

**ROTHERHAM DONCASTER AND SOUTH HUMBER  
NHS FOUNDATION TRUST**

**JOB TITLE:**

**GRADE:** Band 5 (RMN)

**HOURS:** 37.5 hours per week – Rotational Days/Nights/Weekends/ & Bank Hols

**REPORTS TO:** Ward Manager

**ACCOUNTABLE TO:** Service Manager

**BASE:** All Age Mental Health Services  
Swallownest Court

**1. Job Purpose**

- 1.1. The post holder will take professional responsibility as a named nurse for a group of patients.
- 1.2. The post holder will act as a named nurse, and is responsible for the risk assessment, planning, implementation and evaluation of care needs for agreed patients.
- 1.3. The post holder will deliver appropriate nursing care without direct supervision.
- 1.4. The post holder will lead a team of associate nurses and nursing assistants.
- 1.5. The post holder will work collaboratively with the whole mental health team.
- 1.6. The post holder will contribute to professional and managerial leadership to ensure that the ward environment is satisfactory to maintain the physical and mental well being of patients and staff.
- 1.7. The post holder will alert the ward manager of potential staffing difficulties and to provide short- term cover in the absence of more senior ward staff.

**2. Main Duties and Responsibilities**

**2.1. Clinical = 80%**

- a) The post holder will carry out comprehensive risk assessment on patients on admission and at appropriate intervals thereafter.
- b) The post holder will as a named nurse, assess, plan, implement and evaluate nursing care for named individual patients through the use of nursing models and the nursing process.
- c) The post holder will develop and provide a high standard of care.
- d) The post holder will understand the principles of the nursing process and complete the documentation to a high standard.
- e) The post holder will liaise with other members of the multi professional team to develop professional relationships and mobilise resources to help meet identified patient's need.
- f) The post holder will communicate with the team of associate nurses/nursing assistants to ensure continuity of care.
- g) The post holder will carry out clinical procedures, training and supervising junior nursing staff in these procedures, for the care and welfare of patients.
- h) The post holder will actively encourage the contribution of all members of the Health Care Team in making decisions about the patient's care.
- i) The post holder will ensure the correct administration of drugs in accordance with the Trust's Policy and legal requirements.
- j) The post holder will actively participate in the observation policy and will be aware of patients' whereabouts at all times.

- k) The post holder will participate in the benchmarking process in accordance with Essence of Care.
- l) The post holder will participate in a personal development plan completed at yearly intervals or as the need arises.
- m) The post holder will actively participate as a member of a peer group of nurses that supports each other in their respective roles.
- n) The post holder will contribute to a caring and supportive working milieu.
- o) The post holder will demonstrate accountability to their patients and the profession through monitoring of agreed standards of care and audit supervision.
- p) The post holder will abide by the UKCC code of professional conduct and will ensure that their colleagues do likewise.
- q) The post holder will ensure that the requirements of the Mental Health Act 1983 are known, understood and adhered to.
- r) The post holder will ensure that patients and relatives are afforded due courtesy and consideration, and their privacy and dignity respected.
- s) The post holder will assist in maintaining a safe environment for patients, staff and visitors.

## **2.2. Educational = 13%**

- a) The post holder will ensure that all clinical procedures are carried out in accordance with the Trust's Policy Manual.
- b) The post holder will instruct students and junior staff in the use of any specialised equipment on the ward, including the location and use of resuscitation equipment.
- c) The post holder will teach qualified and unqualified staff including students and act as an assessor/preceptor for others as required.
- d) The post holder will maintain a high level of hygiene with regard to the handling, storage and serving of patient food and to attend such courses as are provided to train and update you in this area.
- e) The post holder will attend the teaching and assessing course to carry out learner assessments.
- f) The post holder will attend mandatory updates as required.
- g) The post holder will develop their area of interest and become a resource person to the ward team.
- h) The post holder will actively participate in research as appropriate.
- i) The post holder will participate in study days and courses as required and keep in touch with evidence based practice and research developments in nursing.
- j) The post holder will participate in clinical supervision.
- k) The post holder will participate in learning activities to become increasingly effective in this role.
- l) The post holder will keep professionally up to date by participating and contributing to the staff development programme and by reading and discussing relevant issues.
- m) The post holder must undertake and complete the Managing Work Related Violence ✓ Course.

## **2.3. Managerial = 7%**

- a) The post holder will take responsibility for the ward in the absence of the senior staff.
- b) The post holder will contribute to the management of the ward and assume responsibility for an agreed aspect of management.
- c) The post holder will be aware of budgetary considerations when planning patient care.
- d) The post holder will assist in maintaining the safety of the ward's personnel, environment and equipment and report any deficits to the ward manager.
- e) The post holder will be conversant with and carry out Rotherham Doncaster & South Humber Mental Health NHS Foundation Trust policies and procedures.
- f) The post holder will observe fire precautions, attend fire lectures and drills. Be aware of the position of fire equipment and be able to use when necessary.
- g) The post holder will order/report any deficit in ward stocks, supplies and equipment to the ward manager.
- h) The post holder will be aware of the patient's property and finance procedures.
- i) The post holder will be aware of COSHH and Trust health and safety policies and procedures.

## **3. Equal Opportunities Statement**

Rotherham Doncaster & South Humber NHS Foundation Trust supports the principle of equal opportunities in employment.

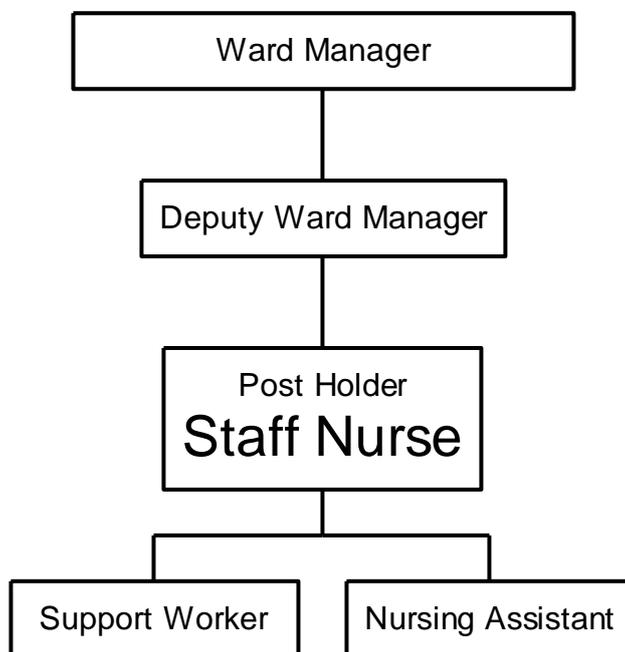
It is the aim of the Trust to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, marital status, age, disability, race, colour, nationality, ethnic origin or religious belief, nor is disadvantaged by conditions or requirements which cannot be shown to be justifiable in job related or operational terms.

#### 4. Health and Safety

- 4.1. The post holder will comply with safety instructions and policies of Rotherham Doncaster & South Humber Mental Health NHS Foundation Trust where appropriate.
- 4.2. The post holder will use equipment and facilities provided in a proper and safe manner.
- 4.3. The post holder will refrain from the wilful misuse or interference with anything provided in the interest of health and safety and any action, which may endanger yourself or others.
- 4.4. The post holder will report as soon as possible all hazards and defects to the ward manager.
- 4.5. The post holder will report all accidents and serious untoward incidents and ensure relevant documentation is completed.

#### 5. Review

All job descriptions are intended to be flexible and should be reviewed from time to time. Post holders are expected to be flexible and must be prepared to carry out similar or related tasks, which do not fall within the duties previously outlined. The job description should be reviewed and amended in consultation with the post holder.



**ROTHERHAM DONCASTER & SOUTH HUMBER  
NHS FOUNDATION TRUST**

**PERSON SPECIFICATION**

**Job Title:** Registered Mental Health Staff Nurse (RMN)

**Grade:** Band 5

**Base:** Adult Mental Health Unit  
Swallownest Court

<b>FACTOR</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>HOW ASSESSED</b>
1. Basic Professional Qualification  Further Special Qualifications	R.M.N. or equivalent	Certificate, diploma or degree in mental health  Mentor Preparation Course	Application form  Production of valid certificates
2. Work Experience	Recent experience in intended speciality		Application form  Interview
3. Relevant Skills	An ability to fulfil all contractual requirements with 24 hour rotational shift pattern.  Must meet DBH requirements.		Application form  Interview  References
4. Personal Attributes	Resourceful Innovative Effective under stress Reliable Conscientious, Diplomatic Good team member, Caring Empathetic Analytical Methodical	Must comply with all attributes listed	Interview  References
5. Physical Attributes	Occupational Health Assessment Must undertake RRI training course		Occupational Health screening  References

This specification has been prepared in accordance with the requirements of the Trust's Equal Opportunity Policy