

Job Title: Staff Nurse
Responsible to: Clinical Team Leader/Deputy Clinical Team Leader
Accountable to: Clinical Services Manager
Hours: Full time or part time (flexible hours considered)
Salary: £21,534 - £27,179 (dependent on experience)

The Staff Nurse has responsibility, normally under the supervision of a senior nurse or therapist, for the day to day delivery of excellence in quality care provision, ensuring all clinical governance and compliance targets are met. The post holder may be required to take charge of a shift which may have the support and/or supervision of the site coordinator (depending on experience).

The following core responsibilities and requirements are expected of the role of Staff Nurse:

Promote Positive Team Culture and Team Working

- To foster and promote a team culture of enquiry and learning that enables individuals to openly question, reflect and learn from their practice.
- To work effectively within the team to ensure that nursing standards and practices comply with The Retreat's policies and procedures.
- To support the Clinical Team Leader to ensure that the team understand their roles and are working within The Retreat's clinical governance strategy and promote excellence in clinical practice in line with Care Quality Commission Standards.
- Actively encourage patients in monitoring and commenting on the quality of service provided on the unit leading to user focused quality improvement initiatives.
- To work as an effective member of the multidisciplinary team through:
 - Being a named nurse under CPA policy for patients.
 - Ensuring that all staff are aware of and understand the CPA framework and how this is delivered within the team.
 - Regular attendance at CPA reviews and other whole team meetings.
 - Active collaboration with wider multidisciplinary team members to ensure wider participation in CPA delivery.
 - Participating in the appraisal system.
 - Participates in the personal development and education of team members (including in-service training).
 - Supports the Clinical Team Leader in ensuring that team members are actively encouraged to regularly take part in clinical supervision (either group or individual) on a minimum monthly basis.

Promote Positive Mental Health Practice

- To ensure that the clinical team work to an agreed model of mental health practice that supports recovery and promotes hope and optimism for all patients and their carers (where applicable).
- Promote active patient involvement and carer involvement in the development, delivery and evaluation of mental health practice initiatives.
- Ensure that the team understand their roles in respect to wider national mental health policy and guidelines.
- Report immediately any act of abuse or bad practise where the health and safety of patients and staff is compromised.
- Undertake a 'Champion Role' within the organisation eg MHA, CPA, Audit, Infection Control etc.
- Act as advocate to all patients.

Personal Attributes and Skills

Communication and Relationship Skills:

- Demonstrate an ability to manage distressing and challenging situations in a sensitive and non threatening way to reduce anxieties and promote effective resolutions.
- Use a range of communication skills to ensure patients receive required treatment and interventions to meet their needs.
- Communicate complex and sensitive information to encourage meaningful engagement with patients and carers.
- To act as a positive role model to staff.

Knowledge Training and Experience:

- Through supervision or preceptorship, identify areas for personal and professional growth
- To attend to their own personal and professional development needs as identified in their personal development plan.
- Be able to demonstrate knowledge and skills in caring for people within their service area in accord with the team's clinical model and evidence based practice.
- To be responsible for their own professional self regulation and abide by the legal requirements and statutory rules relating to practice.

- To ensure the safe custody and administration of drugs in accordance with the code of practice.
- Have a working knowledge of the resource and supply needs for the workplace and ensure that they are appropriate to the service area and are used within budgetary constraints.
- Follow procedure on handling patient money and valuables.
- Ensure students achieve their placement learning objectives.

Information Management

- Assist in ensuring clinical audit becomes part of everyday practice.
- Ensure patient records are up to date and are an accurate reflection of the situation.
- Ensure that all patients have a CPA plan.

Promoting Positive Environments

- Take an active role in ensuring working conditions are as pleasant as possible and any unpleasant conditions are effectively managed by eliminating or reducing the effects.
- Follow procedures for managing positive infection control practices and ensure that these are followed in line with Retreat policy.
- To actively participate in local environment audits (as outlined in Retreat Environment Assessment Tool).

Wider Organisational Inputs

- Attend meetings across the organisation to represent the nursing team and feedback information from the meetings to the nursing team.
- Contribute to policy and practice changes arising from audits, complaints and inspection visits.

This job description is subject to review and does not constitute a complete list of other duties or responsibilities.

Date: June 2010