

HOSPITAL SERVICES

OLDER ADULT MENTAL HEALTH

STAFF NURSE

BAND 5

JOB DESCRIPTION

SUMMARY OF PRACTICE AREA:

There are five in-service user areas within Older Adult Mental Health comprising of 94 in-service user beds. A day centre facility for 20 service users and a community mental health team comprising of a multi-disciplinary team.

Sarnia ward is an 8-bedded assessment unit for individuals who have either an organic or functional mental health problem.

The Duchess of Kent is a 26-bedded residential facility for service users who are experiencing dementia. Hanois and Fougere are 20-bedded units caring for individuals who are further into their journey of dementia and have a higher degree of nursing needs. Casquets is a 20-bedded unit that cares for individuals who have complex physical health problems. Each of the continuing assessment units has a dedicated activity lead to provide a stimulating environment to the service user.

The Willows day care facility provides 20-day places to service users who have either a functional or organic mental health problem and provide a wide range of therapeutic activities as well as undertaking assessment of service users for progression through the service.

There are 4 respite beds within the service, 2 located in the Duchess of Kent and 2 in Casquets.

The Community Mental Health team consists of one clinical nurse specialist, one approved social worker, one specialist occupational therapist and 4 community psychiatric nurses who work closely with the Consultant and Associate Psychiatrists. In addition to carrying individual caseloads the team provide a memory clinic service to the island which is held three times weekly undertaking specific testing leading to possible diagnoses.

All areas within the Services for Older People are approved learning environments used for training pre-registration nursing students and other learners.

JOB SUMMARY:

The post holder will co-ordinate the management of the Ward in the absence of another Registered Nurse and will have responsibility for ensuring that best practice is adopted to maintain high standard of care. Assisting service users with all activities of daily living is a core component of this role. Care will be individualised to each service users' needs and will be delivered in a dignified and compassionate manner at all time. Service user's views will be respected and where possible they will be included in any decisions around their care. Service user safety is of the highest priority and the post holder will ensure that all States of Guernsey policies and procedures are adhered to at all times.

The post holder will be expected to act as a mentor to more junior members of staff and may be required to take on additional responsibility within the area of work to support the Senior Staff within the team.

RELATIONSHIPS:

REPORTS TO:	Ward Manager
RESPONSIBLE TO:	Service Manager for Older People
ACCOUNTABLE TO:	Assistant Director Community Care Services

MAIN DUTIES AND RESPONSIBILITIES:

CLINICAL RESPONSIBILITIES

1. To assess, develop, implement and evaluate programmes of care for older adults within the service.
2. To autonomously initiate emergency interventions as patient/client condition dictates.
3. To provide prescribed nursing care without supervision, within the level of the post-holder's experience, referring to a more senior nurse when necessary.
4. To participate as team member, including supporting relatives and friends of service users together with providing support for other service users.
5. To maintain accurate records, both electronic and paper, of the care given in accordance with agreed standards.
6. To act in accordance with the NMC Code of Professional Conduct.
7. Independently liaise and communicate effectively with members of the nursing staff, multidisciplinary team and other associated agencies.

8. Demonstrate evidence-based practice.
9. Escalate any service user or service related concerns to senior staff without delay and if necessary complete an incident form.

TRAINING AND EDUCATION

1. Participate in contributing to the continuing development of the department's philosophy, training/education.
2. To undertake in-house annual mandatory training in Manual Handling, Basic Life Support, Fire Safety and AED training.
3. To undertake the role of health promoter and educator for service users and their families/significant others.
4. To maintain and develop own skills to promote evidence-based practice.
5. To participate in clinical supervision.
6. To assist in the learning, development and assessment of unqualified staff, junior staff and adaptation nurses.
7. To undertake a formal mentorship role if an appropriate qualification is held.

LEADERSHIP/MANAGERIAL

1. In liaison with senior staff, gain experience in providing leadership to junior staff.
2. Challenge unacceptable practice and ensure that senior staff are briefed and updated as necessary ensuring that accurate records are maintained.

COMMUNICATION

1. To co-ordinate complex discharge arrangements through communication with multidisciplinary team members and associated agencies.
2. To give due consideration to language and cultural differences of both service users/relatives/significant others and colleagues.
3. To communicate effectively with service users and significant others. This could include service users with reduced consciousness levels, cognitively impaired service users who may display violent and aggressive behaviour.

AUDIT/INFORMATION TECHNOLOGY

1. To participate in clinical audit as required.

2. With training, access organisational electronic information systems relevant to the role.

KEY CRITERIA:

ESSENTIAL

1. Registered Adult Nurse.
2. Be able to work in a confident and calm manner but seek guidance when appropriate.
3. To have a good understanding of the English language both verbal and written.
4. Have clear concise communication skills.
5. Able to work under pressure and deal with challenging situations calmly.
6. Able to lead and assist in the development of more junior members of staff.
7. Caring and empathetic.
8. Willing to go that extra mile.
9. Have a sense of fun.
10. Be creative.
11. There is a requirement for significant physical effort in this role therefore a good standard of fitness is required to assist service users with their activities of daily living.

DESIRABLE

12. Previous experience of working with older people.