

## Job Description and Person Specification

Job Title: Staff Nurse, Inpatient Rehabilitation



*respect ♦ open ♦ accountable ♦ working together ♦ innovative ♦ excellence*

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## Job Description

**JOB TITLE:** Staff Nurse, Inpatient Rehabilitation

**BAND:** 5

**CARE GROUP:** Community Recovery Care Group

**DEPARTMENT:** Rehabilitation Service

**HOURS OF WORK:** 5 x 7.5-hours shifts per week over 24 hours 7 days a week

**RESPONSIBLE TO:** Unit Manager

**ACCOUNTABLE TO:** Head of Nursing, Community Recovery Care Group

**BASE:** Rivendell, Easry

### JOB PURPOSE:

The Mental Health Nurse is a key member of the multidisciplinary care team and will have continuing responsibility to assess, plan, deliver and evaluate care, communicate findings, influence change and promote health and best practice, patient safety and experience.

The Mental Health Nurse will be professionally accountable to the Executive Director of Nursing, and operationally accountable to the Matron / Clinical Service Manager

### KEY RESULT AREAS:

- Carry out comprehensive, systematic nursing assessments which take account of relevant mental, physical, social, cultural, psychological, spiritual, and environmental factors, in partnership with the patient and others through interaction, observation and measurement.
- Work collaboratively with other disciplines, patients and their carers to agree a holistic person centred care plan that addresses the needs identified through assessment.
- To deliver and evaluate safe, competent patient centred care in partnership with the service user and their carers to support recovery.

### RESPONSIBILITY:

- To act as a Practice Assessor.
- To adhere to the NMC registration and revalidation requirements.
- To adhere to the most current NMC Code of Conduct at all times.
- To support the implementation of current and future Nursing Strategy.

- To adhere to KMPTs policies, procedures and guidelines.
- To support and behave in a way that upholds KMPT Trust values.
- To assess, act on and report any safeguarding concerns.
- To practise safely by being aware of the correct use, limitations and hazards of common interventions, including nursing activities and treatments.
- To report any concerns promptly through the appropriate channels and modify care when necessary to maintain safety, acting to keep patients and others safe.
- To provide educational support to optimise health and wellbeing; promoting self-care where possible, helping people to make choices about their needs and involve their carers where appropriate.
- To safely manage, administer medications and monitor their effects.
- To supervise a range of other staff and their activities as delegated.
- To carry out specific duties relevant to the setting e.g. nurse in charge, medicines clinic management, etc.
- Recording and reporting accurately any changes related to the patient's current behaviour and/or risks to Nurse/healthcare professional in Charge in a timely manner.
- Recording care given in a timely manner as per professional and local standards using approved KMPT systems.
- Supporting and carrying out therapeutic observations as required and instructed.
- To make recommendations to the care plan process
- Promoting a healthy, safe and secure environment by adhering to Trust statutory health and safety requirements and maintaining confidentiality of information at all times in compliance with Trust policies, procedures, protocols and guidance.
- Acting as a role model and supporting new team members through demonstration and explanation of tasks and techniques.
- Facilitating the assessment of staff undergoing the Care Certificate.
- Undertake and maintain all essential training to role.
- Working confidently in a variety of environments according to changing service needs which present different challenges whilst continuing to act in a professional manner.
- Balancing all aspects of the job role across the 7 day working pattern.
- Being flexible and responsive to competing demands

**ENVIRONMENT:**

- Supporting patients to function to their optimal ability in their care environment. This will range from encouraging self care to providing total physical care depending on the needs of the patient.
- Maintaining and promoting a safe environment taking account of infection control and identifying and reporting hazards and risks in a timely manner.
- Escorting and transporting patients as required as part of their care plan.
- Driving unit vehicles as per needs of the service and as individual capabilities allow.
- Depending on the environment, serving food/assisting with cooking and promoting healthy choices as required to meet individual care plan needs.

- Working a full range of shifts as per the requirements of the service. May also be required, at times, to work at other Trust units and/or sites.
- Physically able to carry out all duties required of the care setting, following successful completion of physical interventions training as required.

#### **KNOWLEDGE TRAINING AND EXPERIENCE:**

- Qualified and registered as an RMN with the approval to practice in the UK.
- Work within the Mental Health Act Code of Practice and any other legislation relevant to the role.
- To have knowledge of the Care Act and its implications for practice.
- Undertaking all relevant training and participating in regular management/clinical supervision and annual appraisal.
- Ability to communicate clearly both verbally and in writing.
- Ability to travel between Trust sites in a timely manner.
- Computer literate.

#### **JOB SUMMARY:**

Job holders must be able to work competently in a challenging environment and be able to react to changing care demands whilst demonstrating the highest levels of care and empathy towards patients. This is across all aspects of the role in a flexible manner demonstrating the trust values

#### **COMMUNICATION AND WORKING RELATIONSHIPS:**

- Multi Disciplinary Team
- Patients
- Carers
- External stakeholders
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#### **STANDARDS OF BUSINESS CONDUCT:**

The post holder will be required to comply with the Trust's Standing Orders and Standing Financial Instructions and at all times, deal honestly with the Trust, with colleagues and all those who have dealings with the Trust including patients, relatives and suppliers.

#### **HEALTH AND SAFETY:**

The post holder will be required to observe local Health and Safety arrangements and take reasonable care of him/herself and persons that may be affected by his/her work.

#### **SAFEGUARDING:**

All staff have a duty to identify, report and record incidents of potential or actual abuse. This statement applies whether the victim is an adult or child. All queries will be addressed by the Trust Safeguarding Team.



**PERFORMANCE REVIEW:**

This job description will be used as a basis for individual performance review between the post holder and the Manager.

The job description covers only the key result areas, and as such does not intend to provide a comprehensive list of objectives. Specific objectives will be reviewed each April, and may develop to meet the changing needs of the service.

The post holder will need to take due account, in the way they achieve the key result areas of Trust policies and procedures.

The Trust aims to maintain the goodwill and confidence of its own staff service and users and the general public. To assist in achieving the objective it is essential that at all times, employees carry out their duties in a courteous and sympathetic manner.

The post holder will carry out their duties in accordance with the Trust Equal Opportunities Policy respecting the differing backgrounds of colleagues and clients.

**CONTINUOUS IMPROVEMENT:**

The Kent and Medway NHS and Social Care Partnership Trust has adopted a strategy for Continuous Improvement and all members of staff employed by the Trust are expected to play an active role in development and improving services to the benefit of patients.

**THE TRUST'S MISSION STATEMENT:**

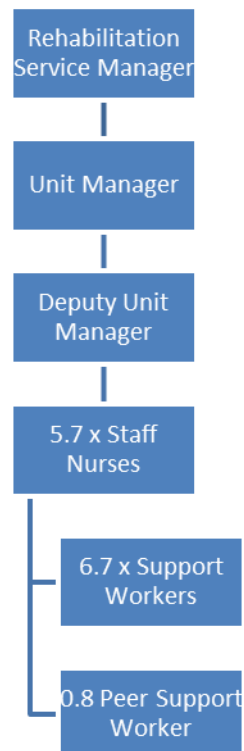
To put patients first by providing community based, high quality and responsive healthcare services, delivered by well trained and supported staff who work with relatives, carers and other agencies in the best interests of patients.

**STATEMENT OF THE TRUST'S AIMS AND VALUES:**

- To remain patient focused at all times by providing high quality and responsive healthcare services in hospitals and the community.
- To work closely with patients, their families, carer groups, local communities and other organisations ensuring care is co-ordinated.
- To respect and develop every member of staff by encouraging and supporting them in their personal and professional development and by valuing their input through recognition and individual reviews.
- To be innovative and proactive by encouraging staff to initiate new ideas in working practices and ensuring a process and continuous improvement in the way services are provided.
- To provide best practice and value-for-money by reviewing and evaluating services and sharing information internally and externally.

**CONFIDENTIALITY:**

The Kent and Medway NHS and Social Care Partnership Trust employees are required to ensure that information about patients is safeguarded to maintain confidentiality and is kept securely in accordance with NHS requirements of 1999. (The Caldicott Committee's Report on the review of patient-identifiable information 1997, & HSC/1999/012). This means that patient information can only be passed to someone else if it contributes to the provision of care or the effective management of health care services within the Trust.

**ORGANISATION CHART:****JOB DESCRIPTION AGREEMENT:****Job Holder's Signature:****Date:****Manager's Signature:****Date:**

## Person Specification

### Knowledge, Skills, Training and Experience

	Essential	Desirable
<b>Training, Qualifications and Registration</b>	<p>RMN</p> <p>Qualified Practice Assessor (or working towards becoming a Practice Assessor if still in first year of registration)</p>	<p>Evidence of post qualification.</p> <p>Training relevant to the role.</p> <p>Evidence of recent practice.</p>
<b>Experience</b>	<p>Experience of Mental Health/Learning Disabilities settings and or working with people with Mental Health/Learning Disabilities conditions.</p>	<p>Previous experience of working within the NHS.</p>
<b>Knowledge and Skills</b>	<p>Basic knowledge of and ability to apply relevant legislative frameworks and policies relating to care, e.g. Mental Capacity Act</p> <p>Knowledge and understanding of the NMC Code of Conduct</p> <p>Basic understanding in assessing, planning, implementing and evaluating care</p> <p>To pass medication and physical health competencies</p> <p>A basic understanding and ability to apply principles of risk assessment and risk management.</p>	

	<p>Basic awareness of clinical governance and its relationship to clinical effectiveness and patient safety and patient experience.</p> <p>Effective organisational /planning and decision making skills.</p> <p>Good knowledge and practice of IT skills.</p> <p>Basic leadership skills e.g. taking charge, delegation of duties, supervising others.</p> <p>To participate in Quality Improvement, Audits, Research, etc.</p>	
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