

## Job Description

Our vision: To support our local communities by excelling in everything we do together.

<b>Job Title:</b>	<b>Mental Health Practitioner – 136 Suite</b>
<b>Band:</b>	<b>Band 6</b>
<b>Network:</b>	<b>Mental Health</b>
<b>Base:</b>	<b>Section 136 Suite, The Harbour</b>
<b>AfC Ref:</b>	
<b>Hours of work:</b>	<b>37.5 hours</b>

### Our Values

The values represent what we as an organisation, and the individuals who make up that organisation, are about.

It is our aim that everything we do fits in with, and reinforces, these values:

- *We are always learning*
- *We are respectful*
- *We are kind*
- *We are a team*

### Reporting Arrangements:

**Managerially accountable to: Matron/Ward Manager**

**Professionally accountable to: Matron/Ward Manager**

A fantastic opportunity has arisen for a passionate and motivated RMN in our inpatient service at The Harbour Hospital. The successful candidate will be working as a Band 6 Senior Nurse primarily on the S136 suite..

They will be enthusiastic about helping to develop the existing service. They will be able to utilise their understanding of the complexities of mental health law in relation to detentions under S136 as well as providing clinical leadership within the 136 suite and the other wards. They will also have skills in partnership working across external partner organisations.

The 136 suite/Inpatient unit & are designed to meet the holistic needs of service users/patients and carers, in a working environment conducive to staff development and wellbeing. The post holder will support the delivery of the suite / unit by:

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- Actively promoting teamwork, respect, integrity, accountability, excellence and compassion within the clinical team in accordance with the Trust values and code of conduct.
- Providing nurse leadership within the multidisciplinary team and ensure timely and effective assessment formulation planning, monitoring of care given to inpatient service users.
- Coordinate MHA assessments, liaise with external agencies', inpatient and community teams ensuring that the rights of detained patients are maintained and appropriate care is identified.
- Provide advice and support within the S136 team and the 10 wards within The Harbour inpatient unit.

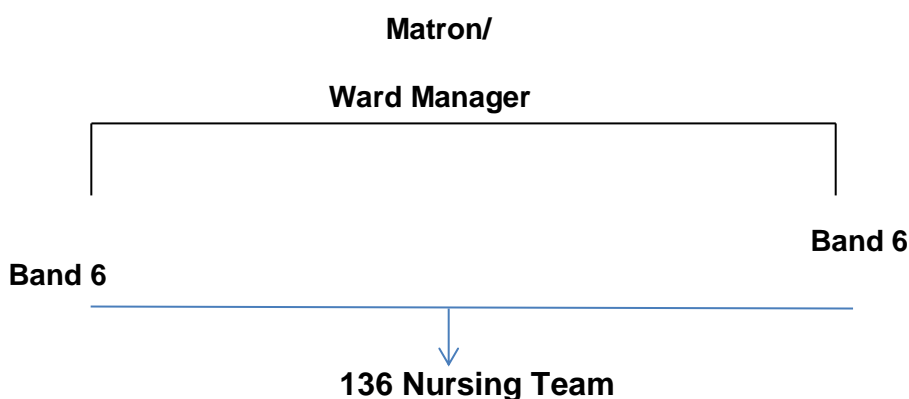
The post holder will also complete the role of MHUNIC (Mental Health Unit Nurse in Charge).

Candidates require to have effective leadership, organisation skills and the ability to work well under pressure. Excellent communication and interpersonal skills are vital to the role.

### Key Relationships

- **Consultant**
- **Matron**
- **Ward Manager/Sister/Charge Nurse**

### Department Chart



### **Communication and Relationship Skills**

- To ensure that the nursing team has an in-depth understanding of potential for risk; is able to communicate the situation effectively, and be responsive in the provision of appropriate

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interventions. This includes risk associated with violence and aggression, vulnerability, neglect, falls, skin integrity, mobility, self-harm and suicide.

- To advocate on behalf of the service user, recognising when more formal advocacy is needed and referring the client to the appropriate advocacy service.
- To actively promote teamwork, respect, integrity, accountability, excellence and compassion within the clinical team in accordance with the Trust values and code of conduct.
- To provide nurse leadership within the multidisciplinary team and ensure the effective assessment formulation planning, monitoring of care given to inpatient service users.

### **Analytical and Judgmental Skills**

- To exercise professional accountability and responsibility using skills, knowledge and expertise in changing environments, across clinical boundaries and in unfamiliar situations as outlined within the NMC Code of Professional Conduct
- To actively engage and seek Clinical, managerial and supervision to support your practice

### **Planning and Organisational Skills**

- To ensure the nursing team deliver all clinical and non-clinical activities in a safe and risk free manner which ensure the smooth delivery of an effective and comprehensive in patient service

### **Patient/Client Care**

- To ensure that inpatient service users receive comprehensive, planned, structured care through effective assessment of need, formulation and care planning. This should take into account existing assessments and plans formulated by the care coordinator, service user and others.
- To ensure that the nursing team work collaboratively with others to provide holistic engaging and therapeutic care to ensure service users maintain interest, intellectual capability and alleviate boredom.
- To ensure each patient has an allocated named Nurse who will take responsibility for care co-ordinator until one is identified through Community
- To model and ensure that appropriate practice and engagement in the delivery of high standards of nursing care is ever present and to be vigilant in addressing substandard practice and behaviours.
- To effectively manage the nursing continuing care process to ensure timely passage through the inpatient services and access to appropriate ongoing care on discharge.

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- To ensure nursing staff understand and engage positively with the mental health and mental capacity acts, meeting legal requirements and ensuring that the service user remains central and informed at all stages of the process, as supported by Trust policies and protocols.
- To ensure the safe and effective receipt, storage and administration of medication in accordance with the Trust policy including overseeing the quality and accuracy of prescription charts and controlled drug information.
- To ensure that the physical health care needs, of the service user are effectively assessed and managed through the care planning process involving other specialists as appropriate.
- To ensure that health promotion and illness prevention is understood, and actively managed to support the optimum wellbeing of the individual service user. This will include the maintenance of good nutrition, hydration, self-care and education around unhealthy practices.
- To ensure that standards around infection prevention and control are understood and actively managed as designated within the Trust policy.
- To ensure that Safeguarding standards and practices are understood and actively managed as designated within the Trust policy.
- To ensure that nursing staff feel confident and able to engage with service users and carers in the provision of customer care at an optimum level, to support effective and timely management, of questions, concerns and complaints as supported by the Trust policy.
- To ensure that the inpatient environment is monitored and maintained to its optimum level and deficits are escalated through the appropriate channels in a timely and effective manner and ensure resolution.
- To be able to manage patients who may present with disturbed or violent behaviour or both and ensure the prevention of and de-escalation of, potential aggression using techniques that minimise the risk of its occurrence which include the use of physical restraint

### **Responsibilities for policy and Service Development**

- To actively promote the Trust values of teamwork, compassion, integrity, excellence and accountability.
- To maintain a positive and open attitude towards organisational change and service developments.
- To ensure all practice delivered by the ward time is in line with Trust and NMC policies and procedures.

### **Responsibilities for Finance**

- To ensure adequate management of ward stock

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- To support the ward manager in managing the ward budget

### **Responsibilities for Human Resources**

- To ensure the effective preceptorship of newly qualified staff into the inpatient service
- Undertaking Personal Development Planning for junior members of staff as directed in accordance with the team priorities identified by the ward manager.
- Carrying out regular clinical, managerial and specialist supervision, with junior team members.
- To act into the role of the ward manager as required.
- To participate in the process of recruitment, selection and induction of new staff where appropriate if relevant training has been completed.
- To actively engage in the support and development of others via supervision, clinical teaching and role modelling.

### **Responsibility for information resources**

- To oversee and ensure a positive commitment to completing all relevant outcome indicators and data collection as required by the inpatient service.
- To be able to manage patients who may present with disturbed or violent behaviour or both and ensure the prevention of and de-escalation of, potential aggression using techniques that minimise the risk of its occurrence which include the use of physical restraint
- To provide leadership to oversee and ensure all contacts with service users are recorded promptly and accurately and are of a high standard.
- Provision of information and participate as requested, to assist service development and Clinical Governance requirements e.g. surveys, audits etc.

### **Research and Development**

- To actively engage staff in the promotion of holistic and evidence based nursing practice; setting high standards, leading to innovation sustained and monitored through effective systems and processes.

### **Freedom to Act**

- To ensure that you maintain and update your practice on an ongoing basis in line with NMC requirements for re-registration.

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- To engage in professional and clinical supervision to ensure on going safe and effective practice.

### **Job Flexibility**

- To show flexibility by working a rotational shift pattern including night duty and weekends according to the needs of the ward and the wider service.
- To move clinical area at either, short-notice, or no-notice in order to meet the changing needs of the service.
- To participate in the process of 'internal rotation' as and when required.

**The above indicates the main duties of the post which may be reviewed in the light of experience and development within the service. Any review will be undertaken in conjunction with the post holder.**

### **Special Conditions:**

As a member of staff you have:

- Legal duties and responsibilities under Health & Safety legislation, plus a general duty to work safely and not to put others at risk i.e. colleagues, service users, visitors, as a result of any activity or omission at work.
- A duty to report any practice that you consider compromises standards of risk and health & safety. The Whistle-blowing Policy gives effect to the Public Interest Disclosure Act under which an individual who raises such concerns for unfair treatment is protected.

All Lancashire & South Cumbria NHS Foundation Trust staff employed within all Environments that have contact with service users, their families or systems to support them have a responsibility to safeguard and promote the welfare of children, adults and vulnerable families.

As a member of staff you must:

- All Lancashire & South Cumbria NHS Foundation Trust staff employed within Clinical Environments have contact with children, vulnerable adults, service users and their families must familiarise themselves and be aware of their responsibilities and adhere to Local Safeguarding Children's Board, Local Safeguarding Adult Board and LSCFT Procedures for Safeguarding and Protecting Children.
- The Trust places great emphasis on the need for the strictest confidentiality in respect of personal data - both that of service users and staff. All information about people will be treated in

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the strictest confidence at all times. Breaches of confidentiality will be investigated and may lead to Disciplinary action being taken.

- The Trust view its responsibility under the Data Protection Act and the Caldicott Principles as central to all activities that are carried out in its name. Staff are therefore expected to acquaint themselves with the principles of Information Governance, and to complete the mandated training modules that have been agreed."

### Promoting Equality and Reducing Inequalities

- To understand and uphold organisational policies and principles on the everyday promotion of equality, diversity and inclusion.
- To create an inclusive working environment which values a variety of ideas, experiences and practice, where differences are respected and celebrated for the benefit of ourselves, the Trust and the communities we serve.

### Behaviour

The post holder is expected to ensure their behaviours are consistent with our values at all times, we expect you to:

#### Support the aims and vision of the Trust

- Act with honesty and integrity at all times
- Be a positive ambassador for the Trust
- Demonstrate high standards of personal conduct
- Value and respect colleagues, other members of staff and patients
- Work with others to develop and improve our services
- Uphold the Trust's commitment to equality and diversity
- Take personal responsibility for their words, deed and actions and the quality of the service they deliver

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## Person Specification

Our vision: high quality care, in the right place, at the right time, every time.

Attributes	Essential	Desirable	Method of Assessment
<b>Education/Qualifications</b>	<ul style="list-style-type: none"> <li>Registered Mental Health Nurse qualification</li> <li>Specialist qualification or equivalent level in skills and development</li> <li>Evidence of commitment to continuing professional development</li> <li>Mentorship qualification</li> </ul>	<ul style="list-style-type: none"> <li>Honour degree 2:2 or above or an equivalent professional qualification related to Health</li> <li>Sign-Off Mentor qualification</li> <li>First line management/leadership qualification</li> </ul>	A/I (all)
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>Understanding of Health and Safety policies and procedures</li> <li>Knowledge and practice of Mental Health Act 1983</li> <li>Knowledge and practice of the Mental Capacity Act 2005</li> <li>Knowledge and Practise of the 135 and 136 protocol and procedure</li> <li>Demonstrate understanding of how research has influenced practice</li> <li>Can provide evidence of recent professional/personal development</li> <li>An understanding and awareness of the NHS Plan, NSF and other relevant documentation</li> <li>Knowledge of common mental health problems and medication used in relation to these</li> </ul>		A/I (all)

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	<ul style="list-style-type: none"> <li>▪ Knowledge of common physical health conditions</li> <li>▪ Understanding and knowledge of physical and mental health promotion</li> </ul>		
<b>Experience</b>	<ul style="list-style-type: none"> <li>▪ 2 years post graduate experience</li> <li>▪ Supervision and management of staff</li> <li>▪ Able to work as part of a multidisciplinary team</li> <li>▪ Experience of assessing, planning and implementing and reviewing care needs</li> <li>▪ Experienced in acting as a mentor/assessor of student staff</li> </ul>		A/I (all)

## **EFFORT FACTORS**

<b>PHYSICAL EFFORT</b> What physical effort is required for the job?	How often?	For how long?	What weight is involved?	Any mechanical aids?

Is the job holders expected to sit / stand in a restricted position?	How often?	For how long?	What activity is involved?

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<b>MENTAL EFFORT</b> Are there any duties requiring particular concentration? – Please detail.	How often?	For how long?
Are there any duties of an unpredictable nature? – Please detail.	How often?	For how long?

<b>EMOTIONAL EFFORT</b> Does the job involve dealing with any distressing or emotional circumstances? – Please detail.	Direct / Indirect exposure	How often?
<b>WORKING CONDITIONS</b> Does the job involve exposure to unpleasant working conditions? – Please detail.	How often?	

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