

# Job Description

## Registered General Nurse (RGN)

<b>Location:</b>	HMP Bristol, 19 Cambridge Road, Bristol, BS7 8PS
<b>Reports to:</b>	Clinical Nurse Manager
<b>Hours:</b>	Full-time and part-time hours available
<b>Working Pattern:</b>	This is a 24/7 healthcare provision and working pattern is determined on a rotational shift basis, which includes days and nights. Set working patterns may be agreeable depending on the needs of the individual and of the service.
<b>Start Date:</b>	ASAP
<b>Salary:</b>	£26,000.00 - £36,000.00 depending on grade, experience and qualifications
<b>Annual Leave:</b>	27 days per annum plus statutory bank holidays, pro rata
<b>Other:</b>	NHS Pension Scheme

### 1. Job Summary

The role of Registered General Nurse is to work as part of a multi-disciplinary team in providing holistic physical healthcare to the male patient population at HM Prison Bristol. The post holder will work as part of the wider InspireBetterHealth team.

The post holder will work across the physical health service, which encompasses planned care, urgent care and substance misuse support. 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 post holder will be given the opportunity to express an interest in their preferred area of the healthcare service and to focus training, development and skills within that area.

The role will involve working closely with a range of healthcare professionals and colleagues from different organisations. The post holder will also be given the opportunity to work, from time to time, within one of three General Practice surgeries in order to maintain and develop competencies within a broader patient demographic. There is also opportunity to visit and/or work at the Organisation's other secure establishments, including male prison establishments, children's secure units and a mental health unit.

The success of this role relies on good clinical skills, effective 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. Organisation Chart / Accountability

See Appendix 1

## 3. Key Result Areas

### The post holder will demonstrate:

- » A strong commitment to the delivery of quality and safe healthcare
- » A warm, person-centred approach to care
- » Respect for the privacy and dignity of all patients and colleagues at all times
- » Honesty, decency and probity at all times
- » Competence and confidence in autonomous working, critical thinking and evidence based clinical decision making
- » An interest in working within a busy, challenging and changing environment
- » An ability to build and maintain good relationships with colleagues and to work effectively as part of a team
- » Diplomacy and an ability to avoid and manage conflict
- » Awareness of wider issues/factors affecting the patient group within the prison
- » Awareness of clinical governance and its application, with particular attention to clinically effective practice, clinical audit and risk management
- » Awareness of up-to-date Safeguarding policies and procedures for adults and children
- » A strong understanding of and adherence to the Care Quality Commission (CQC) key lines of enquiry
- » Awareness of and adherence to national and local key performance indicators, including the Health and Justice Indicators of Performance (HJIPs)
- » Awareness of the limitations of own competencies and a willingness to undertake further learning and development to enhance these
- » A strong understanding of and adherence to Data Protection, Information Governance and Confidentiality regulations, in accordance with national legislation, local policy and the Nursing and Midwifery Council (NMC) Code of Conduct
- » Promotion and support of multidisciplinary and interagency working throughout the delivery of healthcare, understanding the contribution of others in the wider prison system
- » Strong record keeping competencies and compliance with local record keeping policy
- » Understanding of and compliance with prison orders, procedure, instructions and security requirements

### The post holder will:

- » Maintain professional registration in line with NMC requirements
- » Work under the direction of senior staff to deliver and constantly strive to improve healthcare services
- » Support in the delivery of the nurse-led services including:
  - ✿ Attendance in the event of a medical emergency
  - ✿ Basic life support
  - ✿ Assessment of acute injury and/or illness
  - ✿ Wound management
  - ✿ Long-term condition management
  - ✿ NHS health checks
  - ✿ Release planning
  - ✿ Screening, vaccination and immunisation
- » Assess patients and determine the appropriate treatment and referral, where necessary
- » Undertake comprehensive nursing assessment of the individual's needs including risk assessments
- » Administer medicine within NMC guidelines to ensure safe practice
- » Work with the Safer Custody team to provide extra support for patients assessed as being at risk from deliberate self-harm / suicide

- » Support in the delivery of a range of prescribed treatment programmes and/or interventions to support patients on the substance misuse caseload; appropriate training will be provided
- » Assist the senior staff in the development, implementation and review of policies, protocols and standard operating procedures
- » Initiate and contribute to strategies designed to promote and improve health and prevent disease, working proactively and collaborating with other agencies
- » Identify issues pertinent to the patient group and advocate on their behalf to promote health and well-being
- » Participate in patient feedback processes to support improvement in healthcare services
- » Initiate and participate in clinical audit to ensure compliance
- » Ensure that all patient care is delivered in a clinically effective and timely way, in line with the establishment's health needs
- » Participate in clinical supervision and continual performance development reviews to ensure high quality nursing care
- » Participate in providing emotional support and debriefing colleagues following incidents and emergencies
- » Participate in the process of positively supporting and inspiring colleagues within the service to improve standards and quality and to develop professional practice
- » Participate in the recognising ethical and legal issues which have implications for nursing practice and take the appropriate action
- » Be aware and act upon, when necessary, procedures that are in place to protect vulnerable individuals
- » Inform senior staff of all incidents and report any incidents as per organisation's policy
- » Respond to any situation or circumstance that might indicate a threat to security of the establishment or to the safety of an individual, completing clinical incident, prison security IR
- » Promote effective links with health and related services in the community to ensure continuity of care as appropriate
- » Undertake 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.**

#### 4. 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.

#### 5. 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.

#### 6. 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.

## **7. 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.

## **8. 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.

## **9. 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.

## **10. Additional Information**

### **About HMP Bristol:**

HMP Bristol is a closed male prison that holds both remand and sentenced men aged 18 and over.

It has a capacity of approximately 485 offenders.

Bristol has a number of units housing men with complex health and well-being needs.

Further information about Hanham Secure Health Ltd can be found at: [www.hanhamsecurehealth.co.uk](http://www.hanhamsecurehealth.co.uk)

Further information about the advertised post can be requested from Hanham Secure Health management team - [bnssg.l81079.hshenquiries@nhs.net](mailto:bnssg.l81079.hshenquiries@nhs.net)

# Appendix 1 – Organisation Chart / Accountability

