Lincolnshire Partnership **NHS**

NHS Foundation Trust

JOB DESCRIPTION
Band 5 Nurse

Reviewed
October 2015

LINCOLNSHIRE PARTNERSHIP NHS FOUNDATION TRUST

Job Description

1. Job Details

Job Title: Nurse

Pay Band: Band 5

Reports to (Title): Senior Nurse

Accountable to (Title): Ward Manager

Location/Site/Base: In Patient

2. Job Purpose

To be part of an integrated health/social care team providing inpatient care for service users suffering from serious and enduring mental illness. Offering nursing interventions in a wide variety of clinical, therapeutic and social forms with the aim of promoting mental health well being, self autonomy and independence. The post holder will be responsible for the assessment, development, implementation and evaluation of nursing care, in liaison with the care team in the capacity of a mental health nurse.

3. Nature of the Service

The team is responsible for the identification, assessment, care planning, implementation and review of the needs of service users. The nursing team works in partnership with carers, other members of the multi disciplinary team and community agencies. work supporting Service Users who are under the care of the team due to an acute episode of illness.

Working closely with those service users who are acutely mentally unwell and have a wide range of diagnosis. Inpatient services is a large sector and the nursing team work flexible hours and across all areas of inaptient services. It is expected that at times you may need to be redeployed to others areas to assist them in the caring of service users.

4. Organisation Chart

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                    │   Ward Manger B7      │
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                    ┌──────────────────────┐
                    │   Senior Nurse B6     │
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                    │     This Post         │
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            ┌──────────────────────────────────┐
            │   Senior Nursing Assistant B3     │
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                │   Nursing Assistant B2    │
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5. Duties

Practice
- Provide therapeutic interpersonal skills when engaging with a client.
- Perform nursing assessments of a client's personal needs using relevant skills and assessment tools.
- Implement a range of clinical skills in the assessment client risk.
- Construct client care plans and risk management plans based on their assessed needs.
- Perform nursing interventions advocated within the clients care plan.
- Recognise the contribution of others in the provision of client care.
- Involve clients and/or carers in the care panning and care delivery in a compassionate and appropriate manner which considers their diverse needs.
- Maintain the welfare and safety of clients and protect them from any form of abuse in accordance with safeguarding guidance.
- Monitor the impact and effectiveness of nursing care delivered and revise care plans as appropriate.
- Demonstrate a knowledge of information governance and the need to protect patient confidential information.
- Make and maintain accurate records of nursing care in accordance with Professional (NMC) guidance and Trust policy.
- Demonstrate problem solving skills by identifying solutions in routine clinical issues.
- Participate in regular clinical supervision.
- Identify nursing skills which are transferable between client groups.

Leadership
- Demonstrate an ability to lead, support and develop junior staff.
- Work in partnership with multi-professional colleagues or agencies.
- Participate in service developments which have impact on staff/services.
- Contribute to innovation and new ways of working
- Take part and implement local audit and research activities were appropriate.
- Implement risk management strategies to ensure the provision of high quality care to all clients.
- Formulate appropriate clinical opinion based on clear rationale and understanding, national standards (NICE) and evidence based practice..
- Apply reflective practice to develop and improve leadership skills.
- Maintain a professional role to model appropriate leadership behaviours within a team.

Practice Development and Research
- Apply knowledge and understanding of existing practice development structure within the organisation.
- Consider the impact and influence of their practice upon clients and others
- Understand their own role and identify their unique contribution to the ongoing development of nursing practice.
- Demonstrate professional standards in the delivery of their nursing practice.
- Understand how nursing sits within the organisations clinical governance framework.
- Challenge service development, professional and organisational boundaries as new and emerging developing practice is recognised.
- Develop their practice where existing evidence and theory demonstrate new ways of working
- Identify sources of evidence linked to improving client health and social care.
- Demonstrate the ability to critique research base which may influence practice.
- Be able to evaluate own nursing practice in line with current evidence/value based practice.
- Use a variety of feedback mechanisms to improve own nursing care.

Education, Training and Personal Development
- Identify personal educational needs which consolidate own learning from point of registration.

- Apply the principles of reflective practice to enhance performance and contribute to ongoing learning.
- Identify additional knowledge and skills to perform existing and emerging role.
- Produce a personal development plan which strengthens their competence to deliver safe nursing practice reflecting current job requirements.
- Complete mentor training in accordance with the assessment and learning in practice standard (NMC) and fulfil the appropriate responsibilities to support learners in practice

6. Skills Required for the Post

Communication and relationship skills
- Always act in a dignified and responsible manner with service users, carers and colleagues, using appropriate language and communication skills, which acknowledge barriers to understanding, cultural differences and diversity.
- Develop and maintain communication (sensitive, complex and contentious) with other teams, external agencies, in order to promote good client care and deliver initiatives such as Care Programme Approach.
- Act as an advocate, support service users through their care programme both physically and psychologically to achieve expected outcomes, explaining care, treatment and associated risks (complex information)
- Provide and receive complex information where persuasive, motivational, negotiating, empathic and re-assurance skills are required to support service users through their recovery period.
- Maintain strict confidentiality of complex and sensitive client information at all times.
- Develop communications with other departments e.g. Nursing and Clinical Governance, and with external providers, voluntary agencies and user organisations, building effective working partnerships to deliver the highest standards of care.

Analytical and judgment skills
- Develop and complete nursing and risk assessments, analysing and deciding the most appropriate approach to implementing care plans in association with nurse in charge, agreeing objectives with service users and carers.

Planning and organisational skills
- Organise and plan activities with service users, facilitating therapeutic and educational groups, adjusting own workload in response to prevailing circumstances.

Physical skills
- Organise and plan activities with service users, facilitating therapeutic and educational groups, adjusting own workload in response to prevailing circumstances.

7. Responsibilities of the Post Holder

Responsibilities for direct/indirect patient care
- Accept ongoing accountability for service users, hold and manage delegated caseload (complex cases) and supervise and/or mentor junior staff and learners as required in the provision of direct/indirect nursing care.
- Act as an advocate, support service users through their care programme both physically and psychologically to achieve expected outcomes, explaining care, treatment and associated risks (complex information)
- Monitor and review service user progress where frequent concentration is required, against planned objectives and use initiative to act on results within own sphere of responsibility, including reporting observations and taking action to minimise risks.
- Assist service users with personal care as need arises. Implement planned care programme, education and teaching which encourages and empowers them and their carers to maximise

self care and individual autonomy i.e. medicines, mobility, hygiene, budgeting, etc
- Contribute to case conferences and reviews, supporting service users and carers to engage with services and contribute to their care.
- Undertake reviews of care programmes with service users, carers and team members

Responsibilities for policy and service development implementation
- Carry out safe practice in accordance with Trust policies and procedures, commenting on policies, procedures and developments as necessary.

Responsibilities for financial and physical resources
- Use safely in accordance with manufacturers guidance clinical equipment in the performance of their work to appropriate high standards of care.
- Act as named person for drawing petty cash to support service user activities.
- Inform the nurse in charge of any shortages of stock and supplies, clinical equipment or medications etc. ordering as required.

Responsibilities for human resources (including training)
- Manage delegated caseload (complex cases) and supervise junior staff as required in the provision of nursing care
- Act as a mentor in accordance with NMC standards to student nurses and other learners as appropriate.
- Provide ongoing work-based staff support and training to junior staff to support improved numeracy, literacy and communication, NVQ and competency development.
- Participate in performance review, supervision and undertake mandatory training and personal development as required of the post including competency development.

Responsibilities for information resources
- Record all self generated information within the service users clinical notes and/or using the Trust's clinical information system (Maracis).

Responsibilities for research and development
- Participate in audit and research as required and contribute to quality improvement initiatives, policy review and practice development

8. Freedom to Act

Organise own time and prioritise service user care in accordance with need

Manage delegated caseload (complex cases) and supervise junior staff and learners as required in the provision of direct/indirect nursing care.

Act as an autonomous practitioner making decisions about service user care as appropriate with the nursing and wider multi-disciplinary team.

Manage or take charge of the ward/unit in the absence of a senior nurse as required ensuring resources are co-ordinated to deliver safe and effective care to service users.

9. Effort & Environment

Physical effort
- Frequent requirement to exert moderate physical activity for several short periods during shifts worked to assist service user mobility or therapeutic activities. This will include the use of physical restraint skills where necessary.

Mental effort
- Frequent requirement for concentration to undertake nursing assessments and development of care plans, service user interviews and observation procedure.
- Monitor and review service user progress where frequent concentration is required, against planned objectives and use initiative to act on results within own sphere of responsibility, including reporting observations and taking action to minimise risks.

Emotional effort
- Frequent exposure to distressing or emotional circumstances relating to exposure to severe and challenging behaviours presented by service users with a mental disorder, including access to information about abuse, neglect and other trauma experienced.
- Manage occasional difficult and highly distressing service user behaviour, including verbal and physical aggression, seeking support and assistance as required.

Working conditions
- Frequent exposure to unpleasant working conditions where there is exposure to bodily fluids, medication and lotions as well as potential substances controlled via COSHH regulations.

10. Equality and Diversity

All staff through their behaviours and actions will ensure that our services and employment practices are respectful of individual needs and differences including those characteristics covered by the Equality Act 2010 (Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex and Sexual Orientation).

11. General

You must uphold the Trust's Purpose, Vision and Values:

Our Vision- To support people to live well in their communities.

Values	**Behaviours**
Compassion- Acting with kindness	Treating people with respect, showing empathy and a desire to be helpful. Paying attention to others and listening to them. Responding appropriately, being mindful of the language we use to do this.
Pride- Being passionate about what we do	Challenging poor practise. Being a patient and carer advocate. Recognising and praising good care.
Integrity- Leading by example	Doing what I say I am going to do. Being honest. Taking responsibility for my actions.

Valuing everybody- Using an inclusive approach	Supporting every person however different to me to achieve their best. Challenging discrimination and supporting others to understand why it is everybody's business to do this. Recognising and challenging my own assumptions.
Innovation- Aspiring for excellence in all we do	Using service improvement methodology. Learning with people who use our services, research, best practise and evidence. Sharing the learning internally and contributing to research where relevant.
Collaboration- Listening to each other and working together	Working in partnership to promote recovery, supporting and encouraging independence. Working as one team. Valuing lived experience as an equal partnership.

In addition you must:

- Highlight concerns in accordance with the Trust's Whistleblowing Policy where it is felt poor practice or general wrong doing has not been dealt with appropriately. Staff may make such disclosures without fear of criticism or retribution.
- Maintain an awareness of information governance and information security related issues and ensure compliance with LPFT Records and Information Policies.
- Participate in performance review, supervision and undertake mandatory training and personal development as required of the post
- Take personal responsibility for your own Health and Safety at work in accordance with Trust Policies and Procedures, in particular Security, Health and Safety and Risk Management
- Be committed to safeguarding and promoting the welfare of children, young people, vulnerable adults and people experiencing domestic abuse, both as service users and visitors to Trust premises. All staff have an absolute responsibility to safeguard and promote the welfare of children and adults. The post holder, in conjunction with their line manager, will be responsible for ensuring they undertake the appropriate level of training relevant to their individual role and responsibilities. They must be aware of their obligation to work within and do nothing to prejudice the safeguarding policies of the Trust.
- This job description is not exhaustive and as a term of employment you may be required to undertake such other duties as may reasonably be required.

PERSON SPECIFICATION

| | ESSENTIAL | JOB REQUIREMENTS | |
		DESIRABLE	HOW ASSESSED (eg Application Form, Interview Test, Reference etc)
Qualifications	• RMN or RNLD or RN: 1st Level Registration (NMC) or degree or equivalent • Evidence of specialised continued professional training in clinical practice.		Application form Certificates
Experience	• Relevant experience of working with mental health needs. • Sound knowledge of the national agenda for mental health. • Sound knowledge of clinical/risk assessment and understanding of Information Government principles. • Demonstrating supportive and sensitive communication to patients, carers and staff, whilst demonstrating an understanding of the nature and effects of some information and barriers to effective communication whilst being considersate of client confidentiality.	• Previous experience working as a registered mental health nurse with people with mental health problems. • Personal experience in the delivery of physical care to others	Application form Interview
Skills & Competences	• Sound clinical reasoning skills. • Highly motivated and able to enage with service users and carers to improve outcomes. • Ability to work independently and collectively.		Application form Interview