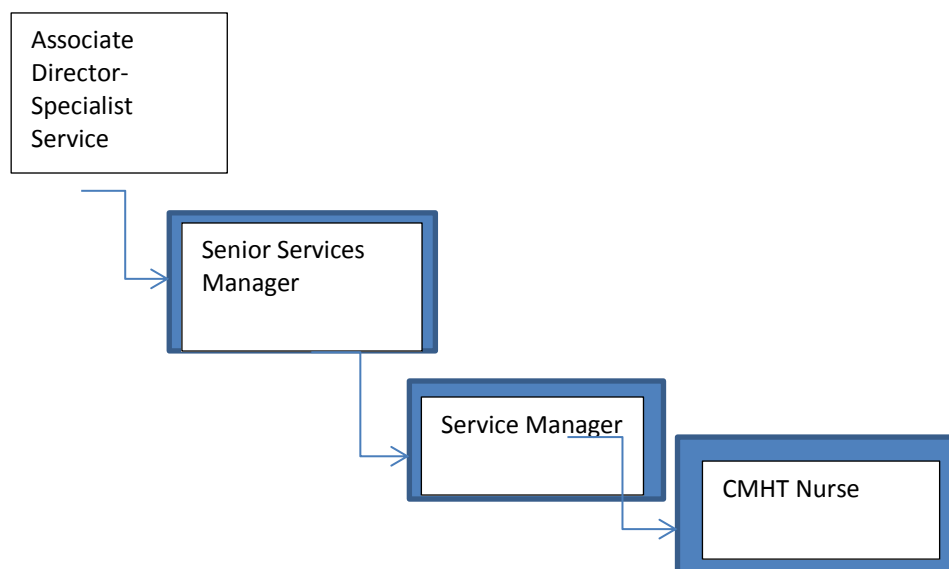


HR Use Only	
Job Ref:	Occ. Code
CHC_MH25	

JOB DESCRIPTION

JOB TITLE:	Community Mental Health Link Nurse
PAY BAND:	Band 6
DIRECTORATE:	Specialist
TEAM/SERVICE:	CDAS
BASE:	Hope Street, Hanley and Restart (part of Saltbox), Hanley
RESPONSIBLE TO:	Service Manager
ACCOUNTABLE TO:	Service Manager
RESPONSIBLE FOR:	

Organisational Chart



Job Summary:

To work as an experienced Band 6 nurse to be a core member of the Rough Sleepers Team at CDAS to support clients who are rough sleeping or in temporary housing and to support Restart clients at risk of homelessness. As part of a multi-disciplinary team you will participate in the provision of on-going assessments, care planning, treatment and support of people with drug and alcohol issues, who also experience mental health issues, to promote health, independence and recovery.

To work within the CDAS/Rough Sleeper's Team delivering interventions with those affected by substance misuse and homelessness. To ensure the mental health nursing needs of the Outreach Rough Sleepers Team caseload of patients are met.

To work peripatetically out in the communities and within partnership hubs. To be based within the CDAS Rough Sleepers Team and the Restart Service with in-reach to various accommodation settings such as hostels, day centres, shared supported housing properties, shelters, emergency accommodation and homeless hotels.

To have specific responsibilities as delegated by the Clinical Lead and to provide support to the Rough Sleepers Team Leader, the Prescriber, and Restart/Saltbox Director of Services, contributing to effective management and running of the service.

To be responsible for the assessment of needs and the planning, delivery and evaluation of care for this group and to deliver specific interventions that enable people to manage their mental ill health better and address their substance misuse.

To provide supervision and support to other team members as and when required.

To deliver therapeutic interventions to the rough sleeper cohort and Restart clients, and liaise with other professionals regarding progress and outcomes.

To participate in MDT's, CPA's, homeless forums and Complex Case Reviews as required.

To ensure that practice remains abreast of new developments in substance misuse, homelessness and mental health and to develop and maintain standards and implement change in respect of this.

To develop relationships and strengthen links, to liaise with other professional and agencies both statutory and non-statutory and to provide a link between hospital and community and/ or primary and secondary services (e.g. Homeless Health, CMHT's, GP's, probation, inpatient units, housing providers, support workers, voluntary sector, hostels etc.).

To act as named nurse/ care co-ordinator with responsibility for the assessment, planning and delivery of care to rough sleepers and those at risk of homelessness and in temporary supported housing.

To contribute to the day to day operation of the clinical area in respect of delegated administrative tasks.

To act as a Change Agent and actively seek to develop clinical practice.

To support rough sleepers and those at risk of homelessness to access mental health support and therefore reduce homelessness, re-offending, substance misuse and improve mental health.

To offer support and improve access to mental health treatment for rough sleepers and those at risk of homelessness. To enable improved mental health, reduce episodes of mental ill health and be a link for the identified group into support and treatment.

To work flexibly to meet the needs of the client group.

Key Duties/Responsibilities

- To act as an experienced clinician, influencing and developing all aspects of clinical care within the CDAS Rough Sleepers Outreach Team and within Restart properties.
- To act as named nurse for an identified group of patients within the CDAS Rough Sleepers Team and within Restart who have co-existing mental health and substance misuse and to communicate regularly with the appropriate care co-ordinator responsible for the patients care.
- To undertake specialist mental health assessments, to be part of the wider mental health support for rough sleepers and those at risk of homelessness, working closely with the local providers to improve access and engagement with mental health services and substance misuse support.
- To act as an advocate for people experiencing or at risk of homelessness, substance misuse and mental ill health, supporting the individuals own choices in regards to their care whilst promoting independence and self-care.
- As a nurse based within the Rough Sleepers Team at CDAS and at Restart, you will aim to reduce the burden to emergency and healthcare services and improve the health and wellbeing of individuals and their families.
- To engage with individuals to reduce non-fatal overdoses, drug related deaths and suicides
- To work in partnership with other community teams/voluntary organisations in order to ensure the seamless delivery of care to the homeless population/those at risk of homelessness, who have co-existing mental health and substance misuse problems; ensuring an excellent clinical service.

- To work within a variety of settings including within communities and other accommodation settings, providing support to the rest of the team and to other stakeholders.
- To possess prior knowledge and experience of working with people who are homeless, sleeping rough, sofa surfing or in temporary supported accommodation who have co-existing mental health and substance misuse problems.
- Experience of working with people with mental ill health who exhibit challenging behaviour, and employing effective de-escalation/conflict resolution skills aimed at supporting behaviour change.
- To ensure that the appropriate interventions are planned and delivered according to assessed need.
- To promote a positive nurse patient relationship and to engage carers/relatives as appropriate.
- To have responsibility for documenting the plans of care and ensuring that the plans remain current and that standards of record keeping are adhered to. To take an active role in auditing and maintaining standards of record keeping for this group of patients.
- To have responsibility for seeking support and advice from the Team Leader/Clinical Lead or designated other in respect of issues and difficulties with individual patient care.
- To attend regular decision making meetings and MDT's with the Team Leader/Clinical Lead in order to address caseload management issues such as acceptance of assessments, the provision of ongoing care, discharge planning, and face to face contacts.
- To administer and manage medicines according to policy and local protocol. To assess patient response and provide advice and education to both patient and carers in respect of prescribed medicines
- Take prompt action in changes in condition, liaising with other care givers, members of the multi-disciplinary team and/or other agencies when necessary, reviewing nursing care and communicating any amendments to the care plan.
- Develop skills in respect to specific interventions and are appropriate to the clinical area, act as lead in developing nursing practice in relation to this.
- Ensure a safe and comprehensive channel of communication that maintains a high standard of professionalism and respects patient's dignity and confidentiality.
- To establish and maintain robust communication networks with patients, carers and members of the MDT.
- To work in partnership with other NHS and local organisations to develop strategic relationships
- To ensure that the collection of patient related activity and clinical information takes place as required.
- To be responsible for maintaining accurate patient records in accordance with NMC and Trust standards
- To have responsibility for delivery of care to the rough sleepers cohort and those at risk of homelessness within the community setting, under direction of the Team Leader/Clinical Lead. Ensuring clinical need and workload is prioritised effectively and that resources are utilised effectively. Reaching decisions in conjunction with the Team Leader/Clinical Lead based upon knowledge of services and client group.
- Delivering clinical interventions and discharging patients according to agreed treatment plan and discussing any deviations from this with the Team Leader/Clinical Lead.
- To have responsibility for specific management or administrative duties as agreed with the Team Leader/Clinical Lead.
- To deputise for the Team Leader/Clinical Lead in chairing relevant meetings and attending meetings as directed on their behalf.

- In the absence of the Team Leader/Clinical Lead determine the most effective solutions to problems based upon the resources, relevant guidance, knowledge of the clinical issues and clinical priorities, seeking guidance from senior staff where necessary. Ensure that decisions are communicated within the team and acted upon.
- To provide supervision and support to junior staff and report any issues/concerns to the Team Leader/Clinical Lead. In the absence of the Team Leader/Clinical Lead take action on any immediate performance issues and/or report to the Clinical Lead.
- Ensure effective and accurate communication both written and verbal. Ensure communication is maintained within the wider team and where necessary with other agencies or individuals.
- To take charge of the clinical area in the absence of Team Leader/Clinical Lead. To have responsibility for the management of the clinical area, the prioritisation of tasks and supervision of staff during this time.

Specialist/technical requirements

- To have responsibility for the health, safety and welfare of self, more junior staff and public to comply at all times with the requirements of the Health and Safety Regulations [1974] and Manual Handling Operations Regulations [1992]. Ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors to the Trust.
- To ensure compliance with the Trust policies and procedures and take all reasonable steps to maintain and improve standards as required.
- To ensure compliance with the principles of risk management. To act immediately on hazards or unsafe practices.
- To maintain confidentiality at all times in accordance with Data Protection, Caldecott and Freedom of Information Acts.
- To be responsible for own personal and professional development, maintaining registration and meeting requirements of lifelong learning.
- To maintain up to date clinical and professional knowledge in order to provide a well-developed level of informed professional knowledge.
- To assist in the promotion of a learning culture to support training and development of self and others.
- To identify training needs within the Outreach Team and assist in the delivery of training to meet these needs.
- To be responsible for ensuring own attendance at all mandatory training in line with Trust policy.
- To take part in any initiatives to promote the development of quality improvement and clinical governance in order to maintain and improve the provision of patient care
- To assist in the provision of continuing professional development training.
- Understand and contribute to the process of Clinical and Research Governance.
- Participate in Clinical Audits
- Assist in the implementation of outcomes of Clinical Audit and evidence based research.

GENERIC CLAUSES

To maintain a broad understanding of the work of North Staffordshire Combined Healthcare NHS Trust as a whole, and actively contribute your ideas for the improvement of service provision.

To ensure own actions contribute to the maintenance of a quality service provision.

To be responsible for the self-development of skills and competencies through participation in training and development activities and to maintain up to date technical and professional knowledge relevant to the post.

To participate in the Performance and Development Review and to undertake any identified training and development related to the post.

To undertake statutory and mandatory training as deemed appropriate by the Trust.

To develop and maintain effective working relationships with colleagues.

To adhere to all Trust policies and procedures.

Trust Values:

As an employee and representative of the Trust, you are required to demonstrate and uphold the Trust's Values. These are:

Proud to CARE:

Compassionate

- Caring with compassion, it's about how we listen, what we say, what we do.

Approachable

- Friendly, welcoming, sharing ideas and being open

Responsible

- Taking personal and collective responsibility, being accountable for our actions

Excellent

- Striving for the best, for high-quality safe care and continually improving

Health & Safety:

All staff have a duty to ensure the health and safety of themselves and others whilst at work. Safe working practices and health and safety precautions are a legal requirement. ALL incidents/ accidents must be reported to your manager and in line with the general philosophy of the Trust, you must participate in accident prevention by reporting hazards and following relevant policies and procedures including Moving and Handling guidelines and mandatory health and safety training.

Infection Control:

Infection Prevention and Control (IPC) is everybody's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and Procedures and make every effort to maintain high standards of infection prevention and control at all times. This includes good antimicrobial stewardship, hand decontamination, cleanliness and adhering to the Dress and Appearance policy. This will reduce the risk of Healthcare Associated

Infections including MRSA and Clostridium Difficile in accordance with the Code of Practice on the prevention and control of infections and related guidance (2015).

Risk Management:

You are required to contribute to the control of risk and use the incident reporting system to alert the Trust of incidents or near misses that may compromise the quality of services.

Data Security:

To ensure that the Trust Policies and Procedures regarding data security are adhered to, and that staff are aware of their obligations under these policies.

Confidentiality:

Working within the trust you may gain knowledge of confidential matters which may include manual/electronic personal and medical information about patients and staff. Such information must be considered strictly confidential and must not be discussed or disclosed. Failure to observe this confidentiality could lead to disciplinary action being taken against you.

Equality & Diversity:

The Trust is committed to ensure that no job applicant or employee receives less favourable treatment on the grounds of age, disability, gender, race, religion or belief, sexual orientation, marital status, gender reassignment or pregnancy/maternity. We fully support the right of all staff to equal opportunities and are committed to the development of a diverse workforce.

Safeguarding:

The Trust is committed to safeguarding and promoting the welfare of children and vulnerable adults and is signed up to Stoke-on-Trent Safeguarding Children Board Procedures, Staffordshire Safeguarding Children Board Procedures and the Staffordshire and Stoke-on-Trent Safeguarding Adults Partnership Procedures. All Trust staff must be familiar with, and adhere to, these procedures. It is the post-holder's responsibility to attend the Trust's mandatory Safeguarding Training, and to follow the relevant Trust's Policies and Practice Guidance.

Codes of Conduct and Accountability:

You are required to comply with Trust codes of conduct and accountability and codes of conduct which are relevant to this post.

Raising Concerns

If you have any concerns about a risk, malpractice or wrongdoing at work you are expected, as a Healthcare professional, to raise these concerns at the earliest opportunity, either with your line manager or lead clinician. This may be done verbally or in writing. As a result of raising a genuine concern under the Raising Concerns procedure, you will not be at risk of losing your job or suffering any detriment (such as a reprisal or victimisation) provided you are acting in good faith and the matter is not raised maliciously. Please refer to the Raising Concerns (formerly Whistleblowing) procedure for further information.

Registration:

Registration with a professional body imposes a duty on health care professionals to maintain the safety of the public through working within professional standards, to provide good quality care to patients and to promote professional education and conduct. It is the policy of the Trust that all health care professionals register or re-register and act in accordance with the requirements of their professional body.

Disclosure & Barring Service (DBS)

This post may be exempt from the Rehabilitation of Offenders Act 1974. If so, should you be offered the post it will be subject to a criminal check from the DBS before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions. North Staffordshire Combined Healthcare NHS Trust may require a Disclosure through the DBS for this post to ensure suitability for employment. Should an employee be subject to a caution, reprimand, final warning or convictions during the course of their employment then they must share this with their manager at the first possible opportunity, to assess their continued suitability for employment in the post.

THE TRUST OPERATES A NO SMOKING POLICY

EMPLOYEE

SIGNATURE:

DATE:

Person Specification

	Essential	Desirable	Method of assessment
Qualifications	<p>Registered Mental Health Nurse/RGN with mental health experience</p> <p>Willing to participate in training events</p> <p>Evidence of CPD</p>	<p>Have attended or willingness to attend the Post Graduate Physical Health Module or equivalent.</p>	<p>Application form / interview / assessment</p>
Experience	<p>Have extensive post registration experience within substance misuse and mental health.</p> <p>Have experience of working in both inpatient and community settings.</p> <p>Have experience of deputising for ward managers or team leaders.</p> <p>Experience in the assessment, planning, implementing and reviewing patient care.</p> <p>Understanding of Evidence Based Practice</p> <p>Able to deal with difficult situations appropriately</p> <p>Good interpersonal skills</p> <p>Ability to use initiative</p> <p>Ability to work autonomously and set own priorities and to set these for junior staff.</p> <p>Ability to reflect and critically appraise own performance</p> <p>Have experience of supervising other staff.</p> <p>Ability to organise and respond efficiently to complex information</p> <p>Ability to assist in evaluation of service through audit, research and outcome measures</p>	<p>Awareness of local/national service developments and guidelines</p> <p>Ability to analyse professional and ethical issues</p> <p>Has substance misuse knowledge</p> <p>Has experience and knowledge of homelessness and rough sleeping</p>	<p>Application form / interview / assessment</p>
Knowledge and skills	<p>Flexible approach to all aspects of work</p> <p>Ability to work with staff from other agencies.</p> <p>Understanding and experience of implementing outcome measures relevant to area of expertise.</p>	<p>Proactive in developing self and others</p>	<p>Application form / interview / assessment</p>
Other	<p>Flexible – to work a variety of shifts or up to 37.5 hours per week from 8am to 8 pm</p>	<p>Computer Literate</p>	<p>Application form / interview /</p>

	Ability to liaise across agencies		assessment
	Good health record		
	Active interest in research and clinical effectiveness		
	Commitment to client centred approach		
	Commitment to lifelong learning		
	Able to effectively travel between sites as part of the working day		