

RMN Nurse APU

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Job Advert



RMN - Staff Nurse

Acute Psychiatric Unit (APU)

Band 5 £31,892 to £39,735 per annum pro rata
Plus £1,349 Distant Islands Allowance pro rata
30 Hours per Week
Permanent Post

The Acute Psychiatric Unit (APU) is a 5 bedded, acute admissions ward situated within Western Isles Hospital. We provide inpatient care for the population of the Western Isles. We operate 24 hours a day, 7 days a week. The post requires day and night rotational working.

An opportunity has arisen within the APU for a caring, enthusiastic, motivated Staff Nurse to join our recovery focused, multi-disciplinary inpatient team. Recent experience of working in Mental Health Services is essential. Your main responsibilities include the assessment, planning, implementation and evaluation of patient care and treatment; liaising with carers, other professionals and third sector services. Taking on the role of named nurse for individual patients and taking charge of shifts are central to this post. Good team working abilities and excellent communication skills are essential to the role.

We seek to provide up-to-date Clinical Practice in response to Local and National Guidelines and drivers eg. SPSP (MH). Ongoing CPD is promoted and supported in developing your knowledge and skills as an active member of our team. All of which is complimented with regular Clinical supervision and annual appraisals.

For further information regarding this post please contact Ann Duncan, SCN
Ann.Duncan@nhs.scot Tel: 01851 704704 ext 2405 or Fiona Maciver, Charge Nurse
Fiona.Maciver@nhs.scot Tel: 01851 704704 ext 2403

The successful applicant will be required to register with the PVG Scheme (Protecting Vulnerable Groups Scheme). This post is not eligible for relocation expenses.

All NHS Western Isles vacancies appear on the NHS Scotland website: apply.jobs.scot.nhs.uk, along with a job description.

Tha beàrnan-obrach NHS Eilean Siar uile gu léir a' nochdadh air làrach-lìn NHS na h-Alba <https://apply.jobs.scot.nhs.uk>, còmhla ri dealbh-obrach.

If you have any further queries, please contact Tel: 01851 762027.

NHS SCOTLAND JOB DESCRIPTION TEMPLATE

1. JOB IDENTIFICATION	
Job Title:	REGISTERED NURSE LEVEL 1 (MENTAL HEALTH)
Responsible to (insert job title):	SENIOR CHARGE NURSE
Department(s):	Acute Psychiatric Unit (APU)
Operating Division:	Health and Social Care
Job Reference:	
No of Job Holders:	9
Last Update (insert date):	14.10.2024

2. JOB PURPOSE
<ol style="list-style-type: none">1. To assess, plan, implement and evaluate care for allocated individual patients.2. Work as a member of the multi-disciplinary team.3. To be the patient's Named Nurse.4. To supervise junior staff and to demonstrate and or explain clinical care and processes to qualified and unqualified staff, including learners,5. To act as Nurse Mentor to student nurses and Nurse Preceptor for newly qualified nursing staff.6. To provide and participate in clinical supervision as a supervised practitioner.7. Provide comment and feedback to SCN and Charge Nurse about programme and workload for the team8. Identify and access evidence of best practice to contribute to the effective and comprehensive assessment, planning and implementation stages of patient care.9. To carry out all relevant forms of required mental health and physical care and may occasionally be required to take charge of the ward in the absence of the senior Charge Nurse and or Charge Nurse who has continuing responsibility.

3. DIMENSIONS

Role responsibilities are for an assigned caseload of patients with generic and diverse mental health needs on an inpatient, day patient and outpatient basis. The post-holder will hold rights as authorised by the Mental Health (Care and Treatment) (Scotland) Act 2003

The post holder will be responsible and accountable as the Named Nurse for the assessment of individual care needs, initial nursing diagnosis and the development of programmes of care. This includes the assessment, planning, implementation and evaluation of care outcomes for allocated patients.

Care plans will incorporate packages that meet the complex care needs of patients discharged into the community. Providing after-care arrangements will include liaison with other statutory and voluntary agencies in planning and assessing suitable care packages that enhance reintegration.

4. ORGANISATIONAL POSITION

SENIOR CHARGE NURSE



WARD CHARGE NURSE



RMNs (9)
(THIS POST)



HCA (3)

5. ROLE OF DEPARTMENT

To provide a safe and therapeutic hospital environment for the care of those suffering from acute mental health crisis when they are unable to remain safely in the Community

6. KEY RESULT AREAS

To be the Patient's Named Nurse and to be responsible for assessing, developing, implementing, evaluating and documenting all forms of nursing care (including basic and complex aspects of physical treatment and care when secondary to mental health problem) given to allocated patients.

Always encourage patient participation in appropriate aspects of care and to involve the patient in the planning of that care.

Always act as patient advocate and act in accordance with the NMC's Code of Professional Practice that ensures the integrity of the nurse patient relationship and that patients are empowered to exercise informed consent.

As the Named Nurse, be responsible for patient referral to appropriate clinicians e.g. dietician, physiotherapy, O.T, Speech and Language Therapy.

Gives clinical advice on mental health and illness management to patients, and where appropriate to relatives/carers, including aspects of health promotion.

The nurse will know the therapeutic uses of the medicine to be administered to patients, its normal dosage, side effects, precautions, and contra-indications.

The nurse will be aware of the patient's care plan and ensure that the appropriate medical or nursing intervention is carried out on the correct patient and in accordance with the patient's expressed needs, escalating to CN or SCN as required.

The nurse will act as main facilitator in liaising with external agencies in developing individual care packages in preparation for discharge.

7a. EQUIPMENT AND MACHINERY

Electronic Computing Systems, Blood Pressure Machines, BM Machines,
Portable Defibrillator

7b. SYSTEMS

SCI(Store), SCI(Gateway), TOPAS, HEPMA, CPMS (Clozapine Monitoring Service),
Safecare, Microsoft Teams, Microsoft Office including MS Word

8. ASSIGNMENT AND REVIEW OF WORK

CLINICAL SUPERVISION / PDP / NMC Revalidation

9. DECISIONS AND JUDGEMENTS

Requires an ability to interpret patient care plans, patient observations, recognise anomalies in patients' conditions (continuous).

Be able to accurately carry out patient orientated risk assessments, analyse results in the context of available data and then to implement and evaluate specific interventions to manage identified risks. For example, using the Mental Health Clinical Risk Assessment, Suicide Risk Score, Madras and Mini Mental State to (and other risk assessment tools) to ensure appropriate levels of observation (70% of time). Initiates appropriate investigations and where appropriate psychological based therapies such as CBT techniques, including onward referral where appropriate, in response to clinical assessment and patient needs.

Ability to interpret and anticipate situations that require assistance from out with the department e.g. police, and line management.

Ability to assess, identify and plan for patients' care pathway from the point of admission to discharge (70% of time).

Ability to liaise with multi-disciplinary teams hospital and community in meeting the identified needs of patients prior to discharge.

Be able to set up accurately and safely medical devices and an ability to recognise faults with complex equipment and to take appropriate measures to ensure patient and staff safety

Be able to interpret patient drug prescriptions safely in accordance with NMC guidelines and good practice statements/protocols and to safely prepare prescribed drug calculations to ensure that the correct volume or quantity of medication is administered via the correct route. The nurse must consider the dosage, method of administration in the context of the condition of the patient and any co-existing therapies.

Be aware of, and able to identify contra-indications associated with specific medications and to implement explicit precautions/interventions to mediate against such contra-indications for example, oculogyric crisis and the use of anti-psychotics.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

Effectively assessing and managing risks related to suicidal ideation, self-harm, capacity vulnerabilities and harm to others.

Ensuring equal distribution of nursing care to safely meet the individual requirements of a diverse range of people within available resources.

Fostering effective therapeutic relationships with a diverse range of people including people who may be reluctant to engage or exhibiting stress, challenging behaviours.

Managing and addressing competing clinical priorities.

Ensuring effective operation of the ward in the absence of SCN/CN

11. COMMUNICATIONS AND RELATIONSHIPS

When on duty will receive and advise on complex and sensitive information e.g. confidential information relating to social, sexual, judicial, psychiatric and medical history.

When on duty will respond to crisis telephone calls from individuals, community patients and their relatives/carers requiring advice on mental health matters. Will determine serious degree of risk and implement appropriate measures to safeguard persons well-being including escalation to other professionals.

Counsel patients, and where appropriate relatives/carers, in relation to mental health issues, medical investigations and results, social difficulties and lifestyle behaviours that contribute to physical and mental health.

Required to be able to convey distressing and unpleasant information with empathy and sensitivity to patients and, where appropriate, to relatives/carers.

To facilitate group work where there is conflicting opinion and complexity of dynamics that requires skilled communication techniques to maintain therapy, individual integrity and prevent potential for the escalation of antagonistic situations.

Use tact reassurance and sensitivity when necessary to overcome barriers to understanding, for example, in distressing situations such as attempted suicide, death, bereavement and poor prognosis.

Display a positive attitude to diverse cultures and spiritual beliefs and to facilitate different forms of communication that embraces the philosophy of social inclusion.

Ability to use well developed interpersonal and communication skills when dealing with thought disorder, psychosis or hostile and antagonistic situations in order to provide therapy or change behaviour.

Participate in counselling, assessing and supporting colleagues whenever required.

Communicate relevant data in verbal, written and electronic format.

Ability to use well developed de-escalation skills when faced with potentially violent incidents.

Ability to use persuasive, motivational and effective negotiating skills to gain patient concordance with treatment plan or to manage challenging behaviour.

Ability to effectively delegate instruction to colleagues in a manner that promotes a positive working environment and team cohesion.

12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

The post-holder is expected to have a high degree of dexterity, hand eye co-ordination, in order to accurately perform nursing tasks, for example intra-muscular injections particularly when administering injection during psychiatric crisis, moving and handling patients, calculating and preparing drug dosages (e.g. insulin) operating medical devices etc.

The post-holder is required to be competent in the use of specialised equipment for patient care and to be able to provide instruction and demonstration to other staff, patients and relatives/carers.

The post-holder is expected to be proficient in the use of physical restraint and breakaway techniques that requires formal training.

The post-holder will be required, on every shift, to prioritise allocated work demands in the face of:

- (1) unpredictable work patterns
- (2) changing patient dependency levels

- (3) interruptions such as telephone enquiries, demands of other patients and relatives/carers, demands from other staff such as doctors, peers etc., and
- (4) emergency situations such as responding to psychiatric crisis.

Periods of concentration are often required to facilitate the mental and physical examination of patients and the carrying out of patient assessments and psychotherapeutic counselling using verbal and non-verbal language. Concentration may be particularly intense when the patient is distressed and or is experiencing difficulties in co-operating with instructions and having difficulties communicating, for example is psychotic and delusional, toxic confusional states associated with endocrine disorders, infection, medication etc.

In addition to:

- Carry out patient observations (e.g. assessment of cognitive functioning, mental health, suicidal intent, wound care assessment, assessment of levels of consciousness i.e. sedated and post anesthetic) in stressful environments e.g. during staff shortages, busy workloads etc.
- Observe unpredictable patient behaviors that may present risks such as potential for falls, absconding, self-harm, or potential harm to others.
- Manage the unpredictability associated with people (patients/members of the public) who are exhibiting behavioral difficulties and who are unknown to staff.
- Enhanced Observations i.e. a one-to-one nurse patient ratio (occasional).
- Nursing uncooperative and challenging patients

The post-holder will be expected to manage the following situations:

- Exposure to emotional and distressing situations such as imparting distressing information to patients, relatives/carers, peers, junior staff and learners daily.
- To counsel distressed patients and relatives on coming to terms with their illness/disability on a shift-to-shift basis.
- Will have exposure to caring for the patient who is suicidal.
- Occasional exposure to caring for patients under the influence of alcohol or drugs.
- Required to provide peer support following adverse incidents such as sudden and unexplained death, exposure to aggression and violence
- Frequent exposure to aggressive and abusive patients, relatives/carers, members of the public.
- Occasional exposure to severely challenging behavior in highly emotional circumstances e.g. holding patients against their will under the terms of the Mental Health Act, patients with learning disability aggravated by their mental illness.
- Exposure to and exploring the emotional issues intrinsic to mental health problems and illness.
- Frequent exposure to emotional distress when undertaking intimate and intrusive physical and psychological care and treatment.

13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

See Person Specification

14. STANDARD ELEMENTS

STANDARD ELEMENTS

Confidentiality

Comply with all approved NHSWI Policies and Procedures.

Comply with NHSWI Communication Strategy and Media Strategy.

This involves taking the necessary precautions when transmitting information only disclosing it to those who have the right and need to know it.

All personal health information is held under strict legal and ethical obligations of confidentiality.

NHS staff must follow guidance (NHS Code of Practice on Protecting Patient Confidentiality) before disclosing any patient information. All staff must respect confidentiality of all matters that they may learn relating to their employment, other members of staff, patients and their families.

Health and Safety:

Assist in maintaining own and others' health, safety and security.

This involves:

- a) Complying with Board health and safety policies, procedures and participating in mandatory training.
- b) Maintaining a safe working environment and reporting any issues of concern as appropriate.

NHS Western Isles attaches the greatest importance to the health and safety of its employees. It is the Board policy to do all that is reasonable to prevent personal injury and hazard to health by protecting staff and others including the public from foreseeable hazards compatible with the provision of proper services to patients. The Board expects its entire staff to take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions at work. More detailed information is given in departmental safety policies where appropriate.

Ensure own actions support equality, diversity and rights.

This involves:

- a) Acting in ways consistent with the Board's policies and procedures.
- b) Treating those you come into contact with equitably and with respect.
- c) Recognising the need for aids or adaptations.

15. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder's Signature:

Head of Department Signature:

Date:

Date:14.10.2024

NHS WESTERN ISLES - PERSON SPECIFICATION GUIDANCE

Job Title: RMN

Department: ACUTE PSYCHIATRIC UNIT (APU)

Location: WESTERN ISLES HOSPITAL

FACTOR	ESSENTIAL	DESIRABLE
EXPERIENCE	At least twelve months post registration experience within an acute psychiatric setting preferable, however consideration will be given to newly qualified applicants	
QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS	Current NMC registration on level 1 of the NMC register.	Further education in a related field of nursing. Degree in Mental Health Counselling skills accreditation CBT experience
KNOWLEDGE AND SKILLS	Good communication skills Group work skills Community Care Act Mental Health Act Working knowledge of mental health policies and procedures Risk Assessment Counselling Skills Clinical Governance within mental	Nurse Prescribing

	<p>health</p> <p>Willingness to train as Nurse Mentor to student nurses and as Nurse Preceptor to newly qualified nurses.</p> <p>Trained in Immediate Life Support (ILS) Moving and Handling, Control and Restraint and Breakaway.</p> <p>Keyboard Skills Infection Control and Health and Safety training</p>	
DISPOSITION	<p>Good interpersonal skills.</p> <p>Able to work independently and also as an effective team member.</p> <p>Pleasant disposition.</p> <p>Effective leadership skills.</p> <p>Ability to reflect analytically on ones own practice.</p>	<p>Sense of humour.</p> <p>Non-judgemental.</p>
OTHER	<p>Willing to rotate between day and night shifts.</p> <p>Will work in other ward areas when demand dictates.</p>	

A Place to Live

The quality of life in the Western Isles, particularly for those with families, is outstanding: a safe space to bring up children, stress-free commutes with jaw-dropping views, and the opportunity to stroll along our pristine beaches or explore our dramatic scenery on your days off.

Community spirit is at the heart of the Western Isles. It is close-knit and welcoming, residents are proud of the place where they live and are keen to support young and old. The islands have a strong cultural identity stemming from their distinctive history.

Although the islands are remote, you can still keep connected with the wider world. There are frequent transport links to the mainland via ferries and three island airports – Barra, Benbecula, and Stornoway. The Air Discount Scheme (cheaper flights for islanders) and Road Equivalent Tariff (subsidised ferry fares) ensure transport is affordable. High-speed internet is widely available and allows islanders to stay connected globally.

Local Primary and Secondary Schools provide high quality education with the opportunity to learn through the Gaelic language. There is a network of excellent sport and leisure facilities in the Western Isles with annual cultural festivals and venues with live entertainment.

Key worker housing can be applied for through Hebridean Housing Partnership.

Useful Information

cne-siar.gov.uk Comhairle nan Eilean Siar (Western Isles Council - for more information on Schools, leisure and culture)
visitouterhebrides.co.uk (for more information on our islands and what to see and do)

A Place to Work

NHS Western Isles employs over 1000 staff over a number of sites, including:

- Ospadal nan Eilean Siar (Western Isles Hospital), Stornoway
- Ospadal Uibhist agus Bharraigh (Uist and Barra Hospital), Benbecula
- St Brendan's Hospital, Barra
- A number of GP and Dental Practices across the island chain
- A variety of community-based health services

Being part of a smaller team with a flat management structure provides the opportunity to widen your experience and be involved in a range of planning and decision-making that you might not otherwise experience in a larger setting. Our patients are our community, and there is opportunity to contribute to multi-disciplinary and holistic care to patients and families across healthcare settings.

Support and development are central to NHS Western Isles' ethos, and this involves working in partnership with the University of the Highlands and Islands, NHS Education for Scotland, and other higher education institutions. Our Professional Practice and Learning team will support and advise you on your learning journey. Many opportunities can now be accessed remotely through online learning. Regular clinical training is available and scenario-based learning is available in our recently-installed sim lab.

The Western Isles has a range of employment opportunities in the public and private sector for those that are relocating as a family. Please contact us and we can direct you to vacancies that might be suitable.

All staff are valued equally and we welcome and encourage those from diverse backgrounds to come and work for us.



NHS WESTERN ISLES BENEFITS

Pay

The NHS pay system is known as Agenda for Change (AfC) which applies to all staff excluding medical, dental and executive level managers.

The benefits include a standard working week of 37 hours, with pay enhancements to reward weekends, nights and overtime working. This ranges from time plus 88% to time plus 30% depending on your pay band and shifts you work.

Distant Islands Allowance is paid to all staff who live in the Western Isles. This is currently £1,349 per year.

Annual Leave

Annual leave entitlement is 27 working days, rising to 29 working days after 5 years' service and 33 days after 10 years' service. In addition to this, you are entitled to 8 statutory public holidays every year.

Work-life balance

We understand that balancing work and home commitments can sometimes be difficult.

Our policies offer:

- Flexible working including home working
- Paid parental leave
- Paid carer leave
- Paid bereavement leave
- Occupational sick pay scheme

Wellbeing

We recognise that your mental and physical wellbeing is important and we aim to support you in the workplace.

We have a 24-hour confidential helpline to support you and your family through any of life's issues or problems. This includes counselling, family issues, bereavement, financial wellbeing, relationship advice, legal information and more.

NHS Pension Scheme

All new employees will automatically be enrolled in the NHS Pension Scheme, or if you are an existing member your membership will continue.

Key features

- Benefits accrued on a Career Average Revalued Earnings (CARE) basis.
- Normal pension age the same as your State Pension Age.
- Pension accrual rate of 1/54th of pensionable earnings each year.
- Valuable death benefits for your dependents.
- Option to take part of your pension and continue working.

Further information on the benefits of the scheme, can be found at sppa.gov.uk.

Travel & Transport

We participate in the Cycle to Work scheme, enabling you the opportunity to buy a bike tax-free.

Those who need to travel a lot for work will be eligible for a leased car.

Right to Work in the United Kingdom

We will support those that are eligible for a certificate of sponsorship to apply for a work visa. Candidates who require a Certificate of Sponsorship can access further information on the UK Border Agency's new points based system that now governs the way individuals from outside the EEA can work in the UK at bia.homeoffice.gov.uk.

