

## JOB DESCRIPTION

Section 1	
<b>JOB TITLE:</b>	<b>Staff Nurse</b>
<b>PAY BAND:</b>	<b>Band 5</b>
Section 2	
<b>LOCALITY/DEPT:</b>	Learning Disabilities inpatient CWP
<b>ACCOUNTABLE TO:</b>	Unit/Team Manager
<b>REPORTS TO:</b>	Unit/Team Manager
<b>JOB SUMMARY:</b>	The post holder will be expected to work within a multi professional framework, using skills and expertise in a person centred and professional manner. Supervision of unit clinical support workers and student nurses on placement and . The post holder will be expected to work on a day and night rotation and will be expected to take change of the ward.
<b>LIAISES WITH:</b>	Multi Professional Team, Service Users, Carers, Statutory and non-statutory agencies.
Section 3	
<b><u>KEY RESPONSIBILITIES:</u></b>	
<b><u>Clinical</u></b>	
<ul style="list-style-type: none"> <li>To maintain accurate and up to date records for all service users in line with Trust Policy and National Legislation and Guidance.</li> <li>To promote and champion the rights of people with learning disabilities, working within the current service philosophy and values as detailed in Acute inpatient mental health care for adults and older adults (NHSE, 2023), Discharge from mental health inpatient settings (DHSC 2024), 'Building The Right Support' (NHS England 2015) and 'Transforming Care for People with Learning Disabilities – Next Steps (NHS England 2015).</li> <li>Under supervision lead the assessment, planning, treatment and evaluation of nursing holistic care plans for service users. This may include:- <ul style="list-style-type: none"> <li>Complex physical health needs</li> <li>Mental health</li> <li>Complex behaviours of concern</li> </ul> </li> <li>To manage/supervise the use of medicines and the ordering of clinical and non – clinical provisions.</li> <li>Ensure that detailed risk assessment and risk management strategies are in place</li> <li>To work with Partner Agencies to facilitate inclusion and improve health outcomes.</li> <li>To Work within the legislative Framework of Deprivation of Liberty Safeguards, The Mental Capacity Act (2005) Best Interests and Safeguarding.</li> <li>To have an understanding and willingness to learn new physical care skills</li> <li>To have an understanding and willingness to learn new skills in relation to epilepsy and the administration of rescue medications.</li> </ul>	
<b><u>Management/Leadership</u></b>	
<ul style="list-style-type: none"> <li>Awareness of issues pertaining to the Mental Health Act (1983), The Mental Capacity Act and The Deprivation Of Liberty Safeguards and demonstrate this knowledge in supporting service users.</li> <li>Assist/lead the nursing team with policy implementation, consulting with other agencies as appropriate, this includes Safeguarding Adults and Child Protection issues.</li> </ul>	

- To manage own work load, which includes effective time management and the organisation of time and input.
- To support the Unit/Team Manager in the development and implementation of the nursing service objectives.
- To contribute to the setting of specialist objectives/standards. The implementation and evaluation of those objective/standards, and to participate in the multi professional process.
- To participate in the agreed structure for clinical supervision.
- To supervise student nurses to ensure that the objectives of their placement are achieved through effective mentorship and liaison with university colleges.
- To assist the Unit/Team Manager in the management and development of staff.
- To provide telephone advice and support to people with a learning disability including carers and relatives.

### **Research/Audit**

- To participate in the planning, evaluation and audit of programmes of care, clinical pathways and protocols and support the identification of research practices within the designated area.
- To participate in the development of care provision which is based on contemporary research and underpinned by Evidence Based Practice.
- To participate in tasks to meet the organisations requirements of clinical governance.
  - Clinical risk management
  - Education, Training and continued professional development
  - Clinical Audit
  - Research and effectiveness
  - Consultation and public involvement
  - Use of information on the patient experience
  - Staffing and staff management
  - Quality Improvement

### **Training Education**

To Participate in the appraisal process within the team.

- To participate in the agreed induction and preceptorship programmes as required within the team.
- To provide training for the nursing team around care skills.
- To provide and participate in training within a multi professional (including outside agencies) and multi-agency framework to meet the needs of the service users in all settings using specialist knowledge.

### **Communication**

- To promote, establish and maintain communication with other professionals, statutory and non-statutory agencies on routine and complex situations.
- To promote, establish and maintain communication with service users who have a range of communication difficulties and impairments, and may display a range of complex needs including severe challenging behaviour and on occasion's physical and verbal abuse.
- To work effectively within the multi-disciplinary team.
- To work in partnership with service users, carers, relatives and contribute to appropriate forums.
- To collect, collate and present information including the preparation of reports as required.

## **Section 4**

### **1. HEALTH AND SAFETY**

All staff have a general duty to take reasonable care for the health and safety of themselves and other persons who may be affected by their acts or omissions. All safety rules, regulations and codes of practice relating to the work area should be observed.

### **2. INFECTION PREVENTION AND CONTROL**

Infection Prevention and Control (IPC) is everybody's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies, and make every effort to maintain high standards of infection prevention at all times in accordance with The Health and Social Care Act 2008: code of practice on the prevention and control of infections and related guidance (2015). All staff employed by Cheshire and Wirral Partnership NHS Foundation Trust, and any contracted staff have the following key responsibilities:

- Staff must wash their hands or use alcohol gel on entry and exit from all clinical areas, between each service user contact and after any clinical or cleaning task.
- Relevant staff members must attend an annual face to face training session or complete the e learning session provided for them by the Trust.
- Staff members who develop an infection (other than common colds and illness) that may be transmittable to others have a duty to contact the IPCT and Occupational Health.

### **3. EQUALITY AND DIVERSITY**

To value diversity and promote equality of opportunity ensuring that individuals are treated fairly and respected for their contribution in terms of experience, knowledge, and skills.

### **4. COMPETENCY OF HEALTH PROFESSIONALS**

To maintain professional registration (as appropriate) and to act in accordance with professional codes of practice and guidelines. To follow Trust policies and procedures and maintain up to date skills and knowledge through participation in Continuing Professional Development.

### **5. STAFF INVOLVEMENT - INDIVIDUAL RIGHTS & RESPONSIBILITIES**

To work in partnership to achieve service objectives and promote a culture of working together through good communications, openness, and honesty.

### **6. SAFEGUARDING**

Everyone within CWP has a responsibility for, and is committed to, safeguarding, and promoting the welfare of children, young people, and Adults at risk and for ensuring that they are protected from harm. Every adult has a responsibility to protect children and as employees of the Trust we are duty bound always to act in the best interest of a child about whom we may have concerns.

### **7. SUPERVISION**

To take responsibility for personal development by accessing appropriate supervision and personal development as per CWP supervision policy.

**Section 5****PERSON SPECIFICATION**

	<i><b>Essential</b></i>	<i><b>Desirable</b></i>	<i><b>Method of Assessment</b></i>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• RNLD/RMNH First level NMC registered nurse.</li> <li>• Specific courses related to L.D.</li> <li>• Demonstrate commitment to ongoing training</li> </ul>		<ul style="list-style-type: none"> <li>• Documentary evidence</li> <li>• Interview</li> </ul>
<b>Knowledge and Expertise</b>	<ul style="list-style-type: none"> <li>• Ability to asses/Plan/Evaluate care to clients and carers</li> <li>• Ability to manage and delegate the work of others.</li> <li>• Support clients in crisis</li> <li>• Ability to chair a meetings and lead a team</li> </ul>	<ul style="list-style-type: none"> <li>• Special interests related to current service developments</li> </ul>	<ul style="list-style-type: none"> <li>• Interview</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Had experience of working with adults with a Learning Disability, within an inpatient setting</li> <li>• Direct experience of working with clients with complex needs</li> <li>• Positive attitude to people with L.D.</li> <li>• Awareness of current issues and legislation.</li> <li>• Experience in quality initiatives</li> </ul>		<ul style="list-style-type: none"> <li>• Employment Record Interview</li> </ul>
<b>Analytical and judgemental skills</b>	<ul style="list-style-type: none"> <li>• Ability to interpret complex facts or situations requiring analysis and ability to assess and communicate actions and outcomes.</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> </ul>
<b>Personal skills</b>	<ul style="list-style-type: none"> <li>• Excellent communication skills (Verbal and non-verbal)</li> <li>• Confident and professional</li> <li>• Positive role model</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> </ul>

**To be completed by HR**

<b>Job Number:</b>	<b>1708</b>	<b>Version No:</b>		<b>Issue Date:</b>	<b>22/03/2024</b>
<b>KSF Number:</b>		<b>Version No:</b>		<b>Issue Date:</b>	
<b>Jurisdiction of JD:</b>					