
JOB DESCRIPTION

DATE: July 2022**REF NO:** MH008

JOB DETAILS**JOB TITLE:** Senior Community Mental Health Nurse in Complex Psychosis**BAND:** 6**HOURS:** 37.5 hours**DEPARTMENT:** Community Adult Mental Health – Rehabilitation Pathway**LOCATION:** Shropshire, Telford & Wrekin**REPORTS TO:** Operational Lead**ACCOUNTABLE TO:** Service Manager**RESPONSIBLE FOR:**

1. Working in the community mental health rehabilitation pathway
2. Delivering a high quality clinical service to patients and their families.
3. Managing a complex caseload and responsible for clinical and caseload supervision of other team members where identified.
4. The post holder will be responsible for providing the nursing process to patients under the rehabilitation pathway.
5. Delivering nursing interventions, in accordance with an agreed care plan, to an identified group of people experiencing complex severe and enduring mental health related difficulties.

WORKING RELATIONSHIPS**INTERNAL:** Multi-disciplinary team members, rehabilitation mental health pathway team members, professionals from other services within the Trust**EXTERNAL:** Patients, carers, relatives, local authority, other healthcare providers including high dependency rehabilitation unit, statutory bodies, housing providers, voluntary sector, employment specialists, Higher Education Institutes/Further Education.

JOB PURPOSE

The post holder will be responsible for holding a caseload of service users with complex severe and enduring mental health diagnoses following the Care Review Process, and for delivering the nursing process and required interventions to support the patients' recovery.

The post holder will be responsible for undertaking clinical assessments in order to establish the person's needs, goals, risks and strengths in order to generate a formulation based care plan agreed with all involved. They will be responsible for delivering nursing interventions, in accordance with an agreed care plan, to an identified group of people experiencing complex mental health related difficulties in accordance with the scope of the pathway.

The post holder will also be expected to be available for consultation, support and clinical supervision to other health professionals working within the Community Mental Health Rehabilitation Pathway, and other areas of the Trust where identified as appropriate.

ORGANISATIONAL STRUCTURE



KEY RESPONSIBILITIES

Main duties and responsibilities

- Take responsibility for the management of a complex caseload, including specialist assessment (within service specification), care planning in conjunction with service user and carer, evaluation of individual treatment plans (Care Review Process).
- Responsible for participating in the setting of quality standards, including the auditing, monitoring and reviewing of practice in line with current clinical guidance practice and policy.
- Administer medication, complying with relevant Trust procedures and NMC Guidance.
- Assess patient's individual care needs, develop, implement and evaluate programmes of care.
- Deliver a range of interventions in accordance with the agreed plan of care and Pathway guidance including; pharmacological and psychologically informed interventions.
- Complete and contribute, where appropriate to robust risk assessments and risk management plans. Deliver and promote positive risk taking, where appropriate, to improve quality of life and maximise occupational performance/independence.

- Maintain an effective reporting system by observing and reporting verbally and in writing on patient conditions.
- Utilise agreed outcome measures to review the effectiveness of interventions, as part of the care planning and evaluation process.
- Participate in the development of the service to ensure clinical governance processes are actively implemented at team level.
- Assist in ensuring that the aims and objectives of the service (as set by the operational lead) are fulfilled and to identify factors which may inhibit these from being achieved.
- The post holder will be required to work within the NMC Code of Practice and professional guidelines.
- Maintain an up-to-date level of professional competence within the specific environment.
- Assist in the implementation of evidence-based nursing practice and participate in research and other projects as required.

NB. Due to this being an emerging service from 2022, this is not an exhaustive list and may be subject to change and role will be reviewed in line with the maturing service needs

Research and Service Development

- Identify and highlight to the Operational Lead relevant issues in relation to the needs for people and their carers; assessed using best practice evidence, in order that these are reflected in service planning, development and future provision.
- Develop efficient and relevant health promotion activities to promote health education and ensure that preventative approaches and interventions are used to maintain independence.
- Actively engage in the organisations clinical governance initiatives, for example to participate and lead in audit, clinical supervision and bringing critically evaluated evidence and research into practice.
- Participate and lead on research within area of clinical expertise where possible to raise understanding and awareness of the benefits of Mental Health Nursing.
- Participate in the development of the service to ensure clinical governance processes are actively implemented at team level.

Human Resources and Training

- As required, supervise junior staff; provide clinical advice/supervision support, leadership and professional supervision, in line with Trust Policies.
- Support in the provision of formal and informal training of pre/post registration students, staff members, carers and service users.
- Participate in staff appraisal and performance reviews as identified.
- To participate, when required, in the recruitment, selection and induction of junior/support staff.
- Provide a learning environment to support students (multidisciplinary) undergoing training and assist new and junior members of staff, peers and other disciplines to develop professional competence.
- Lead on the development and delivery of specialist Mental Health Nursing education and training to: clients, carers, families' staff, students and other relevant organisations.
- Promote mental health education to reduce stigma within the community and support relatives of sufferers of all types of Mental illness.

Systems and equipment

- Maintain timely data collection and regular inputting of information through the use of data collection systems e.g. daily diaries/RIO, Safeguard, ensuring that confidentiality is maintained at all times in accordance with legislation and Trust policy.
- Return accurate Mental Health Minimum Data Set (MHMDS) data to Planning and Information Department as required. Ensure all key targets are met and entered on the computer system as per Trust policy.
- To work in partnership with other service providers to access and provide equipment and opportunities for service users to maximise functioning where possible.
- Responsible for ensuring actions are carried out where safety alerts are issued regarding equipment.

Decisions and judgements

- Undertake specialist nursing assessments of patients with complex mental health, physical health and social problems to ensure appropriate treatment support and management.
- Undertake a comprehensive and specialist nursing mental health assessment resulting in an individualised care plan.
- Facilitate the discharge or transfer of the patient to other services where appropriate.
- Ensure that practice is evidence-based paying particular attention to the Trusts guidelines, policies, protocols and pathways.
- Be available for individual supervision with agreed clinical supervisor in line with Trust policies.
- Implement, review and maintain Trust Policies and Procedures and propose changes to working practices within the ward area.

Communication and relationships

- Communicate sensitive diagnosis and treatment related information with patients, utilising highly developed communication skills to overcome barriers to understanding.
- Establish therapeutic relationships with service users, and implement evidence based therapeutic interventions with appropriate boundaries in accordance with professional code of conduct.
- Maintain good relationships with other independent providers within the rehabilitation model in order to drive forward good quality care that supports patient recovery
- Ensure that all members of the multi-disciplinary team, their colleagues, independent providers, service users and appropriate others are informed/updated of changes involving current care plans, progress, mental state and psychosocial factors in line with best practice.
- Communicate sensitive information to carers and relatives.
- Use a range of communication styles and channels as appropriate to the task.

General

- Responsible for the promotion of carer and service user involvement within the service and for its provision.
- Responsible for participation in the Trust appraisal process, identifying own/others mandatory professional, supervisory, personal development and training needs and in supporting the provision of induction, mentorship, appraisal and clinical supervision to colleagues as appropriate.
- Responsible for the effective utilisation of clinical/financial resources to ensure adequate clinical care is provided with a requirement that all incidents, which may compromise care, are reported immediately to a senior manager, and clinicians involved in their care as appropriate.

- Responsible for accessing and participating in clinical, managerial and caseload supervision.
- Responsible for understanding and meeting own professional responsibilities under
- Child Protection legislation and Adult Safeguarding policies.

Physical demands of the job

- *The post holder will be expected on a daily basis to implement highly developed physical skills pertinent to the area of specialism, for example, injection administration, manual handling, de-escalation skills and driving.*
- *Standard keyboard skills required for inputting data onto RiO.*

Most challenging/difficult parts of the job

- *The nature of the client group is such that the post holder will be required to concentrate when assessing / implementing programmes of care and will need to be able to address interruptions from other patients / staff as necessary.*
- *The post holder will be frequently exposed to emotional or distressing circumstances.*
- *The post holder will frequently be exposed to potential incidents of physical and non-physical assault.*

JOB STATEMENT**Infection Control**

Maintain an up to date awareness of the infection control precautions relevant to your area of work and implement these in practice. As a minimum, this must include hand hygiene, the use of personal protective equipment, the use and disposal of sharps and communicating the importance to patients, prison staff and other health care staff you are working with. Details of the precautions and sources of advice and support to assess and manage infection control risks are provided through mandatory training which all staff must attend at intervals defined in the Trust policy on mandatory training and can be found in the Trust's infection control policies and national guidance, such as that published by NICE.

Learning and Development

As an employee of the Trust, you have a responsibility to participate, promote and support others in undertaking learning and development activities. This includes a proactive approach to ensuring you meet the statutory/mandatory training requirements of your role, and engaging in Performance Development Conversation appraisal processes in line with Trust policy and guidance.

Health and Safety

As an employee of the trust you have a responsibility to abide by the safety practices and codes authorised by the trust. You have an equal responsibility with management, for maintaining safe working practices for the health and safety of yourself and others.

Constitution, Competence and Capability

As an employee of the Trust you have a responsibility to promote and abide by the rights and responsibilities outlined in the NHS Constitution. You are additionally expected to adhere to Organisational/National/Regulatory Codes of Practice relevant to the role you are employed to undertake. At all times it is expected that you will limit the scope of your practice to your acquired level of competence and capability.

Dignity at Work Statement

Midlands Partnership NHS Foundation Trust are committed to treating all of our staff with dignity and respect. You are responsible for behaving in a way that is consistent with the aims of our Equality and Diversity Policy. This includes not discriminating unfairly in any area of your work and not harassing or otherwise intimidating other members of staff.

Safeguarding Children and Vulnerable Adults

All Trust employees are required to act in such a way that at all times safeguards (and promotes) the health and well-being of children and vulnerable adults. Familiarisation with and adherence to Trust Safeguarding policies is an essential requirement of all employees as is participation in related mandatory/statutory training.