-Patient environment. • Evidence of continuing professional development. • Experience of working alongside people with severe mental health problems particularly in their acute phase of illness • Experience of working within a multi-disciplinary team • Experience of conducting 		<p>AP/IN</p> <p>AP/IN</p> <p>AP/IN</p> <p>AP</p> <p>AP/IN</p> <p>AP/IN</p>

<p>clinical assessments including risk assessments</p> <ul style="list-style-type: none"> • Experience of partnership working within and across various statutory and non statutory teams and agencies • Experience of working within the CPA process 		<p>AP/IN</p> <p>AP/IN</p> <p>AP/IN</p> <p>AP</p>
Knowledge - to be able to complete the duties as laid out on the Job Description		
<ul style="list-style-type: none"> • Awareness of current best practice guidance and clinical guidance including relevant NICE guidance. • Awareness of current trends in acute mental health and psychiatric nursing. • Knowledge of relevant legislation, e.g. Mental Health Act (1983). • Awareness of research methods and clinical audit cycle. • Understanding of Care Programme Approach. • Awareness of Safewards. 		<p>IN</p> <p>IN</p> <p>IN</p> <p>IN</p> <p>IN</p> <p>IN</p>
Skills and Abilities - to be able to complete the duties as laid out on the Job Description		
<p>The post holder should have:</p> <ul style="list-style-type: none"> • Excellent written and oral communication skills • Ability to communicate in a clear and unambiguous way • Excellent negotiation and conflict resolution skills • Ability to develop effective 		<p>AP/IN</p> <p>IN</p> <p>IN</p> <p>IN</p>

<p>professional relationships with others</p> <ul style="list-style-type: none"> • Ability to develop good therapeutic relationships • Establish and maintain communication with individuals and groups about difficult or complex matters overcoming any differences in communication • Develop own skills and knowledge and provide information to others to help their development • Participate in partnership working with individuals, groups, communities and agencies • Organising and co-ordinating the activities of others within the ward environment 		<p>AP/IN</p> <p>IN</p> <p>IN</p> <p>IN</p> <p>IN</p>
Other Requirements - to be able to complete the duties as laid out on the Job Description		
<ul style="list-style-type: none"> • Ability to carry out PMVA techniques • Ability to administer IM medication as required. • Ability to use manual handling techniques. • Demonstrate awareness of GMW's Values into Action 		<p>IN/AP</p> <p>AP/IN</p> <p>IN</p> <p>IN</p>

The Trust will consider any reasonable adjustments to the recruitment and selection process and to employment for applicants who have protected characteristics under the Equality Act 2010.

