

Profile Label:

**Nurse (Mental Health)**

Current Job Titles:

**Staff Nurse, Mental Health Nurse, RMN**

Job Statement:

1. Assesses mental health patients/ clients, plans & implements care; maintains associated records
2. Carries out nursing procedures
3. Provides supervision to other staff, students

Factor	Relevant Job Information	JE Level
<b>1.Communication &amp; Relationship Skills</b>	<b>Provide &amp; receive complex, sensitive information; barriers to understanding</b> Communicates sensitive information concerning patient's mental health condition, requires persuasive, reassurance skills; some patients have special needs/learning disabilities	4 (a)
<b>2.Knowledge, Training &amp; Experience</b>	<b>Expertise within a discipline, underpinned by theory</b> Professional/clinical knowledge acquired through training to degree/diploma level	5
<b>3.Analytical &amp; Judgemental Skills</b>	<b>Range of facts, situations requiring analysis, comparison of range of options</b> Judgements on problems requiring investigation, analysis e.g. assessment of patient/client condition	3
<b>4.Planning &amp; Organisational Skills</b>	<b>Plan, organise straightforward activities, some ongoing</b> Organises own time, may organise that of junior staff and learners	2
<b>5.Physical Skills</b>	<b>Developed physical skills, manipulation of objects, people, narrow margins for error/ highly developed physical skills, accuracy important, manipulation of fine tools, materials</b> Restraint of patients/ clients using approved techniques; dexterity and accuracy required for e.g. intravenous injections	3(a)(b)
<b>6.Responsibility for Patient/Client Care</b>	<b>Develop programmes of care, care packages</b> Assesses, develops, implements, evaluates mental health nursing care programmes	5(a)
<b>7.Responsibility for Policy/Service Development</b>	<b>Follow policies in own role, may be required to comment</b> Follows policies, makes comments on proposals for change	1
<b>8.Responsibility for Financial &amp; Physical Resources</b>	<b>Personal duty of care in relation to equipment, resources / handle cash, valuables; maintain stock control; authorised signatory, small payments</b> Personal duty of care / handles patients valuables; orders supplies when necessary; signs agency time sheets	1-2(a)(c)(d)
<b>9.Responsibility for Human Resources</b>	<b>Day to day supervision; professional/ clinical supervision</b> Allocates, checks work of staff on ward; clinical supervision of junior staff	2(a) (b)
<b>10.Responsibility for Information Resources</b>	<b>Record personally generated information</b> Maintains patient/ client records	1
<b>11.Responsibility for Research &amp; Development</b>	<b>Undertakes surveys or audits, as necessary to own work/ regularly undertakes R&amp;D activity; clinical trials</b> Undertakes R&D activity, clinical trials	1-2(a)(b)
<b>12.Freedom to Act</b>	<b>Clearly defined occupational policies, work is managed rather than supervised</b> Works within codes of practice and professional guidelines	3
<b>13.Physical Effort</b>	<b>Frequent sitting or standing in a restricted position/ occasional/frequent moderate effort for several short periods</b> Walks, stands for most of shift/ pushes, pulls trolleys & other equipment, manoeuvres patients/ clients	2(a)/ 3(c)/ 4(b)
<b>14.Mental Effort</b>	<b>Frequent concentration, work pattern unpredictable</b> Concentration on patient/ client observations, unpredictable patient behaviour	3(a)
<b>15.Emotional Effort</b>	<b>Occasional/ frequent distressing / highly distressing circumstances</b> Deals with distressed relatives, care of terminally ill/ deals with patient/client behaviour	2-3(a) (b)-4 (b)
<b>16.Working Conditions</b>	<b>Frequent unpleasant, occasional/frequent highly unpleasant conditions</b> Verbal aggression; body fluids	3(a) (b)- 4 (b)
<b>JE Score/Band</b>	<b>JE Score: 345-390</b>	<b>Band 5</b>