

Cario Nightingale Hospital is the leading independent mental health hospital in central London, providing a range of specialist and individually-tailored treatments for all mental health and emotional issues. We offer a powerful range of evidence-based treatments as well as an extensive range of holistic therapies for inpatients, day patients and outpatients, with a multi-disciplinary approach that delivers the highest levels of clinical care.

Registered Mental Health Nurses - Staff Nurse

Full Time – Competitive Salary and Benefits Packages

We have vacancies for qualified, motivated and skilled Staff Nurses to be part of the team providing clinical services to the above client groups. You will be an enthusiastic team player with good English communication skills and be committed to quality patient care and continuous improvement. Experience in this specialism would be advantageous. The role requires flexibility and the ability to work days and nights.

For further information and informal visit contact Jackie Mongal, Nursing Services Manager on: 020 7535 7700 or email jackie.mongal@cario.co.uk.

To submit a CV please contact HR on: 020 7535 7700 or email: daniela.risidi@cario.co.uk



JOB DESCRIPTION

DATE: November 2009

JOB TITLE: **STAFF NURSE**

HOURS OF WORK: 37.5 per week
Rostered to meet the need of the business

Main Purpose of Job

To provide professional nursing input with patients; planning and implementing specific interventions with patients and their families
To provide feedback to other members of the treatment team regarding progress and functioning of patients
To liaise with other agencies involved in the care of patients.
To participate as a member of a multidisciplinary team to provide patient care

Position in Organisation

Reports to Ward Manager.
Liaison at all levels with Consultants, Clinical Services Manager and all multidisciplinary team members.

Limits of Authority

Collaborates with other therapy staff in therapeutic program review process.
Collaborates in care planning discussions as part of a multidisciplinary team.
Ensures care-plans are reviewed, updated and actioned as required.
Provides a link with outside agencies.

Key Tasks/Scope of Job

1. Key nursing
2. Shift co-ordination
3. Health & Safety
4. Medication
5. Legal frameworks
6. Clinical Governance
7. Professional Development
8. Nursing Liaison
9. Other

Duties and Responsibilities

1. Key Nursing

- Take on the role of key-nurse or acting-key-nurse as required.
- To assess, plan and implement patients care plans, incorporating risk assessments and risk management plans
- Ensure that care-plans are comprehensive, and are understandable by the patient.
- Ensure that each professional involved in the care of the patient has been represented in the care-plan.
- Ensure that every patient has a copy of their current care-plan.
- Ensure that a patient's capacity and willingness to consent to the care-plan is documented.
- Meet with the key-patient at least once a week to establish a therapeutic rapport, and to do one-to-one work with supervision.
- Ensure that decisions from ward rounds are acted upon and, if necessary, incorporated into the care-plan.
- Liaise with other professionals and agencies as required.
- Ensure that transfer of a patient from one key-nurse to another is not detrimental to patient care.

2. Shift Co-ordination

- Take on the role of shift co-ordinator, assuming charge of the ward for a period, as and when required.
- Allocate staff according to patient need.
- Create a clear plan for the day in collaboration with the other staff on shift.
- Delegate, prioritise and supervise tasks appropriately, in particular that levels of observation are reviewed and followed.
- Encourage informal activities for patients outside program times.
- Check and be aware of any significant changes in the ward environment or patients' care.
- Ensure that all staff follow the de-escalation and restraint procedures.
- Ensure that care-plans follow the consistent model of the hospital.

3. Health and Safety

- To be aware of Health and Safety policies and ensure compliance when carrying out duties.
- To bring Health and Safety issues to the attention of the Ward Manager.
- To ensure incident, accident and complaints polices are adhered to.

4. Medication

- Administer medication as prescribed, within professional guidelines.
- All hospital drug policies are adhered to.
- Ensure that all staff on the shift are aware of any observable side-effects of medication.
- Ensure that staff on shift are familiar with the use of emergency medication.

5. Legal Frameworks

- To understand and adhere to the Mental Health Act.
- To understand and adhere to the NMC Code of Professional Conduct.
- Part 13 registered nurses must be familiar with their responsibilities in using the Mental Health Act.
- To understand the restrictions placed upon detained patients, and the rights of informal patients.

6. Clinical Governance

- To contribute to the hospital wide approach on compliance with legal, regulatory, social and ethical responsibilities
- Participate in audit programmes as necessary
- To participate in risk assessments as necessary
- Ensure that required documentation is completed and is to the required standard
- Complete professional reports and assessments on patients where required.
- Ensure relevant assessment tools and equipment are used as required.
- To ensure that confidentiality is maintained at all times in accordance with the company policies, the Data Protection Act 1998 and the Health Records Act 1990
- To maintain contemporaneous records of patients, record events and observations in patient notes.

- To be responsible for reading, understanding and complying with all relevant policies and procedures
- An Understanding of and adherence to the Mental Health Act 1983/2007, Mental Capacity Act 2005 and Health Care Commission guidelines.

7. Professional Development

- Ensure training needs are identified by the Senior Nursing Team.
- To participate in clinical supervision.
- To mentor other members of the Nursing Team as required.
- To ensure that mandatory training is undertaken as required
- Actively seek and share training opportunities that would have a direct benefit to the standard or care delivered and support personal CPD.
- Keep informed and act upon health service developments and evidence based best practice at a local and national level.

8. Nursing Liaison

- Ensure that all referrals are handled professionally and quickly following the company guidelines.
- Attend ward rounds as necessary.
- Ensure the Nursing Team provides feedback to multidisciplinary team about any general observations, specific interventions, one-to-one work as well as patients' participation.
- Play an active role as part of the multi-disciplinary team on the unit – providing feedback on nursing interventions and assessments to other staff on a daily basis as required.

9. Other

- To recognise the importance of customer care and present a positive, courteous and helpful attitude when dealing with users of the Company's services
- To carry out any other functions within capabilities as requested by senior staff
- To present a professional and efficient image at all times
- To be responsible for reading, understanding and complying with all relevant policies and procedures
- To undertake additional duties, as and when required, as directed by your line manager Ensure other staff on the shift receive appropriate supervision/support in response to any distressing behaviour of the patients.

Person Specification

Job Title: Staff Nurse

	<u>Essential</u>	<u>Desirable</u>
Education /Qualifications	<ul style="list-style-type: none"> Registered Mental Health Nurse 	<ul style="list-style-type: none"> ENB 998 (or equiv) Control and Restraint
Work Experience	<ul style="list-style-type: none"> Knowledge of the Mental Health Act 1983/2007. 	<ul style="list-style-type: none"> Experience of C.P.A.'s and Tribunals. Supervising student nurses. Experience in specialist service areas such as , Adolescent, EDU Addictions or General Psychiatry
Skills/Knowledge/Aptitude	<ul style="list-style-type: none"> Ability to coordinate a shift. Good English communication skills both verbal and written. Ability to work as part of a team. Good Interpersonal Skills. Readiness to accept direction. Good computer literacy Communicate effectively with colleagues, patients and visitors The ability to implement risk assessments and develop risk management plans 	<ul style="list-style-type: none"> Knowledge of Clinical and Managerial supervision.
Motivation	<ul style="list-style-type: none"> Ability to balance team working with independent initiative. Ability to prioritise tasks. Ability to take direction 	
Impact on Others	<ul style="list-style-type: none"> Confident decision maker with an ability to accept positive criticism. Ability to present self in a confident manner. Awareness of effect of self on others. 	<ul style="list-style-type: none"> Awareness of and ability to address customer satisfaction needs
Requirements	<ul style="list-style-type: none"> Ability to deal with a very challenging patient group in a positive manner Regular and punctual attendance. Ability to identify and manage stressful situations Ability to work shifts Day/Night/Weekends Able to work flexibly to meet the needs of the business 	<ul style="list-style-type: none"> Willingness to undertake additional duties dependent upon the needs of the service

Training and Development

Responsibility for the personal development of the jobholder lies with both him/her and their manager. Training and development needs will be assessed at least on an annual basis through the Company's Performance Appraisal Scheme and as the need dictates through changes in job role and company/departmental goals and targets.

Signed:
Manager: