

## Job Description

Post Title: Registered Mental Nurse

Responsible To: Ward Manager

Accountable to: Hospital Director

### Job Purpose:

To assist the Ward Manager / MDT to deliver a high standard of nursing care in accordance with the Company's policies and the Care Standards Commission's criteria for registration.

To work as a member of the MDT, taking appropriate responsibility for implementing decisions made by the team.

To contribute towards the organisation's quality improvement and quality assurance programmes.

To adhere to the requirements of professional conduct as laid down by the N.M.C.

### Duties:

1. To work as a named primary nurse for a group of service users as required by the Ward Manager.
2. To assess, plan, implement and evaluate care for specified service users to report any major areas of concern regarding the condition of service users to the Ward Manager.
3. In association with Occupational Therapy and nursing colleagues, ensure that a structured day is provided for all service users. Take an active role on a daily basis to ensure that therapeutic groups and activities are embedded in the culture of each shift and report promptly any deficits in this respect to the nurse in charge or Unit Manager.
4. Pro-actively delegate to junior staff their key responsibilities around OT and activities on a daily basis to ensure that a therapeutic and structured day is available for all service users.
5. Alongside senior clinicians and using the Glen Care approved framework take an active role in assessing and monitoring of staff capability relating to the management of challenging behaviour on the unit.
6. To act as associate nurse for other primary nurses to ensure continuity of care.
7. To participate in clinical meetings / CPAs / MHRT as required.
8. Maintain service user confidentiality at all times.
9. To supervise the work of care assistants and ancillary staff.

10. To be conversant with the Mental Health Act 1983 and ensure that it is applied correctly.
11. To be fully conversant with the Care Standards Commission's Guidelines for the running of Independent hospitals and the Registered Homes Act 1984.
12. To be conversant with the Hospital's policies and procedures and to ensure they are correctly applied.
13. To be conversant with the main provisions of the Health and Safety at Work Act and the COSHH Regulations and to ensure that the junior staff adhere to the policies in respect of the above.
14. To keep up-dated in current professional practice and assist in the on-going induction/education of staff as required.
15. To administer drugs in accordance with the Home's policy, which encompasses guidelines issued by the Nursing Homes Inspectorate and the Standards for the Administration of Medicines N.M.C.
16. To ensure that confidentiality is maintained by themselves and junior staff and ensure safe custody and maintenance of service user's records.
17. To report and properly document any accidents/untoward incidents as required by the policy.
18. To assist in maintaining a therapeutic environment within the Ward in which up-to-date psychiatric nursing can flourish.
19. To participate in therapeutic activities for service users including co-facilitating groups, community meetings etc.
20. Ensure complaints are dealt with according to Glen Care policy.

**Research**

Participate in any research, audit, Clinical Governance or Clinical Effectiveness projects and other CPD activities as required.

Demonstrate ability to initiate and maintain positive change within own and other areas.

**Communication**

Establish and maintain communication with the multi-disciplinary team on clinical, routine and operational matters.

Report on care delivery and documenting it in a timely manner and acceptable format.

**Confidentiality**

Maintain confidentiality in accordance with Glen Care Group policy.

**Health and Safety**

Ensure the safety of service users, carers, self, other staff by maintaining a safe environment in line with Glen Care Group policy.

Ensure that all furniture, fixtures and equipment and maintained in good order and to report faults as soon as they are noticed in line with the Glen Care Group policy.

Practice under Glen care Group guidelines as regards infection control issues.

## **Personal Development**

All Glen Care Group employees are expected to undertake monthly clinical supervision with their line manager. You will also have the opportunity to discuss your development needs with your line manager on an ongoing basis as part of your appraisal.

This job description is not meant to be definitive or restrictive and will be modified to meet changing needs.

## **Person Specification**

### Education/Qualification Essential

- Current First Level Registration on the appropriate part of the Register held by the N.M.C.
- Evidence of continuing professional development and experience in caring for service users who exhibit challenging behaviour.
- Evidence of post registration study
- Prevention and Management of Violence training or De-escalation training or Working with Challenging behaviour training

### Previous Experience Essential

- Minimum of 6 months experience as a D Grade in the following Mental health settings- Acute, PICU, Rehab, CAMHS, Forensic
- Working with CPA process

### Skills and Knowledge Essential

- Demonstrate effective verbal and written communication skills
- Working effectively within an MDT
- Ability to assess, plan, implement and evaluate care using evidence based approaches
- Demonstrate a knowledge of risk assessment and risk management
- Knowledge of NMC code of conduct
- Working knowledge of MHA (1983) and other relevant legislation applicable to Mental health
- Knowledge of current developments in Mental health Nursing
- Able to prioritise workload and delegate appropriately

### Other: Essential

- Ability to supervise and teach qualified and unqualified Staff
- Demonstrate a commitment to Equality and Diversity
- Awareness of current developments in Nursing
- Contribution to improving quality
- Willingness to engage in supervision and reflective practice

### Desirable

- Proven leadership skills in clinical area