

Job Description –Registered Mental Health Nurse Bank

Job Title:	Bank Registered Mental Health Nurse
Division:	All divisions.
Department:	Nurse Bank.
Reporting To:	Caroline Sivyver – Clinical Support Manager – Temporary Staffing.
Location:	This will be a zero hour contract working in a variety of clinical areas within both Gloucestershire Royal and Cheltenham General Hospitals. There is an expectation to move around different clinical areas within your level of competency according to changing service requirements. There may be a requirement to work across both hospital sites.
Pay Band:	Band 6.
Hours:	Zero Hours Bank Agreement. The expectation is that all Bank Registered Mental Health Nurses have a minimum of 6 months acute ward experience and if newly qualified have completed Role Transition.
Date:	Reviewed June 2021

Job Purpose

- Assess, plan, implement and evaluate the nursing care needs of a specific group of service users requiring enhanced care.
- To work effectively as a member of the multidisciplinary team
- To manage a patient / caseload of patients within defined clinical area
- Teach Staff where appropriate.

Key Dimensions

- Working as an integrated member of the team providing evidenced based interventions for service users, acting as Care Coordinator where identified.
- Work and liaise with other agencies and organisations.

Organisational Arrangements

Matron
Caroline Sivyver – Clinical Manager Temporary Staffing
Ward Sister
Registered Mental Health Nurse
Lead HCA
Nursing Assistants and Student Nurses

Knowledge, Skills & Experience Required

- Registered Nurses with the Nursing and Midwifery Council
- Must have 6 months acute ward experience which must be within the last 6 months.
- A willingness to develop knowledge and skill is essential
- An ability to perform clinical skills with dexterity
- Knowledge of clinical governance, policy and procedure
- An understanding of evidence based practice
- IT skills which can be built upon to incorporate the use of hospital administration, information and training systems
- Organisation and time management skills

Communication, interpersonal skills and personal qualities

- The ability to work cohesively with all members of the clinical team
- The ability to communicate with patients and their relatives with sensitivity and empathy
- Be able to work under pressure
- Be pro-active and take initiative
- Act as a good role model for others to follow

Key Results Areas

As a Registered Mental Health Nurse the expectation is that, with adequate training, supervision and assessment, you will be able to;

Clinical

- Work according to the Nursing and Midwifery Council (NMC) Code of Professional Conduct and relevant professional guidelines as a named nurse or key worker, taking responsibility for the assessment of care and health education needs
- Develop, implement and evaluate care plans in conjunction with service users, carers and other professionals ensuring individual needs are met
- Ensure that everyone involved in the care plan receives a copy and to ensure that all relevant details are recorded on trust IT systems.
- Utilising the Care Programme Approach (CPA) and in line with Trust policy, provide specialist care, education and advice to service users (including carers) who are suffering from common, severe and enduring mental health problem to promote recovery and social inclusion.
- Assist service users to meet their personal care needs e.g. assisting with bathing and washing, as outlined in the Care Plan.
- Liaise with and offer specialist assessment and advice to other agencies and professions. To participate in Multi-Agency meetings to offer advice and opinions to facilitate the ongoing treatment and care of clients and to ensure adherence to National Service Framework (NSF) guidelines
- Actively support service users in the management of their medication within a 'concordance framework' and relevant policies. Administer medication, including Intra-

muscular injections depot medication as appropriate and monitor side effects. Delegate the checking and delivery of medication when appropriate.

Professional

- Maintain accurate written records and statistics to ensure that service user details and details of care given are recorded in notes and on the trust database(s) in line with trust policy
- Contribute if required to the preparation of appropriate reports, including reports for Mental Health Act Tribunals and Mental Health Managers review meetings as required by rule 6 (1) of the Mental Health Tribunal rules.
- Provide and receive complex and sensitive information from service users, carers or other professionals and agencies, on a daily basis.
- Work with and support other members of the Multidisciplinary team, using clinical judgements in the absence of key members of the team, including medical staff.
- Ensure that psychological intervention or treatment is offered to clients as outlined in National Institute for Health and Clinical Excellence (NICE) guidelines
- De-escalation of aggression using verbal de-escalation skills and physical breakaway technique.

Leadership / Management

- Undertaking other duties appropriate to the post requested by his/her senior managers.
- Provide support to junior nurses, nurses in training and other members of the multi-disciplinary team ensuring training objectives are met.
- Implementing risk assessments and management plans on a daily basis working with people with common, severe, and enduring mental health problems who are frequently distressed and emotionally disturbed.
- To take responsibility for ordering and maintaining stocks of medication and clinical supplies, ensuring clinical waste is disposed of safely and in accordance with trust and national policies (if applicable)

Communications & Working Relationships

- Multidisciplinary team
- Patients and relatives
- General public
- Community Support Services

Physical, Mental & Emotional Effort & Working Conditions

- Will be required to utilise recognised manual handling techniques and guidelines
- May be expected to frequently manoeuvre patients / objects over 15 kg using appropriate aids

- Will have frequent exposure to unpleasant working conditions and will be required to follow policies and procedures pertaining to infestations, bodily fluids, infection control and COSHH regulations
- Frequent exposure to distressing and emotionally demanding situations involving patients and relatives
- Some exposure to patients displaying verbal and physical abuse
- The work pattern may be unpredictable and there is a frequent requirement for long periods of concentration.
- You will be expected to work within both Gloucestershire Royal and Cheltenham General Hospital if the demand of the service requires you to move sites.
- There is the on-going requirement to maintain excellent standards of care whilst working under pressure in an ever-changing and challenging environment

Job description agreement

Signed by post holder:.....Date:.....

Name of post holder:.....

Signed by line manager:..... Date:.....

Name of line manager:.....