



JOB DESCRIPTION

Job Title:	Staff Nurse
Location:	Crofters Lodge [Bristol]
Working Arrangements:	Hours of work 37.5 per week according to the needs of the patients and the service
Reports to:	Senior Staff Nurse / Nurse in Charge
Accountable to:	Director of Operations
Conditions of Service:	Shaw healthcare Group terms and conditions apply
Overall Objective:	Working as part of a multi-disciplinary team, you will be responsible for the assessment, formulation, implementation and evaluation of patient centered care plans. Also to carry out all relevant forms of clinical care as instructed by the senior clinical team.
Qualifications & Training:	Qualified Mental Health nurse [RNMH] with a minimum of two years post qualification experience. Previous experience of working in a locked / secure setting and of mentoring newly qualified nurses would be an advantage.
Health & Safety:	All employees have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Employees are required to co-operate with management to enable Shaw healthcare to meet its own legal duties and to report any hazardous situations or defective equipment

Key Responsibilities: Management

- To ensure that all staff under your supervision, have the right leadership, effective and efficient organization, support, and training and preparation to carry out their work effectively
- To ensure that all staff demonstrate Shaw's values in the way that they work on a daily basis and that they make the difference count
- To ensure that all staff under your supervision contribute to providing a safe, well structured environment in which patients are treated respectfully, decently and holistically
- To respect the confidences of patients, except where to do so would result in harm to a patient, damage to the organization or result in a criminal offence being committed
- To participate in the supervision, objective setting and regular reviews of support staff on the Unit

- To support other qualified staff and the Registered Manager in the management and clinical supervision of staff
- To provide support for staff in stressful situations
- To assist in the induction of new staff and students on placement
- To support relatives, visitors and other members of staff etc. when visiting the hospital
- To assist the Registered Manager and Senior Staff Nurses in ensuring the hospital is adequately and safely staffed from within the agreed establishment by adopting a flexible approach in duty patterns
- To observe the statutory requirements of the Mental Health Act (1983) and advise other disciplines as required
- To be responsible for maintaining high standards of clinical practice by the use of clinical examples and leadership skills
- To ensure that all staff adhere to the Company's Confidentiality Policy
- To assist the Registered Manager with ensuring the hospital meets the requirements for the Care Quality Commission.

Clinical

- To actively participate with the multidisciplinary team in assessment, formulation, implementation and evaluation of user centred care and treatment plans
- To ensure a high standard of nursing care in the application of clinical nursing procedures and treatment, in accordance with best practice, and the NMC code of conduct.
- To own responsibility for your continuous professional development as required by the Nursing Midwifery Council
- To participate in Clinical Audits ensuring compliance of all necessary patient documentation
- To report any complaints / accidents/ incidents, in accordance with agreed procedures and prepare reports for the Operations Director / Registered Manager / Senior Staff Nurse
- To ensure statutory training is reviewed regularly and that all staff are aware of regulations and all of the procedures to be followed
- To act as an advocate to the patients where appropriate ensuring that social, cultural and spiritual values are respected
- To be aware of the requirements of Area Health Authorities, Inspection Protocols and report to Registered Manager / Senior Staff nurse all related issues

Teaching and Research

- To frequently take an active part in the teaching of permanent staff, students and multi professional groups
- To provide assessment of staff competence as required by clinical responsibility
- To promote and maintain good public relations with purchasers and members of the public
- To contribute to the ongoing educational needs to all staff using the most appropriate method

Health and Safety

- To ensure that the Company's health and safety systems and policies are in place and operating.
- To be responsible for your own health and safety and that of others working with and around you.
- To promote interests and welfare and maintain goodwill of the Company.

The above list of duties is not exhaustive and may be modified from time to time in accordance with the development of the service and the employee.