

## JOB DESCRIPTION

**TITLE of POST: Registered Mental Health Nurse**

**HOURS: average 38.5 hours per week including days, nights, w/ends and BH.**

**REPORTS TO: Ward Manager**

### **Job Purpose**

- Will take professional responsibility as a named nurse for the risk assessment, planning, implementation and evaluation of care needs for service users.
- Will work within their NMC code of conduct
- Work as part of the Multi-Disciplinary Team support implementation of the treatments & therapy as per the service user's care plans, meeting the physical & emotional needs of the service users in a caring and empathic manner.
- Take a leading role in monitoring & maintaining physical wellbeing.
- Work flexibly regarding shift and ward changes according to the needs of the hospital.
- Affectively record and communicate information relating to service users
- Affectively lead and manage a shift delegate and supporting HCAs and students
- Aware of the Cygnet values & behaviours and use them to provide a framework for your daily working.
- Undertake any reasonable request within own competencies and understanding.
- Follow Cygnet Health Care Policy and Procedures and maintain level of service, which meets the standard for the hospital

### **Main Duties and Responsibilities**

#### **The post holder will**

- Act as a named nurse, assess, plan, implement and evaluate care planning & risk assessment with service user on admission and at appropriate intervals
- Ensure all interventions are documented clearly and comprehensively.
- Communicate with other members of the multi d team to effectively utilise resources to help meet identified service users needs
- Ensure the correct administering & documentation of medicines in accordance with the Company Policy, legal requirements and NMC standards for medicines management
- Collaborate with other members of the Multi-Disciplinary team in ensuring a safe environment is maintained for Service Users and staff.
- Contribute to the prevention & management of abusive, aggressive and challenging behaviour in line with least Restrictive practice
- Participate in supervision, annual appraisal and competency assessments in order to reflect on and develop own practice.
- Maintain PIN via the revalidation process
- Ensure that the requirements of the Mental Health Act 1983 are known, understood and adhered to, including section 17 leave

- Promote & ensure the good reputation of the hospital. To act as a positive role model, maintaining professionalism & to demonstrate a positive attitude to service users, their families, visitor and others.
- Report and document any incident and escalate in line with Incident policy.
- Actively participate in reviewing and learning from incidents at the hospital
- Be aware of and work within Safeguarding Adults and Children policies, be able to recognise the signs of abuse and report and document concerns to ward manager and MDT.
- Contribute to the management of the ward by working collaboratively with colleagues and developing and maintaining professional working relationships.
- Competently and confidently present & discuss information regarding service user's care and treatment at ward round.
- Competently and confidently write and present information regarding service users care and treatment at CPA, mental health act tribunals & hospital managers hearings
- Aware of budgetary considerations which may impact on service user care
- Ensure that the service user's rights and dignity are maintained at all times.
- Understand how to escalate concerns regards care and treatment and how the whistleblowing policy complements this.
- Escorting service users to various destinations as required.
- Willing and helpful to support and provide cover to other wards at short notice under direction of senior staff.
- Ensure high levels of hygiene and infection control systems are maintained.
- Ensure your own actions reduce risks to health & safety
- Maintain service user, staff and organisation confidentiality at all times
- Take responsibility for attending all statutory and mandatory training as stipulated.

**CYGNET HEALTH CARE**

**PERSON SPECIFICATION**

**Hospital:** CYGNET HOSPITAL

**Job Title:** REGISTERED MENTAL HEALTH NURSE

<b>ATTRIBUTES</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>HOW ASSESSED</b>
<b>QUALIFICATIONS</b>	R.M.N. or equivalent	Mentor Preparation Course/ENB 998 or equivalent  Evidence of post qualification personal and practice development	Application form  Production of valid certificates
<b>EDUCATION/TRAINING</b>	Evidence of Continuous Professional Development  Evidence of recent practice.  Safeguarding Adults and Children Awareness Training	Experience with working with patients detained under the MHA 1983 (Amended 2007)  Experience in managing/coordinating shifts on a day to day basis	Application form  References  Interview
<b>KNOWLEDGE/EXPERIENCE</b>	Knowledge and experience in working with patients detained under the MHA 1983 (Amended 2007)  Ability to assess, deliver and evaluate quality care  Ability to work within company policies and NMC code of	Experience of being a named nurse	Application form  Interview/Assessment  References

	<p>conduct</p> <p>Ability to demonstrate team working.</p> <p>Ability to work collaboratively with service users and their family/carers to communicate effectively and negotiate best outcomes.</p> <p>Ability to participate in multi-disciplinary meetings.</p> <p>Ability to deal sensitively with difficult situations and to manage conflict when it arises.</p> <p>Ability to safely manage service users with common physical conditions such as diabetes, asthma, etc</p>		
<b>PRACTICAL AND INTELLECTUAL SKILLS</b>	<p>Experience of de-escalation with service users</p> <p>Ability to be confident and assertive</p> <p>Good IT skills</p> <p>Good written and verbal communication skills. Able to communicate with all stakeholders showing ability to share information where there</p>	<p>Experience of using Cygnet Health Care's electronic systems</p> <p>Experience of writing reports</p>	<p>Interview/Assessment</p> <p>References</p>

	<p>could be barriers to understanding.</p> <p>Experience of problem solving and decision making skills</p> <p>Professional phone manner</p> <p>Able to plan and organise a shift and lead a team of junior nurses and healthcare support workers</p>		
<b>ANALYTICAL AND JUDGEMENT SKILLS</b>	<p>Ability to use clinical nursing assessment skills to make decisions on the ward.</p> <p>Able to develop relationships with other members of the MDT</p>		Interview
<b>TRAINING AND EDUCATION</b>	<p>Willingness to work towards professional and performance objectives (through appraisal and objective setting)</p>		Application form Interview Reference
<b>CIRCUMSTANCES/PERSONAL</b>	<p>Demonstrate evidence of Cygnet Health Care Values</p> <p>An ability to fulfil all contractual requirements with 24 hour rotational shift pattern</p>	Clean Driving License	Occupational Health Interview  References  DBS Enhanced checking including appropriate ISA

	<p>To participate In an occupational Health</p> <p>Be deemed as medically fit for the role</p> <p>Must undertake and pass full PMVA training course</p> <p>To be punctual, flexible and reliable,</p>		Barred List
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