



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Aneurin Bevan
University Health Board

CAJE REF RVF/2023/0124

APPROVED 21/08/2023

JOB TITLE: Inpatient Registered Mental Health Nurse

BAND: 5

JOB OVERVIEW

- This role will be a part of a Multi-disciplinary team working in a busy ward environment working alongside patients within the Mental Health and Learning Disabilities Division.

Main Duties of the Job

To be responsible for the assessment of care needs and the development, implementation and evaluation of programmes of care without direction and supervision. Demonstrate and supervise practice and procedures to registered and unregistered nursing staff to secure effective nursing practice. To take a key role in the induction and mentorship of new and unregistered staff, and provide supervision.

Responsible to

Reporting:
Ward Manager

Accountable:
Ward Manager

Professionally:
Senior Nurse

Main Responsibilities

Clinical Responsibilities:

- To assess, plan, implement, and evaluate programmes of care for those clients allocated to the post holder by the line manager or deputy within the unit.
- To provide clinically effective and evidence-based nursing interventions for patients.

- The management, administration and storage of medication in line with ABUHB policies and procedures.
- To act in the role of patient advocate at all times with the patient being the centre of all decisions and interventions.
- Ensure access to independent advocacy services in line with the Mental Health Measure Wales 2010.
- To have a sound understanding of the Mental Health Act and other key legislations. Such as the Mental Capacity Act, Deprivation of Liberty and Social Services Wellbeing Act.
- To assist and engage with Tribunal requirements, Section 117 meetings, Deprivation of Liberty assessments and other.
- To carry out robust risk assessments and ensure the relevant Lead Manager is made aware of any patient they consider to be at risk and/or vulnerable.
- To maintain an accurate and up-to-date record of patient presentation and progress using the relevant documentation and or computer systems. Some examples would include Care and Treatment Plans, WARRN Risk Assessments and Nursing Assessments etc.
- To engage and consider the needs and views of carers and families in line with the Social Services and Well-being (Wales) Act 2014.
- To participate in the review of at risk/vulnerable patients as directed by the unit Line Manager.
- To adopt the role of named nurse/care coordinator for those patients/clients allocated by the unit Line Manager.
- Promote a multi-disciplinary team (MDT) approach to patient care on the ward.
- To arrange relevant and appropriate meetings regarding patient care as required by the MDT. Examples of this could include Care and Treatment Plan (CTP), Best Interest meetings, professional's meetings etc.
- To work within scope of competency and follow escalation processes as appropriate.
- To participate in managerial supervision and seek out clinical supervision for personal and practice development as well as engaging in reflective practice.
- To ensure that all clinical and non-clinical incidents are reported appropriately and in a timely manner on the Datix Web system.
- To support the MDT with sourcing and facilitating appropriate placements as part of the discharge process.
- To support the patient to access advice in relation to social needs including housing, finances and legal matters etc.
- Liaison with wider ABUHB services and external organisations including Community Teams, Third Sector Agencies, District General Hospitals and the Local Authority etc.
- To work flexibly in line with organisational need and requirements.

Managerial Responsibilities:

- To act up in absence of the immediate Line Manager for a length of time agreed with the Ward Manager
- To be the Nurse in Charge of a shift and action the appropriate responsibilities associated with the role, this would include management of sickness or other absences, delegation of duties and liaising with the Senior Nurse on on-call out of hours.
- To supervise and support the work of junior staff such as Healthcare Support Workers, Administrators and Volunteers.
- To delegate tasks and duties responsibly, considering skills and competency of staff
- To participate in meetings as directed by the unit Line Manager.
- To ensure that the appropriate systems are kept up to date including ESR, Health Roster and E-Expenses.
- To be vigilant and aware of the ward environment and associated risks, to report and escalate as required. This may include liaising with the Health Board's Works and Estates and Facilities Department.

Organisational Responsibilities:

- To assist the unit Line manager in providing statistical information and participate in audit processes as and when required.
- To engage in the Preceptorship Programme for newly qualified nurses.

- To participate in the training of nursing students and students of other disciplines.
- To participate in the Personal Appraisal Development Review (PADR) process promoting professional development.
- Comply with the regulation of the Duty of Candour.
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Personal Responsibilities:

- To develop their range of clinical skills, in line with the Framework for Mental Health Nursing in Wales 2018 to 2028.
- To keep abreast of most recent professional nursing issues.
- To consider own health and wellbeing, whilst promoting a sensible work life balance and have an awareness of how to seek support.

Review:

This list of duties is not exhaustive to the post. Duties of this post will be subject to review from time to time to reflect organisational change and managerial change.

Qualifications and Knowledge	Experience
<p>Essential</p> <p>RMN Qualification</p> <p>Up to date NMC registration and revalidation</p> <p>Completion of or working towards Practice Assessor and Supervisor (previously Mentorship)</p> <p>Desirable (for use in shortlisting)</p> <p>Good understanding of Care and Treatment Planning (CTP) and WARRN risk assessment.</p> <p>Additional training relevant to the ward environment such as venepuncture, ILS, Manual Handling</p>	<p>Essential</p> <p>Evidence of reflective practice</p> <p>Evidence of working in a Mental Health setting or equivalent</p> <p>Desirable</p> <p>Committed to professional development</p>
Skills and Attributes	Other
<p>Essential</p> <p>Able to work in a multidisciplinary environment</p> <p>Possess a clear understanding of the roles and responsibility of a Band 5 RMN nurse in a Mental Health setting</p>	<p>Desirable (but not essential): Welsh Speaker (Level 1) or willingness to work towards</p>

<p>An effective communicator (both oral and written)</p> <p>Desirable</p> <p>Evidence of advance practice</p> <p>Knowledge and experience of IT systems</p> <p>Knowledge and/or experience of Autistic Spectrum Disorder (ASD), Attention Deficit Hyperactivity Disorder (ADHD) and Acquired Brain Injury</p> <p>Knowledge of addiction services</p> <p>Knowledge of co-morbidity of both physical and mental health</p>	
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NHS Wales Job Description Technical Document – Inpatient Registered Mental Health Nurse

Please submit this document with the Job Description when submitting for job evaluation (banding)

Organisational Chart

The Organisational Chart must highlight the post to which this job description applies showing relationship to positions on the same level and two levels above and below. Complete, add or delete as appropriate the text boxes below showing the organisational relationships.



Effort and Environmental Factors

Please complete information on Physical Effort, Mental Effort, Emotional Effort and Working Conditions in order to assist the Job Matching process.

The examples provided should relate to this post and what is written in the Job Description.

Physical Effort

Please ensure any circumstances that may affect the degree of effort required, such as working in an awkward position; lifting heavy weights etc. are detailed, such as:

'Working in uncomfortable/unpleasant physical conditions; sitting in restricted positions; repetitive movements; lifting heavy weights; manipulating objects; kneeling, crouching, twisting; heavy duty cleaning; working at heights; using controlled restraint; driving as part of daily job - **N.B. Walking /driving to work is not included**'. **Many roles will require a combination of sitting, standing, and walking with little or no requirement for physical effort.**

Where the role requires some physical effort, please provide examples and state if this is

Rare – combination of sitting, standing, walking or **Occasional** – at least 3 times per month but fewer than half the shifts worked or **Frequent** – occurs on half the shifts worked or more

Several Periods – repeated recurrences of physical effort during the shift or **Ongoing** – continuously or almost continuously

Short Periods – up to and including 20 min or **Long Periods** – over 20 mins

Examples of Typical effort(s)	How Often	How Long
Making repetitive movements - Use of keyboard and mouse continuously throughout the day to enter relevant information onto the computer system.	Daily	Throughout the day
Standing or sitting with little scope for movement at times - There is a requirement for sitting or standing in a restricted position at a desk or at meetings for a proportion of the working time. This will include using a PC, generating data and completing reports or reading documents.	Daily	Throughout the day
Filing of paper records.	Daily	Occasionally
Manoeuvre of patients.	Varies	Occasionally

Mental Effort

Please identify the normal requirement to concentrate in the post and determine, how often and for how long it is required to concentrate during a shift / working day, e.g.:

'Carrying out formal student assessments; carrying out clinical/social care interventions; checking documents; taking detailed minutes at meetings; operating machinery/equipment; carrying out screening tests/microscope work; carrying out complex calculations; carrying out non-clinical fault finding; responding to emergency bleep; driving a vehicle; examining or assessing patients/clients.

Type

General Awareness – carry out day to day activities but no need to concentrate on complex or intricate matters

Concentration – jobholder needs to stay alert for periods of one to two hours

Prolonged – requirement to concentrate for more than half the shift

Intense – In-depth mental attention with proactive engagement

Unpredictable – jobholder needs to change from one activity to another at a third-party request. Jobholder has no prior knowledge

How often

Occasional – fewer than half the shifts worked

Frequent – occurs on half the shift worked

Examples of Typical effort(s)	Type	How Often
The post holder will have to adapt to changing priorities and re-focus the work of self and others on new priority areas that may require urgent action.	Daily	As required
The post holder will need to keep updated on all relevant legislations that are pertinent to the post.	As required	As required
Operating equipment - Use of computers constantly throughout the day. Use of photocopier, printer, telephone.	Daily	Throughout the day
Managers and Nurses on call, members of the public, Police, other hospitals or agencies, visitors, patients and members of staff (both nursing and non-nursing).	Daily	As and when required

Emotional Effort

Please identify how often the post holder has exposure to direct and/or indirect distressing and/or emotional circumstances and the type of situations they are required to deal with.

For example, 'processing (e.g., typing/transmitting) news of highly distressing events; giving unwelcome news to patients/clients/carers/staff; caring for the terminally ill; dealing with difficult situations/circumstances; designated to provide emotional support to front line staff; communicating life changing events; dealing with people with challenging behaviour; arriving at the scene of an accident.' **N.B. Fear of Violence is measured under Working Conditions**

Type

Direct – jobholder is directly exposed to a situation/patient/client with emotional demands

Indirect – jobholder is indirectly affected by for example word processing reports of child abuse

How Often

Rare – less than once a month on average

Occasional – once a month or more on average

Frequent – once a week or more on average

Examples of Typical effort(s)	Type	How Often
The role will require negotiation and liaison with NHS professionals, managers and external providers on issues relating to a patient's ability to be discharged from a hospital setting. The Post holder will need to challenge decisions and influence and change current processes.	Daily	1-2 hours
To participate in the review of at risk/vulnerable patients as directed by the unit Line Manager.	Daily	1-2 hours
To act in the role of patient advocate at all times with the patient being the centre of all decisions and interventions.	Daily	1-2 hours

Working Conditions

Please identify unpleasant working conditions or hazards which are encountered in the post holder's working environment and establish how often and for how long they are exposed to them during a working day / week / month.

Examples are – use of VDU more or less continuously; unpleasant substances/non-household waste; infectious material/foul linen; body fluids, faeces, vomit; dust/dirt; fleas/lice; humidity; contaminated equipment or work areas; driving/being driven in normal or emergency situations - ***Driving to and from work is not included**

Rare – less than three times a month on average

Occasional – three times a month on average

Frequent – several times a week with several occurrences on each shift

Examples of Typical effort(s)

How Often

Frequent VDU use is required for this post for periods of up to 2 to 3 hours at a time.

Daily

Ability to be independently mobile to attend internal and external meetings as required.

Weekly

Aggressive behaviour of patients and sometimes relatives/carers.

Daily

Maybe subject to infectious materials and body fluids, vomit, faeces etc.

Daily