

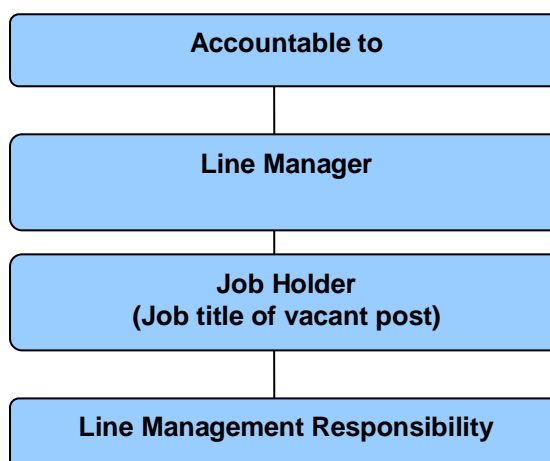
Job Description

Job Title	Staff Nurse RNLD/RMN
Post ref no.	
Band	5
Service area	Assessment and Treatment Unit
Location/Base	Moorlands View
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:

1. Practices at all times within the professional parameters prescribed by the Nursing and Midwifery Council (NMC).
2. Assesses holistic care needs using evidence-based assessment tools.
3. Prepares a relevant, evidence-based plan of care detailing interventions to risk assess manage and treat mental health needs.
4. Provides skilled nursing interventions, which are based on the agreed plan of care.

5. Evaluates and updates the plan of care to ensure patient needs are met.
6. Administers prescribed medical treatments within the framework provided by professional, legal and local policy guidance.
7. Observes and reports on the effects of prescribed medical treatments.
8. Contributes to multi- disciplinary/ agency meetings and care plans.
9. Facilitates empowerment and choice for service users as far as legal and risk Management constraints allow.
10. Supports and facilitates patient advocacy.
11. Contributes to programmes of research and practice development.

4. Working as part of a Team

1. Promotes effective team working
2. 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

The Trust places great importance on sustainability, reducing our carbon footprint and maximising the positive social, economic and environmental outcomes of Trust actions and activities. Employees are expected to become familiar with the aims and objectives of our Green Plan. With the support of the Energy, Waste and Sustainability team, it is your responsibility to minimise your environmental impact whilst working for the Trust. This may involve using energy and water efficiently, reducing consumption and waste, reusing and recycling where available and minimising travel or using sustainable travel modes where possible. If your role involves purchasing / ordering supplies / working with contractors or third parties, you must consider the environmental and social impacts of these products / services.

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.

The Covid-19 vaccination remains the best line of defense against Covid-19 to protect individuals, colleagues, patients, and communities, and the Trust encourages staff to take up the offer of being fully vaccinated. Please note all staff members who are working in healthcare premises, working with patients/service users and/or undertaking patient/service user visits will be required to take a twice weekly Lateral Flow Test, and to produce evidence of their negative test result on request.

If you have any concerns about whether this affects your eligibility to undertake a role with the Trust, you may wish to contact the recruiting manager to discuss this further. Staff are able to order LFT kits through the Government website free of charge.

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 2018 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: 5			
Service area: Assessment and Treatment			
Location/base: Moorlands View			
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	Registered learning Disability Nursing Certificate RNLD / RMN / RGN Current Registration NMC register.	ENB 998 or other teaching certificate. Accredited counselling course or equivalent.	Application Form Interview Certificates
EXPERIENCE	Experience of being clinical adviser/supervisor to junior staff or students. Worked within named nurse to client group. For entry onto start of Band 5 as per qualification specification.	Experience in learning disability Nursing. Involvement in innovative nursing practice.	Application Form Interview
KNOWLEDGE	Assessment, planning, implementation and evaluation of individualised care plans. Current professional issues. Relevant professional learning disability/ mental health legislation/guidance. Basic theoretical concepts in Nursing. Group Dynamics.	Relevant clinical courses/training. Quality issues Research awareness.	Test Presentation
SKILLS	Communication: written and verbal	Ability to speak Punjabi, Urdu, Bengali, Hindi, Gujarati.	Application form Interview

	<p>Articulate and meaningful, legible.</p> <p>Decision making</p> <p>Assertiveness</p> <p>Ability to work without direct supervision.</p> <p>Supervising learners and other staff.</p> <p>Competent clinical skills i.e. assessment, therapeutic intervention</p>		
ATTITUDE/APPROACH	<p>Commitment to ethos of unit and MDT working.</p> <p>Willingness to undergo professional development.</p> <p>Willingness to participate in Appraisal</p> <p>Ability to relate to supervisors in a positive mature way.</p> <p>Aware of racial, culture and gender issues.</p> <p>Trustworthy, honest, reliable, adaptable, conscientious, tolerant, enthusiastic, motivated, adaptable/flexible approach.</p> <p>Warm, friendly approachable manner.</p>		Application form Interview
PHYSICAL	Able to fulfil Occupational Health requirements for the post (with reasonable adjustments if necessary)		Occupational Health Screening
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