

Job Description

Post Title	Mental Health Nurse
Band	6
Directorate	Health and Justice
Location/Base	HMP Buckley Hall
Responsible to	Inreach Team Service Manager
Accountable to	Inreach Team Manager

Job Summary/Purpose

The post holder will assist in the delivery and development of effective, needs based, modern mental health services within the prison which achieve equivalence with health care services in the community. He/She should be expert in all areas of service delivery ensuring effective communication is maintained at all times. To be responsible and accountable for the effective management of the caseload. To effectively utilise nursing skills and resources to provide high quality service to all clients and carers (where appropriate in a secure setting). To be able to utilise enhanced mental health nursing skills with forensic clients who are difficult to assess and engage due to the environment and their presentation. To support a culture of learning and reflective practice for all staff, pre and post basic learners, including unregistered staff, providing a teaching role and acting as a named supervisor. To contribute to the Trust's Clinical Governance Strategy, Public Health Agenda and facilitate sharing of best practices. To effectively manage the team in the absence of the Mental health team manager.

Main Duties & Responsibilities

Heading	Duty/Responsibility
1	To develop planned programmes of care to promote health gains and maximise independence in all types of clients within the prison community.
2	To assess, deliver and evaluate planned programmes of care under the care programme approach and their carers (where appropriate in a prison setting).
3	Obtaining people's informed consent to the assessment prior to it starting and discussing the implications of the assessment on its completion
4	Practicing in accordance with the professional, ethical and legal framework for nursing
5	Identifying people's health and wellbeing and their needs through observation, discussion and the use of agreed assessment methods which you are competent to use and are within own scope of practice.
6	Interpreting all of the information available and making a justifiable assessment of people's health and wellbeing, related needs and their prognosis and risks to their health and wellbeing in the short and longer term.
7	To participate in health needs and assessment and profiling of the patient population.
8	Undertaking interventions consistent with evidence-based practice, transferring and applying knowledge and skills to meet client needs.
9	Evaluating the effectiveness of interventions in meeting prior agreed goals and making any necessary modifications.
10	Rigorously reviewing all aspects of the care plan and identifying when it is not addressing the clients needs and renegotiating the care plan to meet the client's needs.
11	Maintaining accurate and legible client notes in accordance with Trust and national professional policies and guidelines.

Trust Mandatory On-going Requirements - to be met by the candidate after commencing in post, these will not be assessed at the recruitment stage	<ul style="list-style-type: none"> • To undertake any other reasonable duty, when requested to do so by an appropriate Trust manager. • To understand and comply with all Trust policies, procedures, protocols and guidelines. • To understand the Trusts Strategic Goals and how you can support them. • To understand the need to safeguarding children and vulnerable adults and adhere to all principles in effective safeguarding. • To carry out all duties and responsibilities of the post in accordance with Equal Opportunities, Equality and Diversity and dignity in care/work policies and principles • To avoid unlawful discriminatory behaviour and actions when dealing with the colleagues, services users, members of the public and all stakeholders. • To access only information, where paper, electronic, or, in another media, which is authorised to you as part of the duties of your role. • Not to communicate to anyone or inside or outside the NHS, information relating to patients, services users, staff, contractors or any information of a commercially sensitive nature, unless done in the normal course of carrying out the duties of the post and with appropriate permission. • To maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately, appropriately and kept up to date. • To ensure their day to day activities embrace sustainability and reduce the impact upon the environment by minimising waste and maximising recycling; saving energy; minimising water usage and reporting electrical faults, water leakages or other environmental concerns to the facilities department or their line manager. • Take reasonable care of the health and safety of yourself and other persons • To contribute to the control of risk and to report any incident, accident or near miss • To protect service users, visitors and employees against the risk of acquiring health care associated infections. • To take responsibility for your own learning and development by recognising and taking advantage of all opportunities to learn in line with appraisal and supervision.
---	--

Further Information for Postholder(s)

This job description is not exhaustive, but is intended to give an overall picture of the role. Other duties within the general scope of the post may be required from time to time. The duties of the post and job description can be reviewed through the agreed process. All information obtained or held during the post-holders period of employment that relates to the business of the Trust and its service users and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust's discretion and in line with national rules on exemption.

All Trust sites have been designated a no smoking area. The post holder is therefore advised smoking is not permitted within the hospital premises or grounds or whilst representing the Trust in the course of their duty. While the Trust will not discriminate against employing smokers, all prospective employees should be aware of this policy

Person Specification

Post Title	Mental Health Nurse
Band	6
Directorate	Health and Justice
Location/Base	HMP Buckley Hall
Responsible to	Inreach Team Service Manager
Accountable to	Inreach Team Manager

Job Summary/Purpose

The post holder will assist in the delivery and development of effective, needs based, modern mental health services within the prison which achieve equivalence with health care services in the community. He/She should be expert in all areas of service delivery ensuring effective communication is maintained at all times. To be responsible and accountable for the effective management of the caseload. To effectively utilise nursing skills and resources to provide high quality service to all clients and carers (where appropriate in a secure setting). To be able to utilise enhanced mental health nursing skills with forensic clients who are difficult to assess and engage due to the environment and their presentation. To support a culture of learning and reflective practice for all staff, pre and post basic learners, including unregistered staff, providing a teaching role and acting as a named supervisor. To contribute to the Trust's Clinical Governance Strategy, Public Health Agenda and facilitate sharing of best practices. To effectively manage the team in the absence of the Mental health team manager.

Essential Criteria - The qualities without which a post holder could not be appointed.	Desirable Criteria - Extra qualities which can be used to choose between candidates who meet all the essential criteria	How Assessed – AP = Application form IN = Interview OA = Other Assessment
Education / Qualifications - to be able to complete the duties as laid out on the Job Description		
<ul style="list-style-type: none"> • RMN registration • Evidence of post-graduate training and continued professional development 	<ul style="list-style-type: none"> • Diploma in Nursing • Mentorship/ENB 998 or equivalent • Training in psychosocial interventions <p>Additional training relating to leadership/ management</p>	<p>Application form</p> <p>Interview</p>
Experience - to be able to complete the duties as laid out on the Job Description		
<ul style="list-style-type: none"> • At least 2 years post registration experience in the fields of acute mental health nursing, criminal justice or forensic mental health nursing • Proven experience of working with clients with complex needs and care co-ordination with limited staff resourcing and support • Able to analyse and make decisions in relation to patient risk and care in complex cases • Demonstrates an ability to work within a multi agency setting • Ability to use basic IT, 	<ul style="list-style-type: none"> • Experience of working within a forensic setting. • Demonstrates involvement in development of protocols and clinical audit. • Experience of working within an emotionally challenging environment. 	<p>Application form</p> <p>Interview</p>

including the use of electronic case note system		
Knowledge - to be able to complete the duties as laid out on the Job Description		
<ul style="list-style-type: none"> • Knowledge of Mental Health Act and other mental health legislation including CPA • Good knowledge and experience of risk assessment and management • Evidence of professional / clinical knowledge based on research evidence acquired through continued professional development and experience 	<ul style="list-style-type: none"> • Demonstrates involvement and leadership in Teaching & Mentorship. 	Application form Interview
Skills and Abilities - to be able to complete the duties as laid out on the Job Description		
<ul style="list-style-type: none"> • Possess excellent negotiation and cross network communication skills. • Ability to work as a member of a multi-disciplinary team • Excellent communicator, both orally and written • Ability to contribute to developing nursing excellence within the team. • Ability to write concise, informative reports • Ability to effect and manage change • Self motivated, robust and resilient • Ability to remain calm under pressure 	<ul style="list-style-type: none"> • Ability to lead, empower and motivate others. • Excellent organisational / time management skills 	Application form / Interview
Other Requirements - to be able to complete the duties as laid out on the Job Description		
<ul style="list-style-type: none"> • Ability to manage own caseload • Demonstration of self motivated development / learning. • Effective member of a clinical team demonstrating support for colleagues • Ability to access stairs and have the mobility to travel around the prison to other departments • Engage in clinical supervision 	<ul style="list-style-type: none"> • Ability to deal with potentially emotionally distressing and traumatic situations 	Application form / Interview

The Trust will consider any reasonable adjustments to the recruitment and selection process and to employment for applicants who have protected characteristics under the Equality Act 2010.

Drawn up by:
Designation:
Date: