

JOB DESCRIPTION

Oxford Health NHS FT

Oxford Health is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

Job Title: Mental Health Discharge Liaison Clinician

Band: 6

Responsible to: Discharge Liaison Clinical Lead

Responsible for:

Accountable to: Senior Matron Fulbrook

Author: Laura Parsons Senior Matron, Philippa Cuttall Service Manager Older People

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JOB PURPOSE

The discharge liaison service is being established in order to improve the discharge pathway for patients requiring 24-hour placement, where discharge is delayed due to difficulties in identifying a care setting with the capacity, capability and competency to manage their particular complex mental health needs.

The role will focus on supporting discharge from acute mental health wards to the care homes. This will include supporting care home staff with advice and education regarding mental health, collaboratively creating personalised care plans to meet service user need and enable their care needs to be met by the placement. This will involve working closely with patients and their family/carers, ward staff, care home care staff, consultants and general practitioners, therapists and social services.

The post holder will work alongside the Care Home Support Service which aims to improve the quality of life of care home residents, reduce hospital admissions and facilitate early discharge from hospital.

The post holder will deliver structured, person-centred care and evidence-based interventions continuing the care plan commenced in an acute setting. With the aim to promote mental health well-being on admission to care homes and a positive transition into long term care.

The service is county wide and the post holder may be asked to cover any localities within Oxfordshire and potentially with very complex cases outside of Oxfordshire.

DUTIES AND RESPONSIBILITIES

Clinical practice:

- Promotion of positive attitudes and understanding towards people with complex mental health problems to support and enable successful placement for patients who require long term care.
- Effectively manage a clinical caseload providing time limited evidence based and therapeutic interventions using NICE guidelines.
- Work collaboratively to provide safe discharge of patients to care home settings using coproduced discharge care plans, risk assessments and safety plan.
- Utilise clinical expertise in identifying individual patient's needs and triggers, specifically around challenging behaviour and changes to clinical presentation.
- Be competent in identifying the appropriate interventions required and support care home staff to implement them confidently.
- To attend all relevant meetings both patient specific and service wide e.g ward round, discharge meetings.
- To work closely with CMHTs, acute inpatient settings, care home support service, care home placements and social services.

- Establish and maintain effective communication, with staff, patients and their families, maintaining confidentiality, dealing with difficult and sensitive situations as they arise.
- Ensure that the highest possible standards of patient care and patient safety are maintained at all times including adhering to all appropriate infection prevention control procedures.
- To work with others in a professional, positive, and supportive manner
- Extensive knowledge of medications including side effects, management, and the administration of medications within the NMC guidelines and Trusts policies.

Education and Facilitation of Learning:

- Deliver education and training of care home staff to increase knowledge of mental illness and dementia including a range of interventions.
- To assess and manage risk of own caseload, and to advise and educate care home staff on the management of risk within the care home setting.
- To support and participate in a team based learning culture, engaging in practice development initiatives, supervision, and reflective practice forums.
- Demonstrate initiative and are creative in finding solutions to problems.

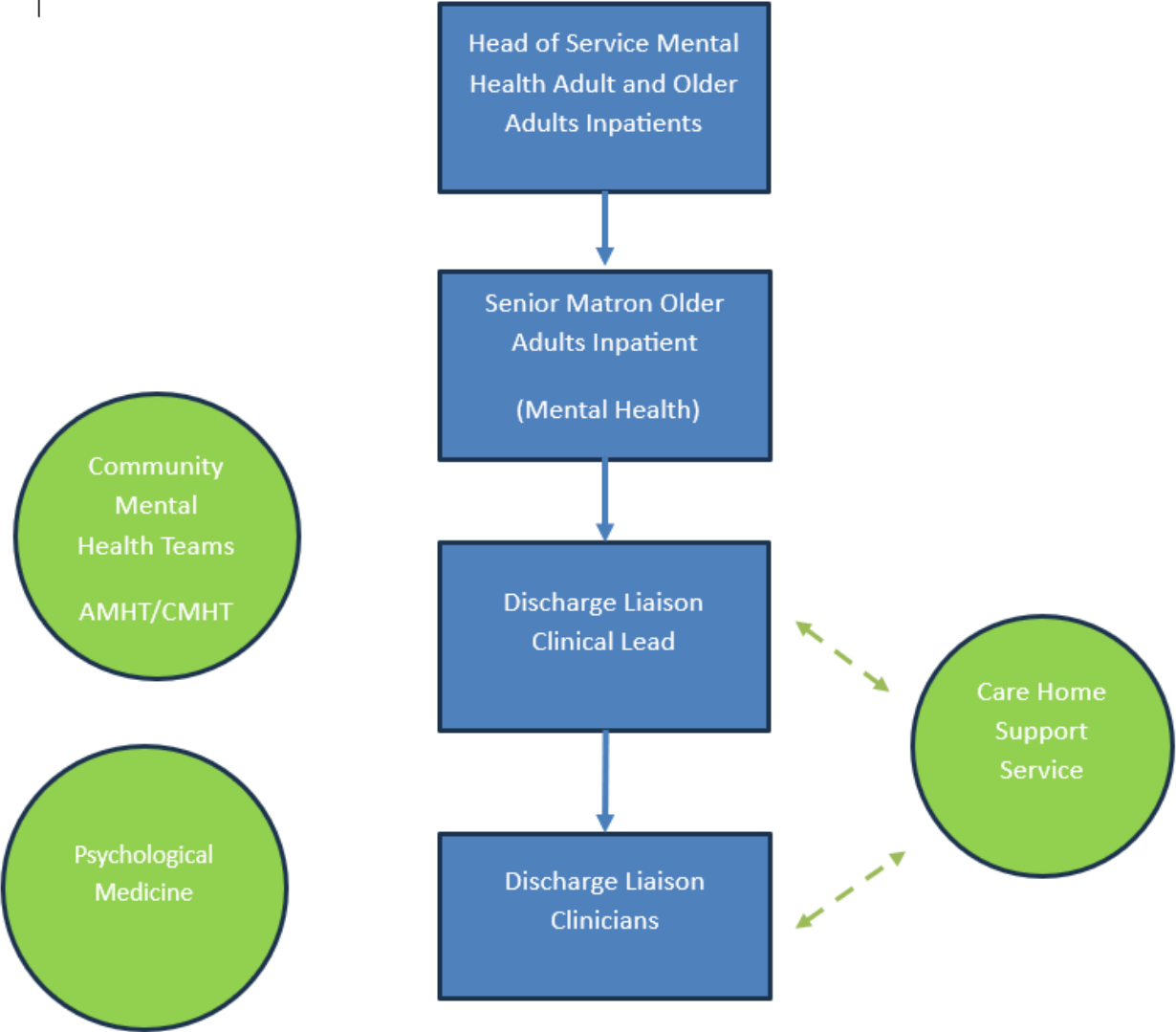
Leadership and Development:

- To utilise clinical and managerial supervision, both formally and informally, and to ensure that clinical problems and risks are shared and escalated as required.
- Maintain accurate and legible records of care across electronic information systems.
- Take an active role in clinical governance, quality assurance, and evaluation to include collection and reporting of patient data.
- To deputise for deputy team manager/team manager as appropriate
- To contribute and support the Trust Nursing or Allied Health Professional Strategy.

Research, Evidence and Development:

- Undertake and assist in audit, service quality improvements and/or research to contribute to the development of innovative practice to improve the delivery of services.
- Be flexible in supporting other projects the team are involved in.
- To promote the importance of co-production within teams

Structural Chart:



CODE OF CONDUCT

All staff are required to work in accordance with their professional group's code of conduct (e.g. NMC, GMC, DoH Code of Conduct for Senior Managers).

This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.

In addition to undertaking the duties as outlined above, the post-holder will be expected to fully adhere to the following:

Personal Development

- To actively participate in an annual performance review (appraisal) and the development and implementation of a personal development plan.
- To take responsibility for their own professional development ensuring professional standards are maintained and statutory and mandatory training is in date.
- To attend any training as requested.

Code of Conduct

- To adhere to the Professional Code of Conduct relating to your profession (if applicable).
- To uphold the principles and values set out in the NHS Code of Conduct for Managers.
- To support the organisation in developing an effective work/life balance for employees that meets the needs of the organisation.
- To ensure that the health and wellbeing of patients is at the centre of all activities and that all staff engage and communicate with patients as appropriate.
- To always promote quality and safety of patients, visitors and staff thus enabling the Trust to meet its regulation requirements (Care Quality Commission Registration – Regulations and Outcomes) that relate most directly to patients and also strive for continuous quality improvement.

Equal Opportunities/Diversity

- To observe Oxford Health NHS Foundation Trust's Equal Opportunities Policy providing equality of treatment and opportunity to employees, service users and service providers irrespective of sex, sexuality, age, marital status, ethnic origin or disability.

Health & Safety

- To take responsibility for the health & safety of themselves and other persons who may be affected by their omissions or actions at work.
- To promote the Trust's Health and Safety Policy and ensure matters are managed in accordance with it.
- To co-operate with the Trust to ensure that statutory and departmental regulations are adhered to.
- Report accidents, incidents and near misses, implementing corrective action where necessary.

Infection Control

- To comply with Trust policies for infection control and hand hygiene such as hand hygiene, decontamination Policy, uniform and workwear code and standard precautions Policy to reduce the spread of healthcare-associated infections (HCAIs).
- Employees with clinical responsibilities must incorporate into their clinical activities up to date evidence that supports safe infection control practices and procedures, such as the use of aseptic techniques and the safe disposal of sharps.

- In line with the Health and Social Care Act all staff have a responsibility for maintaining high standards of environmental cleanliness, which includes escalating and addressing any concerns.

Confidentiality and Data Security

- To comply fully with the duties and responsibilities outlined in the Trust's Information Governance Policy.
- To comply with the Data Protection Act 1998, NHS Confidentiality guidelines (eg. Caldicott, GMC) and any code of practice on Confidentiality and Data Protection as accepted by the Trust. Departmental codes of practice and procedures for confidentiality are available from the head of department.
- To ensure that all information collected, stored and used is done so in compliance with the above Act and any relevant Trust Policy.
- To preserve the confidentiality of any information regarding patients, staff records in your area (in connection with their employment) and the Trust business. This obligation shall continue in perpetuity.
- To raise any matters of concern with your Manager/Director

Safeguarding

- To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and supervision as appropriate to the role.
- To support the organisation in ensuring service users are protected from abuse or the risk of abuse and their human rights are respected and upheld.
- To ensure concerns are responded to appropriately in line with the Trust's Safeguarding Adults Policy and the Child Protection Policy and interagency safeguarding procedures.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

Other

- To be aware of and work in line with all Trust policies and procedures.
- To carry out any other tasks as reasonably directed.

PERSON SPECIFICATION

Band: 6		
Criteria for Selection	Essential Requirements	Desirable Requirements
Knowledge Requirements	<ul style="list-style-type: none"> • Good knowledge, interest and specific clinical expertise in mental health • Evidence of working with people with challenging behaviour. • Committed to non-pharmacological interventions. • Understanding and have experience of risk management • Good understanding of clinical governance • Understand the legal responsibilities of individual profession. • Have an understanding of community and inpatient care and interdisciplinary working. 	<ul style="list-style-type: none"> • Good knowledge of residential and nursing care systems.
Qualifications – Academic/Skills/Professional	<ul style="list-style-type: none"> • Registered RMN Nurse or OT (Degree level or equivalent) • Professional Registration RMN or HCPC • Evidence of Continuing Professional Development 	<ul style="list-style-type: none"> • Post graduate education specifically relating to client group (Post basic qualification in community care/ research awareness/ management)
Further Training or Job Related Aptitude and Skills	<ul style="list-style-type: none"> • Be IT literate. • Have excellent English verbal and written communication skills. • Ability to prioritise effectively. • Evidence of sound problem solving skills • Ability to work collaboratively as part of a team • To be able to reflect and appraise own performance 	

	<p>and pursue self directed work/learning</p> <ul style="list-style-type: none"> • Ability to carry out moderate to intense physical effort throughout the working day and carry out concurrent activities. 	
Experience	<ul style="list-style-type: none"> • Appropriate significant experience post qualification experience. • Experience of working within a multidisciplinary team • To be able to manage in a stressful working environment and with emotional or aggressive patients/or carers. • Experience of supervising other staff • Adaptable and flexible • Able to use own initiative when appropriate. • Keen to learn. • Team player • Reliable • Able to challenge and be challenged. • Able to build rapport 	<ul style="list-style-type: none"> • Evidence of up to date knowledge of the impact of pharmacological interventions on Older People. • Evidence of working closely with partner agencies.
Personal Qualities	<ul style="list-style-type: none"> • Comprehend and work within the Trust policies of data protection, equal opportunities, Health & Safety and to meet the diverse needs of patients. • Able to travel to undertake work and have the capacity to carry equipment relative to your post. • Able to comply with Manual Handling policies and guidelines. 	
Contractual Requirements or other requirements	<ul style="list-style-type: none"> • Ability to travel countywide and to regional meetings or reviews. 	

Profession Specific Skills

All of these professions should be competent in delivering a range of psycho-social intervention skills.

Occupational Therapy

- Building a collaborative relationship with the patient that will promote reflection, autonomy and engagement in the therapeutic process
- Applying O.T. models of practice/frameworks to clinical practice and using profession specific assessment tools and outcome measures (e.g. Model of Human Occupation)
- Utilising expert knowledge of the impact of mental/physical health dysfunction on occupational performance
- Enabling problem solving and engagement in the intervention areas of personal care, vocation, leisure and general productivity to achieve and maintain balance in activities of daily living
- Utilising expert knowledge and skills in using activity as a therapeutic tool
- Applying expertise in the delivery of group work interventions
- Demonstrating the application of physical health knowledge to mental health practice (e.g. minor assessment of environments and adaptive equipment)

Mental Health Nursing

- Physical Health Skills – Advanced knowledge of common physical health conditions and their management , and an ability to monitor physical health conditions and wellbeing
- Advanced knowledge of medications and their effects, including side effects and the management of side effects
- Psycho-educational family approaches
- Work with patients who exhibit negative symptoms such as low motivation
- Assisting patients to meet their activities of daily living and helping them to attain their optimum level of functioning
- Champion Bio-Psychosocial approaches to care