

JOB DESCRIPTION

Band 6 Nurse

Reviewed

October 2015

LINCOLNSHIRE PARTNERSHIP NHS FOUNDATION TRUST

Job Description

1. Job Details
<p>Job Title: Nurse</p> <p>Pay Band: Band 6</p> <p>Reports to (Title): Ward Manager</p> <p>Accountable to (Title): Ward Manager</p> <p>Location/Site/Base: In Patient</p>
2. Job Purpose
<ul style="list-style-type: none">• To be clinical leader of the nursing team providing care for people with severe mental illness and mental health problems• To provide clinical services that work within the policies, protocols and clinical procedures of Lincolnshire Partnership NHS Trust.• To work as part of a team providing a user-focused, accessible and responsive acute nursing service that is safe, supportive and competent for people who experience acute mental health problems.• To assess care needs and develop, implement and evaluate programmes of care for those who are experiencing acute mental health needs, within agreed limitations.• Patterns of working will be by arrangement and may include evenings, weekends, bank holidays and on call responsibilities• Provides management supervision to Band 5's• To undertake managerial duties in the absence of the Ward Manager
3. Nature of the Service
<p>The team is responsible for the identification, assessment, care planning, implementation and review of the needs of service users. The nursing team works in partnership with carers, other members of the multi disciplinary team and community agencies.</p>
4. Organisation Chart
<pre>graph BT; NA[Nursing Assistants] --> NB5[Nurse B5]; NB5 --> TP[This Post]; TP --> WM[Ward Manager B7]</pre>
5. Duties
<p>Practice</p> <ul style="list-style-type: none">• Implement evidence-based practice in the provision of treatment and care to clients.• Be accountable for own personal clinical caseload using resources as appropriate.• Select appropriate assessment tools for assessing specific client needs and risks.

- Demonstrate sound clinical decision-making skills that are in the interests of the client.
- Provide skilled clinical supervision to others.
- Apply health enhancing skills in a wider group/community setting.
- Apply self awareness to reflections on their nursing practice

Leadership

- Demonstrate the ability to lead a clinical team.
- Identify areas of nursing practice requiring development and improvement.
- Use available resources efficiently and effectively to maximise client care.
- Take a lead role in the implementation of change to develop nursing practice.
- Distinguish between different leadership and management styles.
- Choose an effective style in leadership to suit care environment.
- Evaluate the effectiveness of chosen leadership style.
- Supervise the leadership development of junior staff and learners.
- Act in an advisory capacity in relation to clinical and professional issues for the team.
- Understand the political dimensions of service development.

Practice Development and Research

- Demonstrate how local service delivery is provided.
- Actively contribute to the improvement of service delivery and practice development.
- Enable team members to inform service developments.
- Create a supportive structure to aid the implementation of practice development plans.
- Facilitate others to consider, reflect upon and enhance their own nursing practice.
- Actively contribute to the ongoing development of nursing practice within the team.
- Facilitate the use of local networks to inform the monitoring practice of service delivery.
- Demonstrate service user and/or carer involvement in all aspects of service provision.
- Contribute to the formulation of policies, procedures and clinical guidelines.
- Monitor adherence to locally agreed policies, procedures and clinical guidelines.
- Facilitate and lead local practice development projects i.e. PDU.
- Contribute to the implementation of change in nursing practice relevant to new evidence.
- Implement service changes and evaluate the impact upon service users and/or carers.
- Demonstrate an ability to lead staff in service evaluation.

Education, Training and Personal Development

- Identify the educational needs of junior nursing staff and learners.
- Examine different techniques towards solving problems in a critical and systematic way.
- Integrate reflective practice into team working.
- Disseminate evidence-base practice through educational programmes.
- Construct, deliver and evaluate a programme of training with clear desired educational outcomes.
- Demonstrate the ability to empower others in the identification of their strengths and weaknesses.
- Enable others to devise personal and professional objectives that support personal development and career progression.
- Mentor learners in accordance with the assessment and learning standard in practice (NMC) fulfilling their responsibilities as mentors and/or sign off mentors.

6. Skills Required for the Post

Communication and relationship skills

- Always act in a dignified and responsible manner with service users, carers and colleagues, using appropriate language and communication skills, which acknowledge barriers to understanding, cultural differences and diversity.
- Develop and maintain communication (sensitive, complex and contentious) with other teams, external agencies, in order to promote good client care and deliver initiatives such as Care

Programme Approach.

- Act as an advocate, support service users through their care programme both physically and psychologically to achieve expected outcomes, explaining care, treatment and associated risks (complex information)
- Provide and receive complex information where persuasive, motivational, negotiating, empathic and re-assurance skills are required to support service users through their recovery period.
- Maintain strict confidentiality of complex and sensitive client information at all times.
- Develop communications with other departments e.g. Nursing and Clinical Governance, and with external providers, voluntary agencies and user organisations, building effective working partnerships to deliver the highest standards of care.

Analytical and judgment skills

- Develop and complete nursing and risk assessments, analysing and deciding the most appropriate approach to implementing care plans, agreeing objectives with service users and carers.

Planning and organisational skills

- Organise and plan activities with service users, facilitating therapeutic and educational groups, adjusting own workload in response to prevailing circumstances.

Physical skills

- Undertake physical investigations (frequent exposure to unpleasant conditions) and nursing procedures such as urine analysis, phlebotomy, injections, TPR and BP etc., recording findings and informing others of any significant results.

7. Responsibilities of the Post Holder

Responsibilities for direct/indirect patient care

- Accept ongoing accountability for service users, hold and manage delegated caseload (complex cases) and supervise and/or mentor junior staff and learners as required in the provision of direct/indirect nursing care.
- Act as an advocate, support service users through their care programme both physically and psychologically to achieve expected outcomes, explaining care, treatment and associated risks (complex information)
- Monitor and review service user progress where frequent concentration is required, against planned objectives and use initiative to act on results within own sphere of responsibility, including reporting observations and taking action to minimise risks.
- Assist service users with personal care as need arises. Implement planned care programme, education and teaching which encourages and empowers them and their carers to maximise self care and individual autonomy i.e. medicines, mobility, hygiene, budgeting, etc
- Contribute to case conferences and reviews, supporting service users and carers to engage with services and contribute to their care.
- Undertake reviews of care programmes with service users, carers and team members.

Responsibilities for policy and service development implementation

- Carry out safe practice in accordance with Trust policies and procedures, commenting on policies, procedures and developments as necessary.

Responsibilities for financial and physical resources

- Use safely in accordance with manufacturers guidance clinical equipment in the performance of their work to appropriate high standards of care.
- Ensure any stock and supplies, clinical equipment or medications are ordered as required.

Responsibilities for human resources (including training)

- Manage delegated caseload (complex cases) and supervise nursing staff as required in the

- provision of nursing care
- Act as a mentor in accordance with NMC standards to student nurses and other learners as appropriate.
- Participate in performance review, supervision and undertake mandatory training and personal development as required of the post including competency development.

Responsibilities for information resources

- Record all self generated information within the service users clinical notes and/or using the Trust's clinical information system (Maracis).

Responsibilities for research and development

- Participate in audit and research as required and contribute to quality improvement initiatives, policy review and practice development.

8. Freedom to Act

Organise own time and prioritise service user care in accordance with need

Manage delegated caseload (complex cases) and supervise nursing staff as required in the provision of direct/indirect nursing care.

Act as an autonomous practitioner making decisions about service user care as appropriate with the nursing and wider multi-disciplinary team.

Manage or take charge of the ward/unit in the absence of a Ward Manager as required ensuring resources are co-ordinated to deliver safe and effective care to service users.

9. Effort & Environment

Physical effort

- Frequent requirement to exert moderate physical activity for several short periods during shifts worked to assist service user mobility or therapeutic activities. This will include the use of physical restraint skills where necessary.

Mental effort

- Frequent requirement for concentration to undertake nursing assessments and development of care plans, service user interviews and observation procedure.
- Monitor and review service user progress where frequent concentration is required, against planned objectives and use initiative to act on results within own sphere of responsibility, including reporting observations and taking action to minimise risks.

Emotional effort

- Frequent exposure to distressing or emotional circumstances relating to exposure to severe and challenging behaviours presented by service users with a mental disorder, including access to information about abuse, neglect and other trauma experienced.
- Manage occasional difficult and highly distressing service user behaviour, including verbal and physical aggression, seeking support and assistance as required.

Working conditions

- Frequent exposure to unpleasant working conditions where there is exposure to bodily fluids, medication and lotions as well as potential substances controlled via COSHH regulations.

10. Equality and Diversity

All staff through their behaviours and actions will ensure that our services and employment practices are respectful of individual needs and differences including those characteristics covered by the

Equality Act 2010 (Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex and Sexual Orientation).

11. General

You must uphold the Trust's Purpose, Vision and Values:

Our Vision- To support people to live well in their communities.

Values

Behaviours

Compassion- Acting with kindness

Treating people with respect, showing empathy and a desire to be helpful.
Paying attention to others and listening to them.
Responding appropriately, being mindful of the language we use to do this.

Pride- Being passionate about what we do

Challenging poor practise.
Being a patient and carer advocate.
Recognising and praising good care.

Integrity- Leading by example

Doing what I say I am going to do.
Being honest.
Taking responsibility for my actions.

Valuing everybody- Using an inclusive approach

Supporting every person however different to me to achieve their best.
Challenging discrimination and supporting others to understand why it is everybody's business to do this.
Recognising and challenging my own assumptions.

Innovation- Aspiring for excellence in all we do

Using service improvement methodology.
Learning with people who use our services, research, best practise and evidence.
Sharing the learning internally and contributing to research where relevant.

Collaboration- Listening to each other and working together

Working in partnership to promote recovery, supporting and encouraging independence.
Working as one team.
Valuing lived experience as an equal partnership.

In addition you must:

- Highlight concerns in accordance with the Trust's Whistleblowing Policy where it is felt poor practice or general wrong doing has not been dealt with appropriately. Staff may make such disclosures without fear of criticism or retribution.
- Maintain an awareness of information governance and information security related issues and ensure compliance with LPFT Records and Information Policies.
- Participate in performance review, supervision and undertake mandatory training and personal development as required of the post
- Take personal responsibility for your own Health and Safety at work in accordance with Trust Policies and Procedures, in particular Security, Health and Safety and Risk Management
- Be committed to safeguarding and promoting the welfare of children, young people, vulnerable

adults and people experiencing domestic abuse, both as service users and visitors to Trust premises. All staff have an absolute responsibility to safeguard and promote the welfare of children and adults. The post holder, in conjunction with their line manager, will be responsible for ensuring they undertake the appropriate level of training relevant to their individual role and responsibilities. They must be aware of their obligation to work within and do nothing to prejudice the safeguarding policies of the Trust.

- This job description is not exhaustive and as a term of employment you may be required to undertake such other duties as may reasonably be required.

PERSON SPECIFICATION

		JOB REQUIREMENTS	
	ESSENTIAL	DESIRABLE	HOW ASSESSED (eg Application Form, Interview Test, Reference etc)
Qualifications	<ul style="list-style-type: none"> • RMN or RNLD or RN: 1st Level Registration (NMC) or degree or equivalent • Mentorship Module (degree level) • Evidence of specialised continued professional training (degree level) in clinical practice 	<ul style="list-style-type: none"> • Certificate in clinical supervision • Management Training 	Application Form
Experience	<ul style="list-style-type: none"> • Relevant experience of working with adults with mental health needs. Or clear evidence of substantial experience of working with individuals in crisis and skills that are transferable to both the community/in-patient. Highly developed clinical reasoning skills. • Sound knowledge of the national agenda for mental health. • Sound knowledge of clinical/risk assessment and understanding of Information Governance principles. 	<ul style="list-style-type: none"> • Experience of working within mental health care 	Application Interview
Skills & Competences	<ul style="list-style-type: none"> • Demonstrating supportive and sensitive communication to patients, carers and staff, whilst demonstrating an understanding of the nature and effects of information. • Delegation whilst maintaining overall responsibility for patient care, where appropriate. • Demonstrate the ability to lead a clinical team. • Highly motivated and able to engage with service users and carers to improve outcomes. • Ability to work independently and collectively. 		Application Interview Reference