



ADULT COMMUNITY SERVICES

WILLOWS DAY CENTRE

STAFF NURSE

BAND 5

JOB DESCRIPTION

SUMMARY OF PRACTICE AREA:

There are five in-service user areas within Older Adult Mental Health comprising of 68 in-service user beds. A day centre facility for 20 service users and a community mental health team comprising of a multi-disciplinary team.

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.

Tautenay 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 20-bedded residential facility for service users who are experiencing dementia. Roustel is a 20-bedded units caring for individuals who are further into their journey of dementia and present with complex behaviours that challenge. Brehon 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 Community Mental Health team consists of one clinical nurse specialist, one approved social worker, one social worker, one specialist occupational therapist, 4 community psychiatric nurses and 2 support workers 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 day centre in the absence of another Registered Practitioner 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.

To facilitate therapeutic activities to service users in groups and individually as needed. To be flexible and recognise when and activity is aimed too high or low for the individuals and adjust it to suit their abilities.

RELATIONSHIPS:

REPORTS TO:	Day Services Manager
RESPONSIBLE TO:	Service Manager for Older People, Adult Mental Health, CAMH and Alderney
ACCOUNTABLE TO:	Head of Community Care Services

MAIN DUTIES AND RESPONSIBILITIES:

CLINICAL RESPONSIBILITIES

- To assess, develop, implement and evaluate programmes of care for older adults within the service.
- To autonomously initiate emergency interventions as patient/client condition dictates.
- To provide prescribed nursing care without supervision, within the level of the post-holder's experience, referring to a more senior nurse when necessary.
- To participate as team member, including supporting relatives and friends of service users together with providing support for other service users.
- To maintain accurate records, both electronic and paper, of the care given in accordance with agreed standards.

- To act in accordance with the NMC Code of Professional Conduct.
- Independently liaise and communicate effectively with members of the nursing staff, multidisciplinary team and other associated agencies.
- Demonstrate evidence-based practice.
- Escalate any service user or service related concerns to senior staff without delay and if necessary complete an incident form.

TRAINING AND EDUCATION

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

LEADERSHIP/MANAGERIAL

- In liaison with senior staff, gain experience in providing leadership to junior staff.
- To take charge of the day centre in the absence of the manager and deputy manager.
- Challenge unacceptable practice and ensure that senior staff are briefed and updated as necessary ensuring that accurate records are maintained.

COMMUNICATION

- To give due consideration to language and cultural differences of both service users/relatives/significant others and colleagues.
- 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.

- To work as a Link Nurse for Nutrition, Skin Integrity, Diabetes and others as needed.

AUDIT/INFORMATION TECHNOLOGY

- To participate in clinical audit as required.
- With training, access organisational electronic information systems relevant to the role.

REVALIDATION:

- In accordance with States of Guernsey legislation and the HSC procedure the Registration of Health and Social Care Professionals (COR001), all nurses and midwives who are States of Guernsey employees, contractors, agency workers or in any other capacity are practising as a nurse or midwife are required to have effective registration with the (UK) Nursing & Midwifery Council (NMC).
- In order to maintain effective registration with the NMC you must adhere to the Council's requirements for Revalidation.
- You must proactively manage all aspects of your Revalidation requirements including keeping an up to date portfolio and proactively seeking out opportunities for reflection, continuing education and professional growth. You must be proactive and cooperative in the appraisal and confirmer processes
- You must assist colleagues with relevant aspects of their Revalidation. This includes but is not limited to teaching, providing support and opportunities for Facilitated Reflective Practice, participating in professional discussions and providing constructive feedback. Depending on your level of experience and seniority the organisation may also require you to act as a Confirmer.
- If you are unable to meet any aspect of the Revalidation requirements or this element of your Job Description or you require additional support it is your responsibility to escalate this immediately to an appropriate senior nurse or midwife.

KEY CRITERIA:

ESSENTIAL

1. Registered 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.
13. Mentor/preceptor skills.