

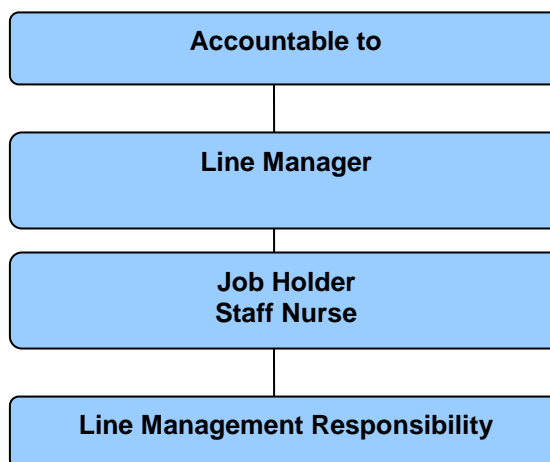
Job Description

Job Title	Staff Nurse
Post ref no.	
Band	Agenda for Change Band 5
Service area	Inpatients
Location/Base	Lynfield Mount Hospital or Airedale Centre for Mental Health
Accountable to	Line Manager

1. Job Purpose:

Responsible for the assessment, planning, implementation and evaluation of care to patients for whom he/she is identified as named nurse. Holds delegated responsibility for management of the ward on a shift basis. Contributes to the supervision and development of junior staff. Helps to ensure the safety of the ward and unit environments.

2. Organisational Chart



3. Main duties:

Patient Care

Responsible for ensuring that he/she:

- Practices at all times within the professional parameters prescribed by the Nursing and Midwifery Council (NMC).
- Assesses holistic care needs using evidence-based assessment tools.
- Prepares a relevant, evidence-based plan of care detailing interventions to risk assess manage and treat mental health needs.
- Provides skilled nursing interventions, which are based on the agreed plan of care.
- Evaluates and updates the plan of care to ensure patient needs are met.
- Administers prescribed medical treatments within the framework provided by professional, legal and local policy guidance.
- Observes and reports on the effects of prescribed medical treatments.
- Contributes to multi- disciplinary/ agency meetings and care plans.

- Facilitates empowerment and choice for service users as far as legal and risk
- Management constraints allow.
- Supports and facilitates patient advocacy.
- Contributes to programmes of research and practice development.

4. Working as part of a Team

- Promotes effective team working
- Promotes multi- agency collaboration.

5. Managing Self

- Participate in regular supervision.
- Attend all mandatory training.
- Participate annually identifying, developing and agreeing your own development plan with your line manager using the Trust Appraisal process.
- Comply with all Trust policies, procedures and protocols.
- Pay regard to materials and equipment.
- Carry out duties with due regard to the Trust's Equal Opportunity Policy.
- Seek advice and support from your line manager whenever necessary.

6. Staff Supervision and Support

- 1.Supervises junior staff
- 2.Assists in the identification of staff development needs. Supports staff to attain development objectives as identified through the Trust Development scheme
- 3.Contributes to teaching and staff development as highlighted in identification process

7. Financial Responsibility

- Assists in the efficient management of resources including deployment of staff on a shift basis

8. Safeguarding

- All staff members have a duty to report any concerns they have about the safety or well being of adult service users, members of their families, including children. Employees should be aware of their roles & responsibilities to both prevent and respond appropriately to abuse. They should undertake the safeguarding training required for their particular role.

9. Core Values:

Below is the Trust's Vision, Aims and Corporate Priorities. The Corporate Priorities are what the Board has identified as specific priorities. The Trust's vision statement is:

Everything we do over the next five years will contribute to one or more of these four goals to achieve our vision of connecting people to the best quality care, when and where they need it, and be the best place to work.

Our Purpose

To create connected communities and help people to feel as healthy as they can be at every point in their lives

Our Vision

To connect people to the best quality care, when and where they need it and be a national role model as an employer

Our Values

We Care - We act with respect and empathy, and always value difference

We Listen - We understand people's views and respond to their individual needs

We Deliver - We develop and provide excellent services and support our partners

Our Goals

Our services

- To provide seamless access to the best care
- To provide excellent quality services

Our community

- To provide our staff with the best places to work
- To support people to live to their fullest potential, to be as healthy as possible

Core Statements:

1. Infection Control - All clinical and non-clinical staff groups

Responsible for, in respect to your area of work, for ensuring so far as is reasonably practicable and in accordance with Trust policies that you are aware of your individual responsibilities in regard to infection prevention and control this requires you to:

- Maintain safe infection prevention and control environment for yourself and others
- Be familiar with and comply with current infection prevention and control, guidelines, policies and procedures
- Raise matters of non-compliance with your manager
- Attend infection prevention and control mandatory training as dictated by your manager
- Be appraised in relation to infection prevention and control

2. Risk Management

All staff need a basic working knowledge of risk management. They all have a responsibility to identify and report risks, hazards, incidents, accidents and near misses promptly, in accordance with Trust Policy. All staff must be familiar with emergency procedures, risk management systems and incident management in their workplace.

3. Health and Safety

All employees have a responsibility under the Health and Safety at Work Etc Act 1974 for their own health, safety and welfare and to ensure that the agreed safety procedures are carried out to provide a safe environment for other employees and anyone else that may be affected by the carrying out of their duties.

Employees must co-operate with the Trust in meeting its statutory obligations with regard to health and safety legislation and must report any accidents, incidents and problems as soon as practicable to their immediate supervisor.

The Trust has a written health and safety policy which employees have a general duty to read in order that they are fully conversant with its requirements.

4. Patient care

Bradford District Care NHS Foundation Trust is committed to ensuring the highest standards of care and treatment and expects that **all** staff employed within the organisation will treat service users, their carers, relatives and friends with dignity and respect at all times during their contact with services we provide.

5. Information Management

All members of staff are bound by the requirements of the Data Protection Act 1998 and any breaches of the Act or of the confidential nature of the work of this post could lead to dismissal.

The post holder is responsible to learn about information governance, to help ensure that best practice guidelines are followed, and personal information is managed to benefit patients, clients and members of staff.

The post holder is required to sign the declaration form to confirm they have read and understood the booklet and leaflet regarding information governance, which will be kept by the HR team in the post holder's personnel file.

Version Control:

Change details	By whom	Date requested	Approved by	Agreed date

Job title: Staff Nurse			
Post ref:			
Band: Agenda for Change Band 5			
Service area: Inpatients			
Location/base: Lynfield Mount Hospital or Airedale Centre for Mental Health			
Job purpose: Responsible for the assessment, planning, implementation and evaluation of care to patients for whom he/she is identified as named nurse. Holds delegated responsibility for management of the ward on a shift basis. Contributes to the supervision and development of junior staff. Helps to ensure the safety of the ward and unit environments.			
Attributes	Essential criteria	Desirable criteria	How Identified
QUALIFICATIONS	<ul style="list-style-type: none"> Registered Mental Nursing Certificate (RMN) Current Registration on part 3 or part 13 of NMC register <p>Or</p> <ul style="list-style-type: none"> Registered Learning Disability Nurse (RNLD) 	<ul style="list-style-type: none"> ENB 998 or other teaching certificate Accredited counselling course or equivalent 	Application Form Interview Certificates
EXPERIENCE	<ul style="list-style-type: none"> Experience of working in a mental health setting either substantively or through placement For entry onto start of Band 5 as per qualification specification 	<ul style="list-style-type: none"> Experience in relevant area of Mental Health Nursing Involvement in innovative nursing practice Worked as Named Nurse/Primary Nurse/Keyworker/Team leader Experience of being clinical adviser/supervisor to junior staff or students Worked within named nurse to client group Minimum of 6 months post basic experience in Mental Health (achieved by prospective duty on an acute mental health ward) 	Application Form Interview
KNOWLEDGE	<ul style="list-style-type: none"> Assessment, planning, implementation and 	<ul style="list-style-type: none"> Relevant clinical courses/training 	Test

	<p>evaluation of individualised care plans. Current professional issues</p> <ul style="list-style-type: none"> • Relevant professional Mental Health legislation/guidance • Basic theoretical concepts in Nursing • Group Dynamics 	<ul style="list-style-type: none"> • Quality issues • Research awareness 	Presentation
SKILLS	<p>Communication:</p> <ul style="list-style-type: none"> • Written and verbal - Articulate and meaningful, legible • Decision making • Assertiveness • Ability to work without direct supervision • Supervising learners and other staff • Competent clinical skills i.e. assessment, therapeutic intervention 	<ul style="list-style-type: none"> • Ability to speak Punjabi, Urdu, Bengali, Hindi, Gujarati • Experience in Groupwork and Counselling 	Application form Interview
ATTITUDE/APPROACH	<ul style="list-style-type: none"> • Commitment to ethos of unit and MDT working • Willingness to undergo professional development • Ability to relate to supervisors in a positive mature way • Aware of racial, culture and gender issues • Trustworthy, honest, reliable, adaptable, conscientious, tolerant, enthusiastic, motivated, adaptable/flexible approach • Warm, friendly approachable manner 		Application form Interview
PHYSICAL	<ul style="list-style-type: none"> • Able to fulfil Occupational Health requirements for the post (with reasonable adjustments if necessary) • Fit to undertake the demands of the post. E.g. 		Occupational Health Screening

	<p>able to undertake handling and moving preventing absconders and coping with violence and aggression (MAV) techniques; and on a yearly basis be able to access the course and complete the competencies set in order to achieve the MAV certificate</p> <ul style="list-style-type: none"> • Appearance – professional, clean, willing to adhere to dress standards 		
GENERAL	<p>BDCFT requires all its staff and prospective employees to carry out your duties in line with Trust Equality policies and procedures, including relevant legislation, to deliver and promote equity of access to healthcare and equality of opportunity at work at all times.</p>		Application Form Interview