

Job Description

Registered Nurse

Location(s):	<p>Opportunities to work across one or more of the following:</p> <ul style="list-style-type: none"> • HMP Eastwood Park – GL12 8DB • HMP Bristol – BS7 8PS • HMP Ashfield – BS16 9QJ
Reports to:	Team Leader
Hours / Working Pattern:	Negotiable (part-time or full-time)
Start Date:	ASAP
Salary Range:	Negotiable based on skills and experience. Comparable to NHS AfC Band 5-6
Annual Leave:	28 days per annum plus statutory bank holidays (pro rata if part-time)
Other:	<p>NHS Pension Scheme</p> <p>Option to join Bank Worker pool</p>

1. Job Summary

The role of Registered Nurse is to work as part of a multi-disciplinary team in providing holistic physical healthcare to the patient population within the specified prison(s) establishment. The post holder will work as part of the wider InspireBetterHealth team.

The post holder will be part of the team providing physical health services, including primary care, urgent care and substance misuse. The role offers variety, training, development and progression opportunities, tailored to individual needs and preferences. Training, mentoring and supervision will be available to support the post holder in broadening their understanding of and confidence within the prison setting.

The role will involve working closely with a range of healthcare professionals and colleagues from different organisations. The success of this role relies on excellent clinical skills, strong communication, teamwork and a willingness to be flexible and to adapt.

The role includes access to highly sensitive information and the post holder should, therefore, ensure that they conduct their work with the strictest confidence and comply with information governance, data protection and record keeping policies at all times.

2. Key Result Areas

Please note: not all key result areas will apply to all prison sites.

General key result areas:

- Act as an autonomous practitioner, assessing patient's physical, social and psychological needs to develop a holistic health care plan, working in collaboration with other InspireBetterHealth colleagues.
- Ensure adherence to Health and Justice Indicators of Performance/Her Majesty's Inspector of Prisons and CQC expectations.
- Ensure that all patient care is delivered in a clinically effective and timely way, in line with the establishment's health needs.
- Maintain record keeping competencies and patient confidentiality, in accordance with Hanham Secure Health and Prison Service policies and the Nursing and Midwifery Code of Conduct.
- Initiate and contribute to strategies designed to promote and improve health and prevent disease, working proactively and collaborating with other agencies.
- Demonstrate awareness of wider issues affecting the prison population, e.g. mental illness, alcohol and drug dependencies, together with strategies and support mechanisms to address these.
- Identify issues pertinent to the patient groups served and advocate on their behalf to promote health and well-being.
- The post holder must also be able to maintain good relationships with colleagues and work effectively as part of a team.
- Timely and accurate completion of HSH and HMPS incident reporting tools.
- Demonstrate diplomacy and be able to deal with staff and patients in such a way as to avoid conflict.
- Be aware of the limitations of own competencies and undertake further education and development to enhance these.
- Ensure participation of self and team in clinical supervision ensuring that practice is maintained at a high level and is evaluated utilising a variety of mechanisms
- Ensure appropriate and timely liaison with all clinical and HMPS staff involved in an individual's care.
- Supervise and support junior or unregistered staff in the process of care delivery.
- Undertake performance development reviews in line with HR policies to facilitate effective learning experiences and achieve objectives.
- Facilitate effective learning experiences for junior members of staff and students through mentorship and clinical supervision.
- To treat all patients as individuals, respecting their privacy and dignity at all times.
- Support patients in to manage their own health.
- Facilitate change in practice that will improve clinical outcomes and meet the needs of patients consistent with national standards and current research/evidence.
- Demonstrate awareness and application of clinical governance with particular attention to clinically effective practice, clinical audit and risk management.
- Participate in the recognising ethical and legal issues which have implications for nursing practice and take the appropriate action.
- To be aware and act upon, when necessary procedures that are in place to protect vulnerable individuals.
- Responsible for self and team to be competent in the use of electronic medical records management systems.
- General administrative skills-effectively carry out administrative tasks associated with the administrative systems.
- Such other duties as appropriate to the needs of the organisation, as agreed between the post holder and their

line manager.

- In light of the changing needs in secure healthcare, this job description could be subject to change in the future.

Specific tasks and responsibilities will be discussed and agreed with the post-holder during the recruitment and induction process. The below is a non-exhaustive list of key result areas that may form part of the post-holder's role, depending on qualifications, skills and experience:

- To support in the delivery of a range of prescribed treatment programmes and/or interventions to support all patients within the Substance Misuse Team under the supervision of the team leader.
- To support in the delivery of the nurse-led 'see and treat' process to assess patients and determine the appropriate treatment and referral where necessary. Nurse-led services include:
 - Long Term Conditions
 - Pre-release Clinic
 - General Health Assessments
 - Acute assessment of injury and illness
 - Blood Borne Viruses
 - Wound management
 - Undertake comprehensive nursing assessment of the individual's needs including risk assessments
 - Administer medicine within NMC guidelines to ensure safe practice.
- Identify and manage incidents of acute injury and refer to planned care team if follow up is required.
- Undertake Triage to determine clinical priorities if more than 1 patient requires treatment.
- To participate in the delivery of care within the Minor Injuries clinic under the supervision of the team leader.
- To observe and treat those patients that have been referred to the Observation Unit under the supervision of the team leader.
- To complete the initial Reception screen for all new prisoners and those returning from court, including those that have had a change in circumstance.
- To support the team leader in running the service and deputising for the team leader in their absence.
- Undertake comprehensive nursing assessment of the individual's service user needs including risk assessments.
- Administer medicine within NMC or HCPC guidelines to ensure safe practice.
- Work rotational shifts – including night shifts.
- Identify and manage incidents of self-harm and suicide and act in accordance with relevant policy and process.

3. Health & Safety

It is the responsibility of all employees to work with managers to achieve a healthy and safe environment, and to take reasonable care of themselves and others. Specific individual responsibilities for health and safety will be outlined under key responsibilities for the post.

4. Equality & Diversity

It is the responsibility of all employees to support the Hanham Secure Health Ltd vision of promoting a positive approach to diversity and equality of opportunity, to eliminate discrimination and disadvantage in service delivery

and employment, and to manage, support or comply through the implementation of the organisation's equality and diversity strategies and policies.

5. Information Governance

As an employee, you will have access to information that is sensitive to either an individual or to the organisation and you are reminded that, in accordance with the requirements of Information Governance, NHS Code of Confidentiality, General Data Protection Regulation, Data Protection Act 2018 and also the terms and conditions in your contract of employment, you have a duty to process this information judiciously and lawfully; failure to do so may result in disciplinary action.

6. Rehabilitation of Offenders Act 1974

This post is subject to an exception order under the provisions of the Rehabilitation of Offenders Act 1974. This stipulates that all previous convictions, including those that are 'spent' must be declared. Previous convictions will not necessarily preclude an individual from employment within Hanham Secure Health Ltd but must be declared in writing at the appropriate stage during the recruitment process.

7. Performance Appraisal, Training & Personal Development

The organisation is committed to providing a high-quality service through the effective management and development of its employees. The Performance Appraisal and Personal Development Planning process ensures that the organisation is able to achieve its key aims of commissioning and delivering cost effective, high quality and responsive healthcare, whilst enabling employees to understand how the outcome of their contribution fits within these overall aims. All staff will be expected to participate fully in the Appraisal and Development process and comply with the relevant policy.

8. Organisational Policy & Staff Handbook

The post is subject to the organisation's policies and staff handbook – copies of which can be provided by the relevant line manager.

9. Additional Information

Please note that the successful candidate will be directly employed by Hanham Secure Health Limited.

Further information about Hanham Secure Health Ltd and the Hanham Health GP Partnership can be found at:

www.hanhamsecurehealth.co.uk and www.hanhamhealth.co.uk

Further information about the advertised post can be requested from Hanham Secure Health management team - bnssg.l81079.hshenquiries@nhs.net or 0117 958 2516