

2032/15

**OXLEAS NHS FOUNDATION TRUST
JOB DESCRIPTION**

JOB TITLE:	Mental Health Nurse
GRADE:	Band 5 RMN
DIRECTORATE:	Prisons & Forensic Directorate
HOURS OF WORK:	37.5 hours
RESPONSIBLE TO:	Head of Healthcare
ACCOUNTABLE TO:	Mental Health Managers

LIAISES WITH: Her Majesty's Prison Services and Prison senior management teams & staff. NHS professionals: police, courts, probation, CPS, social care services and other statutory and non-statutory agencies involved with care and aftercare supervision. General and court mental health liaison teams, forensic mental health services & Community mental Health teams

OVERALL AIMS & OBJECTIVES

- To provide quality mental health assessment and screening for offenders as part of the health screening.
- Triage offenders within an identified time frame.
- Provide emergency support.
- Medication Management.
- Good documentation and communication
- Able to support and facilitate mental health groups with other mental health professionals.
- Attend ACCT reviews

Overview of the Post

To work under the direction of senior staff to deliver and constantly strive to improve the offender healthcare services

To provide mental health care based on the principles of timely, comprehensive assessment and evidence-based practice.

To reduce or mitigate the effects of unhealthy or high-risk behaviors (ACCT).

To promote effective links with health and related services in the community to ensure continuity of care as appropriate (Care program Approach, CPA)

DIMENSIONS OF POST

To provide specialist mental healthcare to offenders and to work as part of the Mental Health In-Reach Team and wider mental health services.

JOB PURPOSE

To provide mental health nursing care to offenders. This will require liaison with HMP prison and senior managers and staff probation services, education staff, security personnel, and external NHS providers both in primary and secondary care, and visiting specialists when required.

To support senior staff in the development of high-quality mental health care through the effective assessment, development and implementation programmes. To assess care needs and provide high quality nursing care as a member of a multi-disciplinary team for offenders who have mental health care needs utilising the CPA processes and risk assessment & care planning.

To maintain accurate, legible records of care provided based upon the CPA care plan process, incorporating relevant communication and liaison with other care providers and the wider prison establishment

To promote the overall health and wellbeing of the offender population using evidence-based practice.

PRINCIPLE RESPONSIBILITIES

Under the direction of senior staff, be responsible for the delivery of appropriate, high-quality psycho-social nursing care to a defined caseload of offenders utilising evidence-based practice and psychological interventions.

To enable the offender towards discharge from in-patient services, recovery and self-care.

To ensure high quality nursing care through continual professional development and clinical supervision.

To ensure offenders identified with mental health needs are assessed and where necessary appropriate referrals are made to other appropriate agencies in a timely way

To open, review and participate in reviews of individuals being managed under the Assessment, Care in Custody and Teamwork, (ACCT framework), in particular where the offender is known to mental health services and are considered particularly a risk due to suicide or self harm,

When directed, act as an advocate and be able to challenge others when necessary.

Attend internal and external meetings concerning the care of the offenders as directed.

CLINICAL ROLE AND RESPONSIBILITIES

Practice under direction and demonstrate evidence based clinical decision-making, including risk assessment and care planning.

To participate in the process of positively supporting and inspiring colleagues within the service to improve standards and quality and to develop professional practice.

The post holder will be responsible for assessing, delivering and evaluating the effectiveness of nursing care for defined offender groups.

Implement and evaluate care delivery for offenders with mental health or nursing needs, as delegated by senior staff.

Have an understanding of partner organisations and is able to work collaboratively and coordinate their role in the delivery of individualised care.

Develop areas of special interest supported by senior practitioners and in keeping with professional development and individual appraisal plans.

Attendance and participation in effective care co-ordination and the single point referral process.

Monitor offenders prescribed treatments and administer medications as required in keeping with Medicines Management policies and protocols.

Engage in supporting offenders to address their own health issues, actively participating in health promotion.

LEADERSHIP REQUIREMENTS

To participate in the process of positively supporting and inspiring colleagues within the service to improve standards and quality and to develop professional practice.

Acts as an advocate and champion for offenders.

Act as a role model to team members and students so that offenders receive best practice care at all times.

SERVICE DEVELOPMENT REQUIREMENTS

Under the direction of senior staff ensure that all nursing activity provided by the team directly reflects the trust and service's core objectives of health promotion, supported self care and condition management.

As directed support and implement practice development, improvement and service modernization initiatives.

CLINICAL GOVERNANCE AND QUALITY

Main comprehensive and timely electronic clinical records at all times

As directed participate in any aspect of the integrated clinical governance arrangements and plans.

Support the implementation of any initiatives to improve quality

Inform senior staff of all incidents and report any incidents as per trust and prison policy.

Participate in patient satisfaction reporting to improve patient care.

To maintain your personal professional registration in line with NMC requirements.

Comply and participate in the collection of activity and data required for auditing purposes as required.

Contribute as required to investigations relating to serious untoward incidents, complaints and allegations as requested by relevant persons.

EDUCATION AND TRAINING REQUIREMENTS

Work with the senior staff to ensure achievement of your own personal development plan and participate in own clinical supervision.

To maintain and update relevant knowledge and skills and to maintain a professional portfolio participating in both mandatory and professional training as appropriate.

Maintain up to date knowledge and competence in line with professional and service requirements and demonstrate critical thinking, decision making and reflective skills to ensure own professional development.

As directed create an environment in which learning and practice development is fostered, evaluated and disseminated.

Facilitate effective learning within the area of practice for all students.

Develop a pro-active relationship with individual students that enables challenge and honesty.

COMMUNICATION/ RELATIONSHIP REQUIREMENTS

Work with other professional and statutory groups involved in care management to:

Communicate with the multi-disciplinary team to provide best outcomes for all offenders.

To contribute to HMPS and NHS procedures through responding and completing procedural documents as required.

Demonstrate knowledge of information technology application and use such knowledge as appropriate in line with trust and prison policies.

CUSTODIAL RESPONSIBILITIES

Assume personal responsibility for the security of issued keys.

Understand and comply with prison orders, procedures and instructions in your area of work.

Comply with all security requirements.

Respond to any situation or circumstance that might indicate a threat to security of the establishment or to the safety of an individual, completing Incident, Security, Injury or other reports as appropriate.

Report breaches of order and discipline including reporting and recording untoward incidents according to local protocol.

Use breakaway techniques in situations where your personal safety is at risk.

Contribute to effective risk assessment and management procedures.

Professional

To ensure registration with the NMC is maintained at all times.

Adhere to the NMC Code of Conduct.

To assist in the identification of unmet need

To remain informed about new legislation, guidance, national initiatives, research and departmental developments, so as to contribute to ones own and others learning.

To positively promote best practice within the team and across the service, in the management of offenders with enduring mental health problems and offenders in crisis.

Research & Quality

Participate in research, audit and clinical governance projects, as required

Demonstrate the ability to initiate and maintain positive change within own and other areas.

Communication

Establish and maintain communication with people, both internally and externally to OXLEAS NHS FOUNDATION TRUST

To ensure effective communication with the designated care co-ordinator, on routine and operational matters.

Reporting on care delivery and documenting it in a timely manner and acceptable format.

Our values are;

We're Kind, We show consideration, concern and thoughtfulness towards everyone.

We're Fair, We embrace difference, treat everyone with respect and we promote diversity, equity and inclusion.

We Listen: We always seek to understand, learn, and improve.

We Care: We work together and innovate to put the patient at the heart of everything we do.

Terms and Conditions

The post holder is subject to the terms and conditions of OXLEAS NHS FOUNDATION TRUST.

This Job description gives an outline of the post and is subject to review in consultation with the post holder.

Confidentiality

The Post holder must maintain the confidentiality of information about patients, staff and other health service business in accordance with Trust Policy.

Risk Management

The Post holder will ensure compliance with the Trust's risk management policies and procedures. These describe the Trust's commitment to risk management, the recognition that our aim is to protect patients, staff and visitors from harm and stress and that all staff have a responsibility to minimise risk.

Infection Control

All staff are required to be familiar with the Trusts infection control policies, and national guidance in relation to infection control. All staff whose normal duties are directly or indirectly concerned with patient care must ensure that they complete mandatory infection control training and are compliant with all measures known to be effective in reducing Healthcare Associated Infections.

Equality, Diversity and Human Rights

The Post holder will treat all colleagues, service users, carers and members of the public with respect and dignity regardless of their gender, age, race, religious beliefs, religion, nationality, ethnic origin, social background, sexual orientation, marital status, disability, HIV/Aids status, criminal background and Trade Union status. The Trust has a Policy for Equality and Human Rights and it is the responsibility of all staff to ensure that this is implemented.

Health & Safety

All staff must be aware of the responsibility placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients and visitors.

Professional and NHS Codes of Conduct

You are required to act at all times in accordance with the relevant professional

Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the 'Code of Conduct for NHS Managers' and 'Standards of Business Conduct for NHS Staff'.

Safeguarding

It is the responsibility of all staff to safeguard and protect children and adults at risk at all times and staff must report any concerns as per the Safeguarding Children and Safeguarding Adults policies, which are available on the Trust's intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.

Financial Management and Control of Resources

All staff are responsible for the security and the property of the Trust, avoiding loss or damage and being economical and efficient in the use of resources. Staff are required to act in accordance with the rules and regulations as described in the Trust's Policy relating to the Financial Management and Control of Resources'.

Customer Care

It is the aim of the Trust to provide patients and clients with the best possible care. All staff are required to put the patient/client first and do their utmost to meet requests and needs courteously and efficiently.

Personal/Professional Development Planning/Mandatory Training

All staff should have a personal development plan and in conjunction with their manager, should actively determine and pursue agreed training and development needs and opportunities. All staff are required to attend mandatory training as designated by the Trust.

No Smoking

Oxleas NHS Foundation Trust has a no smoking policy. Staff are not permitted to smoke within or on Trust premises.

Signed by Line Manager

Signed by post holder

Date

Date

Print Name

Print Name

**OXLEAS NHS FOUNDATION TRUST
PERSON SPECIFICATION**

TITLE: RMN, Primary Care Mental Health Nurse

DEPARTMENT: Kent Prisons

BAND: Band 5

	ESSENTIAL	HOW TESTED
TRAINING AND QUALIFICATIONS	<p>Register Mental Health Nurse (RMN)</p> <p>Willing to evidence & participate in appropriate continual professional development.</p>	<p>Application form and Interview</p>
EXPERIENCE	<p>Understanding and or experience secure environments (prisons or forensic services) - desirable.</p>	<p>Application form and Interview</p>
SKILLS	<p>An ability to assess risk and care-plan effectively</p> <p>An understanding of the 1983 Mental Health Act and subsequent mental health legislation as they pertain to nursing.</p> <p>Ability to present information both written and oral form and communicate this effectively.</p> <p>Ability to demonstrate the safe and effective assessment, triage and care planning & interventions for complex cases.</p> <p>Ability to work in a rapidly changing, challenging and complex environment.</p>	<p>Interview and references</p>

	<p>Communicate complex and Sensitive information effectively to patients, carers/families and all members of the multidisciplinary team.</p> <p>Strong Computer and IT skills.</p>	
<p>Physical Effort</p> <p>Emotional Effort</p> <p>Working Conditions</p>	<p>Day to day contact with offenders</p> <p>Ability to manage complex & challenging behaviour</p> <p>Manual handling</p> <p>Use of approved Breakaway techniques</p> <p>Ability to manage complex & challenging behaviour</p> <p>Ability to work in a challenging and changing environment</p> <p>Ability to work in a closed, secure and restrictive environment</p>	
OTHER	<p>Ability to work in a challenging secure environment, and adhere to all security requirements of the prison.</p> <p>Knowledge of relevant legislation, national initiatives and guidance, and of own professional code of, role and responsibilities.</p> <p>Demonstrate a knowledge of criminal justice system</p> <p>Demonstrate a knowledge of Prison Service objectives and principles and how they may affect you own work.</p>	