

## Job Description

<b>Job Title:</b>	<b>Bank Mental Health Nurse</b>
<b>Job Band:</b>	<b>5</b>
<b>Department:</b>	<b>Staff Bank</b>
<b>Responsible to:</b>	<b>Temporary Staff Manager/Ward Manager</b>

### Why join The Dudley Group?

Here at the Dudley Group our patients and staff are at the heart of all that we do to offer a high-quality patient experience in a caring and supportive environment that aligns with our vision of providing excellent health care, improved health for all.



## **Job Summary**

To work as part of the wider multi-disciplinary team on the ward and use your professional skill set to identify and support patients presenting with mental health needs; supporting the implementation and engagement of care plans set out by the psychiatric liaison team.

You will work as an interface between the psychiatric liaison team and the ward team to ensure patient's mental health needs are interpreted into high quality care whilst on the ward and provide ongoing mental state reviews as well as dynamic risk assessments.

You will engage directly with patients and determine appropriate interventions, assessments and conduct these respectively.

You will use your specialist knowledge and skill set to identify and detail deterioration/improvements and fluctuations in patient's mental health and feedback to the team/s where there are significant risks that need mitigating and work with your colleagues to do so.

## **Structure Chart**

Add departmental structure chart here

## **Principal Duties & Responsibilities**

### **Professional**

- Act in accordance with the NMC Code: Professional standards of practice and behaviour for nurses, midwives and nursing associates, and fulfil all registration requirements.
- Be familiar with and adhere to the Trust Code and Behaviour and Uniform and dress code policy
- Respect and promote the privacy, dignity, needs, beliefs, choices and preferences of patients and carers.
- Obtain informed consent for the identified care to be undertaken, ensuring the patient/client has a good understanding and knowledge of the decision-making process and is provided with accurate and appropriate information.
- Maintain clear and accurate patient records using both digital and paper-based records.
- Work in accordance with the Health and Safety at Work Act 1974 and local policy and practices, including safeguarding and raising concerns.
- Use a wide range of communication methods, including verbal, non-verbal and written, to interact with a variety of individuals including patients, carers, and members of the multi-professional team in a manner which is safe, effective,



compassionate and respectful.

- Work in an agile manner, able to work unsocial hours. Willingness to work in different locations within the Trust when required.

## Clinical

- To conduct mental state reviews and feedback variations / fluctuations and improvements in a timely manner
- To engage with patients and encourage them to engage in therapeutic activities that they enjoy and promote a sense of well-being.
- Act as an advocate for this vulnerable patient group, ensuring that their voice is heard and prioritised as part of their care – referring to Advocacy services when needed.
- To support risk formulations about patient care and contribute to determining Enhanced Care needs, including Mental Capacity Assessments.
- Provide a high standard of safe, individualised and evidence-based patient care in consultation with the patient, relatives and the multidisciplinary team
- Demonstrate a working knowledge of the Care Programme Approach, Care Act, Mental Health Act (1983/2007) and Mental Capacity Act (2005)
- Knowledge of current national and local legislation and policy that impacts on mental health services.
- Act in a way that encourages and support equality and diversity that reflects the Trust values.
- Contribute to integrated care by working as part of the multidisciplinary team.
- Accurately document and report to other members of the nursing team and multidisciplinary team information regarding the care given to patients, communicating changes as they occur.

## Education and Training

- Adhere to Trust policies and procedures
- Be compliant with all Trust mandatory training

## Organisational Values

**The post holder will:**

**Care:** You will listen, be respectful and treat others with compassion and kindness.

**Respect:** You will behave with respect to everyone you meet and encourage an inclusive culture where we respect the contribution everyone makes.

**Responsibility:** You will take responsibility for yourself and your team.



There may also be a requirement to undertake other similar duties as part of this post to provide a quality service. These will be consistent with the level of responsibilities outlined above.

This job description may be reviewed from time to time considering developments and may be amended in consultation with the post holder.

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## **Location**

The Trust provides services from different sites. You may be expected to work at any of the Trust locations. These include Russells Hall Hospital, Dudley Guest Hospital and Corbett Hospital as well as various community-based sites across the borough.

## **Code of Conduct**

It is expected that all staff would be able to show that they live our trust values in their work and that they will deliver the essential behaviours in their role.

Staff are expected to adhere to Trust policies and procedures which establish standards of good practice as well as follow any codes of conduct which are relevant to their own profession.

## **Equality, Diversity, and Inclusion**

All Trust staff have a responsibility to embrace the diverse cultures of both our staff and the communities that we serve, and as such, all staff should ensure that equality, diversity, and inclusion are embedded in their work philosophy and reflected in their behaviour. Equality, Diversity, and inclusion are pivotal to the values and vision of the Dudley Group so that they shape everything that you do every single day.

## **Safeguarding Children and Adults**

All Trust staff have a responsibility to ensure the safeguarding of children, young people, and vulnerable adults. This includes attending statutory and mandatory training, adhering to local Safeguarding Children and Adults policies and procedures and inter-agency guidance as showed in the Trust's Safeguarding policies and procedures.

## **Improvement Practice**

The trust has a long-term commitment to its continuous quality improvement programme; "Dudley Improvement Practice." As part of your role, you will be asked to take part in improvement activity relevant to your post.

## **No Smoking**

The Trust is a completely Smoke Free Organisation and all premises will be considered No Smoking Zones.

## **Health and Safety**



The Trust has a duty of care to employees and will ensure that, as far as is practical, adequate training, facilities and arrangements for risk avoidance are in place.

It is the individual employee's responsibility, however, to manage their own health and wellbeing.

All Trust employees must follow relevant Health and Safety legislation and the Trust's policies relating to Health & Safety and Risk Management.

<b>Prepared by:</b>	
<b>Date:</b>	
<b>Job evaluation completed:</b>	
<b>Job evaluation reference number:</b>	

