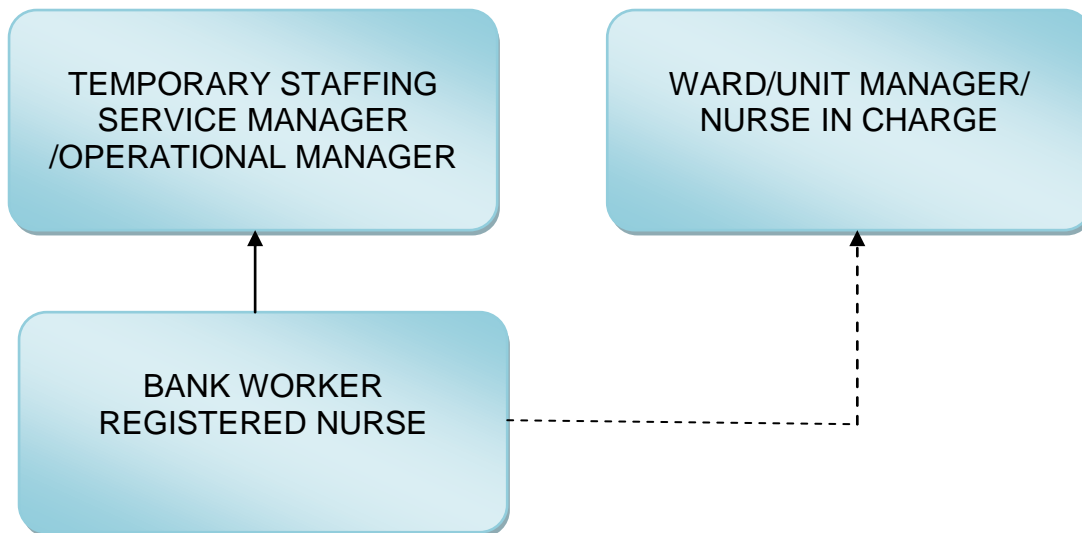


ROLE DESCRIPTION / SPECIFICATION

Title	Bank Worker Registered Nurse
Pay Structure:	Trust Pay Point for a Bank Worker Registered Nurse
Location:	All areas (in-patient or community unit)
Directorate:	Temporary Staffing Service
Accountable to:	Temporary Staffing Service Manager/Operational Manager
Responsible to:	Ward/Unit Manager/Nurse in Charge
Responsible for:	Providing person centred care that will include the promotion of recovery, social inclusion and normalisation for the individuals who are suffering from Mental Health or Learning Disabilities problems.

Organisational Chart:



1 Role Summary:

- 1.1 The bank worker will be committed to providing excellence in person centred care that will include the promotion of recovery, social inclusion and normalisation for the individuals they provide care to.

- 1.2 The bank worker will provide individual client interventions within an evidenced based person centred care pathway and will ensure effective co-ordination of care across internal and external boundaries.
- 1.3 The bank worker will assess care needs, and the development, implementation and evaluation of programmes of care for those who are experiencing any mental health issues and/or have a learning disability.
- 1.4 The bank worker will maintain associated client records.
- 1.5 The bank worker will supervise the work of nursing staff, Health Care Assistants and students who are on duty within the clinical area.

2 Main duties and responsibilities

2.1 Patient/client care

- 2.1.1 Create a physical and psychological environment, conducive to the provision of high quality care.
- 2.1.2 Assess patients' needs and formulate, develop and implement programs of care utilising evidence based tools, in the following areas:
 - Risk assessment
 - Evidence based therapeutic interventions
 - Whole system support requirements e.g. social care, housing, employment, leisure, spiritual and cultural, physical.
- 2.1.3 Evaluate programmes of care.
- 2.1.4 To respond to clinical incidents, and where appropriate co-ordinate Trust approved physical interventions.
- 2.1.5 To co-ordinate the assessment and delivery of care which supports daily living activities by promoting independence and providing interventions. Eg. Feeding and swallowing, Fluid Hydration, Pressure Sore Care, Personal Care Needs, Bathing, Toileting, Mobility
- 2.1.6 Co-ordinate clinical interventions to challenging behaviour such as self harm and aggression which may result in emotional stress.
- 2.1.7 Ensure that safe practice is maintained during all nursing procedures. Administration of medication, compliance with best practice in relation to psychological therapies, co-ordinate the allocation of staff in relation to physical restraint and clinical incidents.

- 2.1.8 Participate in the custody, checking and administration of drugs in the Approved manner as per Trust Medicine Codes.
- 2.1.9 Provide Health Promotion Activities as required.
- 2.1.10 Recognise and respect the cultural and spiritual needs of others.
- 2.1.11 Perform duties as indicated by the ward operational policy and as delegated by the nurse in charge.

2.2 Communication

- 2.2.1 Communicate with patients, carers and families in order to facilitate the implementation of care plans as a member of the care team.
- 2.2.2 Communicate with patients, and their carers, overcoming barriers to understanding by effective listening and observation.
- 2.2.3 To be supportive, positive and a good communicator with staff, people who use our services and all other “customers” e.g., GP’s, Social Services and carers.
- 2.2.4 Provide sensitive information observed or gained from patients and carers to the nurse in charge and record in written/electronic form as per guidelines, policies and legislation.
- 2.2.5 Liaison with community services provision to ensure seamless transitions between services.

2.3 Management:

- 2.3.1 To manage, supervise and provide support to nursing staff, Health Care Assistants and students who are on duty within the clinical area.
- 2.3.2 Act in charge of the ward area
- 2.3.3 Be aware and act upon any hazards in the department in accordance with Health and Safety Regulations

2.4 Professional:

- 2.4.1 To display a high standard of professional conduct and nursing care at all times in accordance with the Nursing and Midwifery Council Professional Code of Conduct.
- 2.4.2 To comply with the requirements of both the MHA (1983) or the Mental Capacity Act dependant on individual need, working within the codes of

practice guidance at all times. To have an understanding of the Deprivation of Liberty safeguards and be able to recognise and report potential breaches.

- 2.4.5 To be aware of and adhere to all guidelines, protocols and processes relating to clinical care.
- 2.4.6 To take responsibility for attendance at statutory mandatory training and updates.
- 2.4.7 To attend relevant meetings, course and seminars and maintain professional and personal development requirements.
- 2.4.8 Ensure clinical supervision in line with guidance set out in the bank worker hand book and Trust supervision policy.
- 2.4.9 Fully participate in bank worker individual performance review

2.5 Planning and organisation

- 2.5.1 There is a requirement to utilise the electronic support systems to submit availability, review booked duties, monitor competency, ensure personal details are up to date and accurate and use the on line pay slip.

2.6 Policy and Service Development

- 2.6.1 Actively participate, support and contribute to safety and quality improvement activities.
- 2.6.2 The bank worker is expected to comply with the relevant Trust policies, procedures and guidelines.
- 2.6.3 Be aware of and adhere to the safeguarding of children and adult policies and protocols as relevant to the role

3 Other requirements

- 3.1 The Bank Worker may be required to undertake other duties commensurate with the role as required by business continuity plans, not specified in the role description/specification.
- 3.2 There may be a requirement to change the bank worker role description/specification in light of developing service needs.

SPECIFICATION

ROLE: BANK WORKER REGISTERED NURSE

DIRCTORTATE: TEMPORARY STAFFING SERVICE

REQUIREMENTS	ESSENTIAL	DESIRABLE
EDUCATION & QUALIFICATIONS	Registered on the nursing part of the NMC register, with a professional nursing qualification relevant to the area of practice. Evidence of recent Continuous Professional Development.	Experience of working with psychological models.
PREVIOUS EXPERIENCE	Experience linked to having completed preceptorship package. Evidence of good practice including understanding of key nurse responsibilities.	Working in a person centred therapeutic organisation. Experience of working in a multi disciplinary team.
KNOWLEDGE SKILLS AND ABILITIES	Good verbal and written communication skills, which are clearly demonstrated. Ability to work without supervision relevant to spheres of work. Awareness of psychological models of care and treatment	Ability to adapt to changes within the working situation. IT skills.
APTITUDE AND PERSONAL CHARACTERISTICS	Organised Flexible Good interpersonal skills Person centred approach	
OTHER REQUIREMENTS	Flexible ways of working. Responsible for keeping up to date of all new developments within the field and be conversant with all new legislation.	