

Job Description

Job title	Senior Staff Nurse – Mental Health	Job family	Healthcare
Reporting to	Ward Manager	Job code	
Location		Evaluation Date	1 February 2017

Job Purpose

The role of the Registered Mental Health Senior Staff Nurse is to work as an effective member of the Multi-Disciplinary team. Promote the best interests of the patients and carers and ensure that prescribed nursing care is effectively implemented. Responsible for maintaining a safe care environment. Exercise professional accountability and responsibility using professional skills, knowledge and expertise in changing environments and to work within the scope of professional practice.

Responsibilities

- Deliver prescribed care to a defined group within an agreed framework.
- Assess, plan and deliver, with the patient and their carer/family, a structured approach to nursing care which takes account of patient choice and wishes and acting as the patients named nurse.
- Accurately observe and engage with patients in order to assess their need and evaluate their progress.
- Supervises a defined group of team members and contributes to their overall CPD, mandatory training and appraisal process recognising the skills required across the team.
- Monitor and review Nursing Care plans.
- Evaluate and respond to changes in patients condition and needs.
- Deal proactively and effectively with suggestions and complaints from patients and their families / carers.
- Contribute to a team approach to patient care in conjunction with all members of the Multi-Disciplinary team.
- Participate in regular clinical and non-clinical meetings and attend other meetings as requested.
- Prioritise nursing duties and delegate appropriately and effectively within the shift co-ordination Framework, working as nurse in charge as required, ensuring as far as reasonably practicable a safe environment.
- Maintain a continued level of personal professional development in accordance to preceptorship and revalidation.
- Develops and maintains a good professional relationship with patients, colleagues and visitors responding promptly and courteously to requests, suggestions and enquiries.
- Helps to promote and to maintain an environment conducive to meeting the needs of the patient / relatives and carers.
- Participate in clinical supervision and reflective practice at least monthly.
- Undertake the role of "Preceptor" to newly qualified staff.
- Undertakes a lead role in the ward or hospital as agreed with the post holder (eg Infection control, Safeguarding).
- Work in accordance with Safeguarding adult and children policies and requirements.
- Ensure the requirements of the Mental Health, Capacity Act and Deprivation of Liberty Standards are met.
- Adhere to Medicines Management policies at all times.
- Act as Bed Manager as required in accordance with hospital and divisional policies.
- Adhere to Priory Group policies and protocols and adhere to NMC Code.

Knowledge / Education / Skills

- Qualified Registered Mental Health Nurse (RMN), with 2 years post registration experience with active NMC Registration and completed preceptorship programme.
- Qualified Mentor or to achieve within 12 months of coming into post.
- Knowledge of NMC guidelines and professional practices.
- Evidence of post registration continuing professional development.
- Demonstrates a positive attitude and commitment to change, improvement and quality.
- Ability to develop and use flexible and innovative approaches to practise.
- Excellent verbal and written communication skills

Experience

Minimum 2 years post registration experience within Mental Health Care Environment, evidence of continued professional development in relevant field.

Communication

The post holder is required to have effective written, verbal and non-verbal communication skills, with an ability to adapt their style as appropriate to the environment they are communicating in.

Responsibility

Leadership

Provides advice and guidance to new starters, junior and agency colleagues undertaking similar tasks, liaising with the multi-disciplinary team. Provides support to all staff where appropriate.

Budgets & Equipment

Collective responsibility for the care and appropriate use of resources on the ward.
Use resources in a cost efficient way.

Information

Responsibility for the accuracy of personal recordings in patients records and maintaining confidentiality.

Working Environment

The post holder will be required to work a regular shift pattern over a 7 day period including weekends and Nights on a rotational basis.

Upholding the Company Behaviours

This provides some guidance on the types of conduct to support the Company Behaviours

Behaviour	Evidence
Putting People First	<ul style="list-style-type: none"> Strives to ensure every colleague is able to make a positive and lasting difference to Service Users and their families Actively seeks to develop the potential of every service user and staff member
Being a Family	<ul style="list-style-type: none"> Celebrates success and supports colleagues through difficult times Demonstrates loyalty to colleagues, manager and team
Acting with Integrity	<ul style="list-style-type: none"> Is honest and respectful in all interactions with colleagues and customers Demonstrates emotional control Ensures accurate recording of any transactions and interactions on all company documentation Challenges poor performance and behaviours
Being Positive	<ul style="list-style-type: none"> Promotes the company in a positive way at all times Strives for positive outcomes, especially when times are challenging
Striving for Excellence	<ul style="list-style-type: none"> Always puts service quality first Shares and encourages innovation Keeps on top of new developments in the sector