



**Midlands Partnership**

**NHS Foundation Trust**

*A Keele University Teaching Trust*

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## JOB DESCRIPTION

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**DATE :**

**REF NO:**

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### **JOB DETAILS:**

<b>JOB TITLE:</b>	Nurse
<b>BAND:</b>	6
<b>HOURS:</b>	37.5
<b>DEPARTMENT:</b>	Community Triage
<b>LOCATION:</b>	South Staffordshire
<b>REPORTS TO:</b>	Team Manager
<b>ACCOUNTABLE TO:</b>	Senior person in charge of service at any time (Shift Co-ordinator)
<b>RESPONSIBLE FOR:</b>	assessing mental health crises and delivering safe and effective home treatment for an identified client group in accordance with that persons wellbeing and recovery action plan where one exists or creating such a plan where not.

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### **WORKING RELATIONSHIPS:**

<b>INTERNAL:</b>	Other team members, other clinical teams e.g. CMHT's, Liaison, EIT, Primary Care and wards. Support service personnel.
<b>EXTERNAL:</b>	Primary Care services, service users and carers, Emergency services, voluntary and 3 <sup>rd</sup> sector services, local government services, housing services,

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### **JOB PURPOSE:**

- This Service will be open and accessible to people over the age of 16 years, where emotional distress is a significant factor in necessitating contact with Police services and/or where it is believed that they may have a mental illness, learning disability, or misuse substances, who come into contact with the police outside of custody.
  - The team will assess the mental state in a face to face contact and advise if
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detention under the Mental Health Act is necessary.

Reducing the number and Improving outcomes and experiences for those who are detained or at risk of being detained under Section 136 MHA and working in close partnership with Local Crisis Home Treatment team in exploring and offering the least restrictive options.

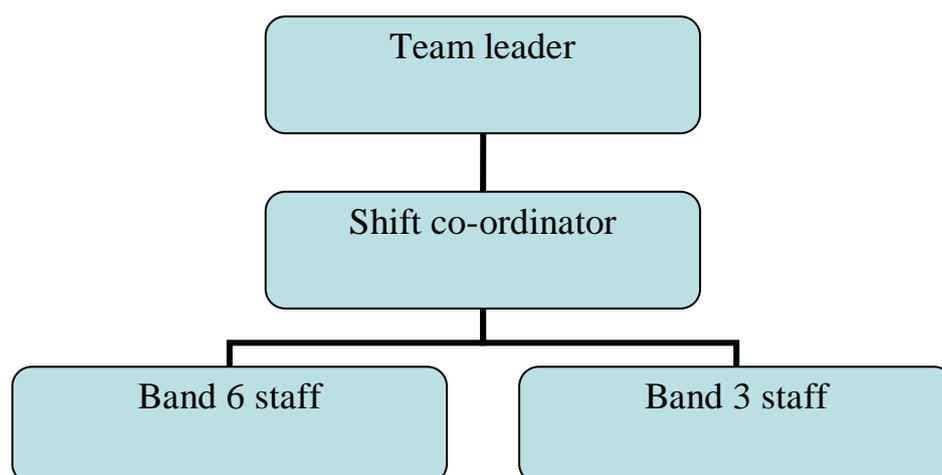
Band 6 nurses have a crucial role in assessing mental health crises in individuals referred to the service and supporting the delivery of safe and effective delivery of Care, support and advise

The post holder will participate in the delivery of the agreed aims and objectives of the service and identify factors which may inhibit these from being achieved. They will assist in the delivery of a high standard of nursing care to service users referred to the Service. They will implement agreed systems for the monitoring of effectiveness of care. They will participate in the education and management of junior staff.

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### **ORGANISATIONAL STRUCTURE:**

- *Include an organisational chart that clarifies accountability and reporting arrangements in relation to the job.*



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### **KEY DUTIES AND RESPONSIBILITIES:**

- Leading on the assessment of people referred to the service.
  - You will enable persons in contact with the Police service with a mental disorder, learning disability, or substance misuse, to have equitable access to care.
  - You will endeavour to provide clear liaison with all agencies involved in the Health and Police pathways, making sure that services are fully aware of all relevant information pertaining to current and historic risks.
  - You will facilitate effective communication between the Police, social care and local mental health, learning disability and drug and alcohol services in conjunction with the B3 staff who support the Community Triage Team.
  - You must act at all times with due regard to any legal (e.g. MHA, MCA) and/or professional (e.g. NMC Code of Conduct) and/or MPFT/Staffordshire Police policy/procedure guidance.
  - The completion of Risk assessments and communication of any identified changes to all relevant parties as part of the risk management process.
  - Your risk assessment should also consider not only the risks from the people you
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- are assessing but also the environment in which the assessment takes place.
- You must consider your personal safety and the safety of your colleagues, through communication and multi-agency liaison, implementing appropriate safeguards as required.
  - Development and maintenance of effective communications within the area of work and promotion of positive working relationships with individuals, departments and other agencies.
  - Organizing and delivering informal, team-based, training to the wider team which focuses on the particular needs of people with functional mental health problems.
  - Managing time effectively to ensure the best use of people and resources, informing senior members of the team when issues impacting on service delivery become apparent.
  - Helping to ensure a positive and professional image of the team is maintained through collaboration, role modelling and openness.
  - Adhering to legislation, policy, procedure and guidance from MPFT and Staffordshire Police and other relevant professional bodies
  - Maintaining compliance with the required range of mandatory and statutory training as well as with the requirements of registration with the Nursing and Midwifery Council
  - To provide an active involvement in the assessment, development, implementation and evaluation of service user care.
  - Contribute to, and facilitate the completion of, wellbeing and recovery action plans and impact on safety assessments.
  - Monitor the mental and physical health of the people for whom the service is provided using agreed and evidenced based tools.
  - To monitor the effects of prescribed medication
  - Ensure that the needs and views of carers, friends and family are considered (where this is deemed appropriate) and wherever possible that this is with the express consent of the service user. Ensure any appropriate carer assessments are carried out or arranged as required.
  - Exchange information with other professionals, teams and organizations
  - To will assist the Community Triage Service to continually improve its quality and participate in audit/ research regarding service issues relating to mentally disordered persons in contact with the Police
  - Participate in, and where appropriate deliver, clinical supervision.
  - Participate in managerial supervision.
  - Participate in the knowledge and skills framework appraisal process.
  - Undertake an active role in the agreed induction process for new staff
  - Contribute to the annual training plan for the clinical area
  - To coordinate the workload of the team on an as required basis.
  - Take ownership of the training requirements of the post, booking and attending training as required.
  - Contribute to the achievement of the key performance indicators for the Trust.
  - Inputting your activity onto RiO, that will help collect relevant data to enable the identification of needs of persons in contact with the Police which will form the basis of future service delivery
  - Use and populate the Trust's IT systems as required.
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**JOB STATEMENT:**

<b>Infection Control</b>
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.
<b>Learning and Development</b>
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 KSF appraisal processes in line with Trust policy and guidance.
<b>Health and Safety</b>
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.
<b>Trainee Status</b>
As an employee of the Trust you have a responsibility to abide by the principles outlined within this job description, you are afforded Trainee status in recognition of the need to work towards attainment of the competences assigned to the role.
<b>Constitution, Competence and Capability</b>
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.
<b>Dignity at Work Statement</b>
South Staffordshire and Shropshire Healthcare 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.
<b>Safeguarding Children and Vulnerable Adults</b>
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.

## PERSON SPECIFICATION

The purpose of the person specification is to identify the knowledge, training, experience and skills required to do a specific job. This includes specific practical, professional, specialist, technical and non-technical skills and knowledge. In doing this, ask the following questions:

- What are the general educational requirements of the post holder?
- What professional qualifications does the post holder require?
- What knowledge and skills can be gained through job experience where a qualification may not be essential?
- What practical experience or skills are required to do the job?
- What skills, knowledge or education is essential to do the job and what is desirable?

<b>JOB TITLE:</b>	<b>Nurse</b>		
<b>DEPARTMENT:</b>	<b>CRHT East/West/Cannock and Burton Response Hubs</b>	<b>BAND:</b>	<b>6</b>

\*Assessed by: A = Application    I = Interview    R = References    T = Testing

ESSENTIAL CRITERIA	*	DESIRABLE CRITERIA	*
<b>QUALIFICATIONS &amp; TRAINING</b>			
Be a Registered Mental-health Nurse as defined by the Nursing and Midwifery Council and be active on their register.	A		
Willingness to work towards competence as a non-medical prescriber	A/I	Non medical prescribing qualification	A/I
Ability to use computers and other information technology as required	A		
<b>EXPERIENCE</b>			
Have at least 12 months post-registration experience	A/R	Previous experience of working in Substance Misuse	
Have previous experience of working in the community	A/R		
<b>SKILLS, KNOWLEDGE &amp; ABILITIES</b>			

Have knowledge of current initiatives impacting on the service	A/I	Psychological therapy training	A/I
Have a working knowledge of risk assessment and management related to the area	A/I		
Can demonstrate the skills required to work within and across teams and professional boundaries	A/I/R		
Be able to lead assessments confidently and competently	A/I/R		
Have excellent communication skills	A/I/R		
<b>PERSONAL ATTRIBUTES</b>			
Have the ability to prioritise own workload and the workload of others and meet set deadlines	A/I		
Ability to travel to locations	A/I		
Flexible approach to duties	A/I/R		

<b>JOB HOLDER</b>	<b>SIGNATURE</b>
	<b>DATE</b>
<b>MANAGER</b>	<b>SIGNATURE</b>
	<b>DATE</b>