

JOB DESCRIPTION

Forensic Learning Disability Service

Staff Nurse (Band 5)

Job Title	Staff Nurse - Learning Disability Nurse (RNLD) or Mental Health Nurse (RMN)
Reports to	Ward Manager

Role Summary:

- The overriding purpose of the role is to improve the lives of people with learning disability and offending behaviour in forensic placement, through the provision of an excellent service, promoting recovery and well-being and delivering the highest quality of patient care possible.
- Participating in the assessment, planning, implementation and evaluation of patient care, to compassionately meet patient needs and that of their families and carers.
- To be professionally accountable and responsible for care delivery, undertaking clinical/therapeutic interventions as required.
- To be compassionate in meeting the needs of patients and their families/carers.
- To act as a named nurse, lead professional and co-ordinate patient care.
- To be responsible for the day to day running of the unit and take charge in the absence of management on the unit.
- To support unit management to continuously improve care delivery and strive to promote a positive image of the Forensic Service and the wider Trust.
- To be committed to and involved in activities integral to the service and Trust's quality improvement systems.

Organisation Chart:

Head of Specialist Services



Modern Matron



Ward Manager



Staff Nurse (This Post)



Support Worker – Band 3



Support Worker – Band 2

Main Duties and Responsibilities:

Professional Responsibilities:

- Maintain registration with the appropriate professional body and comply with the relevant code of conduct and standards of professional practice.
- Comply fully with the terms of the contract of employment.
- Fully engage with management and clinical supervision and appraisal sessions as mandated by the Trust.
- Support and participate in the development of clinical practice adhering to the most up to date best practice evidence.
- Responsible for taking all reasonable measures to ensure that any risks of harm to vulnerable adults and the public are minimised, addressing any concerns immediately and working to all agreed local Safeguarding policies and procedures.

Clinical Responsibilities, Patient Contact:

- Maintaining safety, privacy and dignity of all patients in the delivery of person centred care, recognising and respecting differences including spiritual and cultural beliefs.
- Take steps to obtain patient consent to care and treatment in accordance with the Mental Capacity Act, ensuring that patients found to be lacking capacity are cared for in the least

restrictive manner possible.

- Liaise with patients to continually evaluate their level of capacity and consent throughout their treatment pathways.
- Adhering to legal requirements of the Mental Health Act at all times.
- Practice least restrictive care where possible ensuring restrictions are implemented only if clinical need is evidenced, for the shortest time possible
- Ensure individual nursing care is delivered to patients, liaising with carers and the multi-disciplinary team to formulate personalised, dynamic care plans.
- Support patients with Multi-Disciplinary team meeting discussions and decision making, Tribunal and Managers Hearings and all other CPA, CTR meetings as required.
- Complete reports required for all meetings – for example, CPA, CTR, Tribunal, Managers Hearings and MDT.
- Formulate a Positive Behaviour Support plan collaboratively with patients, communicate to the team and strive to embed consistent adherence within the team.
- Implement and evaluate effectiveness of care plans, review and update as necessary.
- To promote the use of evidence based care as a vehicle for nursing intervention, risk assessment, positive risk taking and risk management.
- Demonstrate the use of specialist knowledge and skills in development and maintenance of appropriate risk assessments, reviewing and updating as appropriate.
- Develop and demonstrate specialist knowledge and evidence-based clinical skills for this client group.
- Undertake nursing procedures and techniques in accordance with agreed policies and procedures.
- Effectively manage agreed Section 17 leave arrangements on a shift by shift basis adhering to all leave stipulations as detailed in the section 17 documentation and personalised care plan. Ensure all identified escorts are fully informed of risks and management plans prior to undertake the leave.
- Communicate and support patients and their family/carer in understanding their individualised care plans and treatment pathways.

- Liaise and include identified internal and external agencies and professionals, communicating effectively to ensure the patient receives a comprehensive care package.
- Handle cash, cheques and patient valuables as part of agreed daily activity and procedures.

Leadership/Management Responsibilities:

- To practice in accordance with the NMC Code of Professional Conduct at all times.
- To support a culture of teamwork within the clinical team developing and maintaining good professional relationships.
- Be highly effective in time management
- Supervise registered/unregistered staff as appropriate.
- Provide preceptorship/mentorship to team members and students as appropriate.
- Participate in the induction of new staff to the clinical area.
- Maintain the welfare, safety and security of patients and staff with due regard to Health and Safety legislation, policies and procedures.
- Support the full implementation of all Trust Policies in the management and delivery of safe clinical care.
- Identify unsafe practice and responds appropriately, reporting as required, to ensure a safe outcome.
- Takes appropriate action to manage emergency situations, summoning appropriate assistance where necessary.
- To undertake the management of the area in the absence of a more senior member of staff.
- Arrange short-notice cover for absent staff and co-ordinate staff resources for the duration of a shift, on a rota-basis.
- Plan own and others workload managing competing demands on the unit to ensure care is delivered.
- Delegate tasks to team members whose competence has been established, whilst maintaining professional accountability and ensuring the work is completed to the required standards.
- Act as a role model, working within the team, promoting high standards of quality care, supporting and empowering patients throughout their care pathway and decisions making

processes.

- Use resources effectively in order to provide quality patient care whilst understanding possible budgetary responsibilities and issues.

Training, Education and Development Responsibilities:

- Upholding high professional standards and responsibility for continuing professional development and revalidation of first level nurse registration.
- Working knowledge of the Mental Health Act, Mental Capacity Act, CPA, Transforming Care Agenda and CTR processes. Engagement with training where required.
- Complete and maintain compliance of the mandatory and statutory training requirements.
- Engage with mandatory See Thing Act, security Training and Positive Behaviour Support Training.
- Engage with the appraisal process to identify personal development opportunities
- Participate in supervision and reflective practice sessions.
- Assist with maintaining a positive learning environment for all staff and student placements.
- Act as a mentor to student nurses/conversion students and be familiar with their educational needs during their placements.
- Where appropriate, initiate or assist in preparing training/information packages for promoting up to date evidence based practice, increasing knowledge of the are team and students
- Maintain and Develop expertise in caring for people with learning disabilities in low secure settings, by attending relevant training, both external and internal as required.

Physical, Mental and Emotional Effort:

- Ability to undertake mandatory Positive Management of Violence at work training, due to occasional requirement to utilise the approved training techniques when responding to challenging situations, physical effort required.
- Understanding of the need to integrate security requirements within the provision of a forensic healthcare service.
- Occasional exposure to challenging behaviour, with potential for verbal or physical abuse.

- Occasional exposure to distressing or emotional circumstances due to the complex presentation and history of the patient group, which can present challenges in working with the patients, managing personal emotional responses and those of others.
- Frequent concentration required when engaging with patients, work pattern can be unpredictable due to the nature of a forensic environment.
- Prolonged concentration required when dispensing medication and completing mandatory documentation.

Equality and Diversity:

- All staff should demonstrate an understanding of and commitment to Equality, Diversity and Inclusion and adhere fully with Trust mandatory training and working policies and procedures.

Additional Requirements:

- Additional duties may be required not specified in this job description, but which are appropriate to the role and/or band as required by service need.
- Requirement to work in other locations within the Trust may be occasionally clinically indicated.
- There may be a requirement to change the job description in-keeping with service development.
- This post requires completion of a Disclosure and Barring Services (DBS) check which will be required prior to any offer of employment is considered.

STAFF NURSE – BAND 5 – FORENSIC LEARNING DISABILITY SERVICE

PERSON SPECIFICATION

ATTRIBUTES / REQUIREMENTS	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
QUALIFICATIONS	<ul style="list-style-type: none"> • RNLD Or RMN 	<ul style="list-style-type: none"> • Access to transport and the ability to travel within the required geographical area • Relevant additional qualifications such as mentorship 	<ul style="list-style-type: none"> • Application form • Certificates
EXPERIENCE		<ul style="list-style-type: none"> • Post registration experience relevant to client group 	<ul style="list-style-type: none"> • Application form • References • Interview
KNOWLEDGE	<ul style="list-style-type: none"> • To demonstrate a good understanding of working with the Mental Health Act 1983. 		<ul style="list-style-type: none"> • Application form • References • Interview

	<ul style="list-style-type: none"> • Awareness of the Clinical Governance Framework and their role within it. • Demonstrate an understanding of Person Centred Approaches • Evidence of continuing professional development 		
SKILLS	<ul style="list-style-type: none"> • To communicate effectively in a variety of situations, both verbally and written • To be able to work effectively within a team • Ability to work unsupervised • To be able to undertake the required training relevant to the post such as Prevention and management of violence and aggression and immediate life support. 		<ul style="list-style-type: none"> • References • Interview