**Job Description**

# Job Details

Job Title: Regional Director of Nursing (North)

Directorate: Nursing Directorate

Department/Ward: Nursing Directorate

Location: Home Based with regular travel

Pay Band: £92,000 (Band 8D)

# Main Purpose of the Job

* We are seeking to appoint an experienced nurse leader to be the Regional Nurse Director covering the north. This will be an innovative role to provide professional leadership across the services within our Health Care Division.
* Working closely with our operational and MDT colleagues to ensure we provide the very best quality of care to our service users.
* The successful candidate will have significant experience across mental health and learning disability services. You will be a Registered Mental Health Nurse/Registered General Nurse, with a broad range of experience.
* You will report directly to the Deputy Director of Nursing and be professionally accountable to the Executive Director of Nursing, your portfolio areas will include safeguarding. Quality improvement, professional leadership, governance and patient experience.
* You will be an excellent communicator, have a wide range clinical experience and be able to produce high quality written reports on the nursing performance within your Division.
* You will have be supported in your own development and this post will ideally suit an aspirant Deputy Director and the role will give you a wider variety of experience is a very autonomous- role.
* Informal visits are strongly encouraged.

**Professional Leadership**

* The post holder will deliver the Ward Manager Development Programme within their region
* To develop and lead on the clinical leadership forums within their division
* Working closely with the Regional Quality Managers in identifying any emerging themes and trends and take decisive action where needed.
* Ensuring those within the division have an active coaching and mentoring programme to support their ongoing leadership development.
* To lead on safer staffing and produce a monthly report on fill rates within your division.
* To work with colleagues in operations and HR to ensure a good flow of registered nurses and support workers are available working at all times in line with the nursing strategy.
* To have an annual succession plan in place for your division
* To lead on the governance forums with our clinical managers ensuring any risks are escalated through the nursing Directorate.

**Patient Safety**

* Be an active member of the complex case panel
* Working with operational colleagues in identifying themes and trends from incident reporting and putting in learning where appropriate.
* Ensuring systems and processes are in place to clearly share learning across the division
* Support and attend the regional governance meetings ensuring a learning approach is taken.
* Attend the safety incident response group as appropriate.
* Working with the patient safety team in ensuring we undertake thematic reviews to aid the learning and improvements in practice.

**Clinical Governance**

* Ensuring you have oversight of emerging themes and trends in respect of patient safety
* Chairing the monthly clinical leadership forums based on the pillars of clinical governance
* That you will have a divisional risk register in place feeding in directly to the Directorate nursing risk register.
* That you will represent your division at the quality, risk and safety committee and group clinical governance.

**Safeguarding**

* That you will work with the central safeguarding team in examining the rate of referrals within your division
* Ensuring you are a trained lead within the division
* Supporting operational colleagues to ensure compliance with safeguarding training across the sites
* Ensuring attendance at regional safeguarding forums and the group safeguarding committee.
* Having an overview of SAB, DHR and other statutory enquiries within your division.
* Working with the central safeguarding team in identifying any sites of concern and working with operational colleagues to take action as required.

**Infection Prevention and control**

* Working with the corporate IPC Team in ensuring safe clinical practice is in place sat all times.
* Working closely with operational colleagues in ensuring robust actions are taken following the national cleaning standards audits.
* Working with the corporate IPC team in understanding where your IPC risks are within the division.
* Be a key member of the IPC Committee.
* Working with the central IPC team monitoring any emerging themes and trends.
* Working closely with the corporate IPC teams in ensuring good and consistent practice is in place in accordance with Cygnet policy and manual of infection prevention and control.
* When issues are identified with IPC audits, cleaning standards and hand hygiene for appropriate support to be put into place.

**Restrictive Practices**

* Working with the corporate team in ensuring we continually strive to reduce restrictive practices across the division
* Chair the quarterly positive and safe care board
* Monitor seclusions, restraints, rapid tranquilisations and LTS across the division, working with the corporate team and operations to ensure we provide support where sites need specific attention. Have an overall plan based on quality improvement methodology to continually improve the reduction in restrictive interventions.
* To monitor the dashboards via datix and implement corrective actions where themes and trends are occurring to ensure we work in the most restrictive ways.

**Quality Improvement**

* To be trained in quality improvement methodology and adopt a continuous quality improvement approach across the region working closely with operational colleagues.
* Working with the corporate QI team in ensuring we have an appropriate range of quality improvement projects responding to clinical needs
* Working with operational colleagues and the corporate QI team in identification of quality improvement projects across the division.
* Working with the QI team in ensuring the development of a culture of continuous quality improvement.
* Using data to identify themes and trends where opportunities for improvement exist.
* Where appropriate to lead on a specific quality project project.

**Physical Health**

* Working with the physical health lead to ensure there is a robust plan for the training and development of the clinical workforce around physical health.
* Assist in the development and implementation of the electronic physical health record
* Ensuring we have robust data to inform our physical health strategies
* Support the teaching programme on physical health where appropriate.

**Patient Experience**

* To work with our patient experience leads to ensure we clearly understand what our patients are saying about their experiences of care.
* To work with our operational colleagues to ensure any areas for improvement have been identified and appropriate action plans put into place.
* Working with our carers lead to ensure suitable and appropriate forums occur in supporting our carers and our carers’ ambassadors.
* Ensure we look at results of our carers’ surveys and patient surveys and identify any opportunities for improvement.
* Support the board stories for our Executive Management Board where appropriate.

**Person Specification**

Registered Mental Health Nurse/ RGN

Extensive clinical experience across mental health settings

Previous experience of a senior nurse/ Head of Nursing role

Demonstrate continuous professional development

Educated to Masters Level or equivalent level of experience

Evidence of post registration education

Excellent communicator

Extensive experience around managing individuals and teams

Experienced at report writing for board and sub board

Ability to analyse complex quality data and able to interpret this

Working knowledge of infection prevention and control

Be an inspirational leader across teams

**CONTROL OF INFECTION**

All Cygnet staff have a duty to provide a safe environment by considering adherence to infection prevention and control as an integral part of their roles and responsibilities. The individual roles and responsibilities for staff are outlined in Cygnet’s Control of Infection policy (IC 1). There should be specific discussion of control of infection within the KSF/Appraisal process and as a minimum all staff must demonstrate good hand hygiene and practice and support the Clean Your Hands Campaign.

**PRIVACY & DIGNITY & RESPECT AND EQUALITY OF OPPORTUNITY**

Cygnet is committed to ensuring that all current and potential staff, patients and visitors are treated with dignity, fairness and respect regardless of gender, race, disability, sexual orientation, age, marital or civil partnership status, religion or belief or employment status. Staff will be supported to challenge discriminatory behavior.

**PROFESSIONAL CODE OF CONDUCT (IF APPROPRIATE)**

To abide by the Code of Practice of Professional body as published by the relevant regulatory body (if appropriate).

**CODE OF CONDUCT FOR SENIOR MANAGERS (IF APPROPRIATE)**

To adhere to the Code of Conduct for NHS Senior Managers.

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| --- | --- | --- |
| **Signed:** |  | **(Job Holder)** |
| **Date:** | Monday 29 April 2024 |  |
| **Signed:** | **David Wilmott, Group Director of Nursing** | **(Manager/Head of Service)** |
| **Date:** | Monday 29 April 2024 |  |

**Appendix 1**

***Note to Managers: Please complete this form clearly, providing as much information as possible to candidates***

***Risk Assessment Indicators for the post***

|  |  |  |  |
| --- | --- | --- | --- |
|  | **DUTIES AND RISK FACTORS OF THE POST** | **Yes** | ***No*** |
|  | Exposure Prone Procedures (EPP’s\*) |  |  |
|  | Manual Handling Operations |  |  |
|  | Dust, Dirt, Smells |  |  |
|  | Chemicals, Fumes or Gasses (Glutaraldehyde, fixer, anaesthetic gases, reconstitution/handling of cytotoxic drugs) |  |  |
|  | Patient Contact |  |  |
|  | Babies/Children Contact |  |  |
|  | Food handling / Preparation |  |  |
|  | Driving |  |  |
|  | Fork Lift Truck Driving |  |  |
|  | User of Display Screen Equipment |  |  |
|  | Noise |  |  |
|  | Infestation |  |  |
|  | Blood and Body Fluids/Waste/Samples/Foul Linen |  |  |
|  | Excessive Cold |  |  |
|  | Excessive Heat |  |  |
|  | Inclement weather |  |  |
|  | Radiation |  |  |
|  | Laser Use |  |  |
|  | Working at Heights over 2 metres |  |  |
|  | Confined Spaces |  |  |
|  | Vibration i.e. Power Tools |  |  |
|  | Using machinery with moving/exposed parts |  |  |
|  | Shift work |  |  |
|  | Use of latex products |  |  |
|  | Physical violence / aggression |  |  |
|  | Any other hazards please specify |  |  |
|  | **Other:** |  |  |

If any hazard is identified above please give details below.

|  |
| --- |
| Hazards Identified: |

**Definition of Exposure Prone Procedures (EPP’s)**

Exposure prone procedures are those where there is a risk that injury to the Health Care Worker may result in the exposure of the patient’s open tissues to the blood of the HCW. These procedures include those where the HCW’s gloved hands may be in contact with sharp instruments, needle tips and sharp tissue (spicules of bones and teeth) inside a patients open body cavity, wound or confined anatomical space where the hands or fingertips may not be completely visible at all times