

## Job Description

<b>Job title:</b>	Staff Nurse (Older Person's Services)
<b>Salary Band:</b>	Band A, Clinical Professional Affiliated pay scale
<b>Accountable to:</b>	Clinical Team Lead
<b>Purpose of role:</b>	<p>As the post holder you will be responsible for efficiently co-ordinating and controlling day to day care and procedures in conjunction with, and in absence of, the Service Manager / Clinical Lead, providing leadership to a team of support workers. You will work with families and other carers to assess client need, develop support plans and implement planned interventions. You must be able to adapt your approach to fit the needs of the individual and recognise and promote positive risk taking. Skill maintenance is a key aim for this client group and you must be positive and empowering in this area.</p> <p>The post holder will ensure that our services are provided in a way that is consistent with our values, supporting and promoting an organisational culture that values: innovation, compassion, accountability, respect, and excellence.</p>
<b>Postholder responsibilities:</b>	<p><b>Service Delivery and Outcomes</b></p> <ul style="list-style-type: none"> <li>• Ensure that the needs of service users and their carers are at the core of the way the Group delivers services.</li> <li>• Support the effective and efficient deployment of resources to achieve agreed outcomes and targets.</li> <li>• Work as a team member developing and maintaining effective working relationships.</li> <li>• Keep up to date with relevant policies and procedures.</li> <li>• Work varied shifts including night shifts.</li> </ul> <p><b>Creativity and Innovation</b></p> <ul style="list-style-type: none"> <li>• Takes an innovative and creative approach to solving problems.</li> <li>• Considers innovation in the workplace an ongoing responsibility and welcomes change as an integral part of both individual and organisation development.</li> <li>• Acts as a positive role model for innovation and a facilitator for change.</li> <li>• Develop, implement and audit treatment plans and strategies for dealing with challenging behaviour.</li> </ul> <p><b>Decision Making</b></p> <ul style="list-style-type: none"> <li>• Make sound operational and clinical judgements that ensure safe and effective service provision.</li> </ul> <p><b>Contacts and Relationships</b></p> <ul style="list-style-type: none"> <li>• Positively engage with external agencies and act as advocate for the organisation.</li> </ul>

	<p><b>Planning and Organising</b></p> <ul style="list-style-type: none"> <li>• Develops practical and realistic plans to achieve outcomes/objectives.</li> <li>• Considers the wider implications with regards to skills, resources in achieving plans/ outcomes/objectives.</li> <li>• Ensures appropriate resources and levels of capability to deliver priorities.</li> <li>• Takes responsibility for delivery of plans, outcomes and objectives which may involve coordinating and organising others.</li> </ul> <p><b>Personal development</b></p> <ul style="list-style-type: none"> <li>• Continually develop own clinical knowledge and practise with respect to service speciality.</li> <li>• Maintain registration with NMC.</li> </ul> <p><b>Information Governance</b></p> <ul style="list-style-type: none"> <li>• Comply with information governance training as laid out in the Initial IG Induction Training and Second Stage Governance Induction Training documents which include training on information security responsibilities, encryption, home working and remote access where applicable, as well as records management and information quality responsibilities.</li> </ul> <p><b>Health, wellbeing and safety</b></p> <ul style="list-style-type: none"> <li>• Take responsibility for own health and wellbeing.</li> <li>• Maintain an awareness of the organisation's staff wellbeing strategy.</li> <li>• Contribute to the promotion of staff wellbeing within the organisation</li> <li>• Develop and maintain a working knowledge of Health and Safety policies and procedures.</li> <li>• Take all practical steps to ensure your own personal health and safety at work and the health and safety of those you work with.</li> </ul> <p><b>Equality and Diversity</b></p> <ul style="list-style-type: none"> <li>• Act in ways that support equality and value diversity.</li> <li>• Help to develop and maintain an organisational culture that supports equality and diversity.</li> </ul> <p><b>Confidentiality</b></p> <ul style="list-style-type: none"> <li>• The post holder must maintain the confidentiality of information about clients, staff and organisational business in accordance with the Data Protection Act 1998 and Caldicott principles.</li> </ul> <p><b>Other</b></p> <ul style="list-style-type: none"> <li>• Undertake any reasonable duties/responsibilities to meet the needs of the organisation.</li> </ul>
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*This job description is not intended as an exhaustive list of duties and responsibilities of the post, but reflects the main areas involved. It will be subject to review and amendment in the light of developing service needs and all post holders are expected to undertake any reasonable duties/responsibilities to meet the needs of the organisation.*

## Person Specification

<p><b>Essential Criteria</b></p>	<p><b>Experience</b></p> <ul style="list-style-type: none"> <li>• Experience of working with people who have complex mental health problems and who can present with behaviours that challenge.</li> <li>• Experience of writing detailed reports, including service user assessments.</li> <li>• Experience of budget preparation and presentation, including setting, monitoring and reviews of budgets.</li> </ul> <p><b>Knowledge</b></p> <ul style="list-style-type: none"> <li>• NMC-Registered Mental Health Nurse, with a valid Pin.</li> <li>• Knowledge and awareness of issues relating to mental health.</li> <li>• Knowledge and awareness of the principles of 'recovery focussed outcomes' and overall (mental and physical) wellbeing.</li> <li>• Knowledge and understanding of safeguarding issues. Able to recognise and respond to safeguarding issues.</li> <li>• Knowledge and understanding of the Mental Capacity Act.</li> <li>• Good clinical assessment skills.</li> <li>• Understanding of interventions used with challenging behaviours.</li> <li>• Willing to develop knowledge/skills.</li> <li>• Good general IT knowledge (including using Microsoft Outlook, Microsoft Word, Excel Spreadsheets and Microsoft Teams).</li> </ul> <p><b>Skills and Personal Attributes</b></p> <ul style="list-style-type: none"> <li>• Able to treat people as individuals / take a recovery focussed approach at work.</li> <li>• Able to develop good working relationships with colleagues, working well within a team and providing leadership to others. Good supervision and team management skills.</li> <li>• Able and willing to regularly work without direct supervision, using initiative.</li> <li>• Excellent written and verbal communication skills. Able to express views, positively and constructively.</li> <li>• Good organisation skills and able to prioritise workload.</li> <li>• Able to make clear, timely and justifiable decisions, after gathering and assessing all available information. Able to assess the wider implications when making decisions regarding services and service users. Willing and able to take positive risks when decision making.</li> <li>• Able and willing to work in challenging situations and with a client group that can present with behaviours that challenge.</li> </ul>
<p><b>Desirable Criteria</b></p>	<ul style="list-style-type: none"> <li>• Experience of working with families and non-professional carers.</li> <li>• Worked in a service where agreed targets that demonstrate clinical outcomes are used.</li> </ul>