

JOB TITLE: Mental Health Liaison Nurse

Band: 6

JOB OVERVIEW:

Work effectively within a multidisciplinary team setting, across sites in the community, service user's homes, support agencies and hospital sites.

The post is rotational between Assessment Services, Home Treatment Team, Psychiatric Liaison Services and Acute Adult In-patient Services.

Provide a high quality of care to individuals with complex mental health and social problems.

Manage a group of service users within the guidelines of the Care Programmed Approach and deal comprehensively with complex mental health situations, demonstrating the ability to problem solve and show negotiation skills .

Provide Clinical Supervision and allocation of tasks to junior staff.

Be actively involved in the promotion and implementation of the KSF framework with a commitment to annual development reviews and continuous development of the Service/Individuals.

Take a lead role in the day to day running of the team/service delivery.

Shift working across 24hrs, 7 days a week.

Responsible to:		
Reporting: Team Manager	Accountable: Service Manager/Unit Nurse Director	Professionally: Service Manager/Unit Nurse Director

Main Duties & Responsibilities

Effectively manage a group of service users, including the allocation of visits and assessments.

Actively participate in the setting, monitoring and maintenance of standards of care within Unsheduled Care.

Adhere to Trust Policies and Procedures.

The post holder will be required to maintain accurate mileage records, timesheets, and expense claims in accordance with Trust Financial Procedures.

When appropriate, delegate Clinical work to junior staff, while maintaining clinical responsibility.

Assist, coordinate and participate in the education of learners, and to take a lead role in the undertaking of Educational Audit in line with the School of Health Science.

Provide statistical information in accordance with service demands.

Contribute to the continued development and improvement of the service by active involvement in KSF framework and updating of Trust Policies and Procedures.

Through KSF/ regular appraisal/ performance review, maintain and promote own professional development.

Undertake regular clinical supervision of own caseload, and provide clinical supervision to junior staff.

Clinical

Conduct assessments, planned service delivery as part of a Care and Treatment Plan and a formulated risk assessment.

Administer monitor and deliver medication as part of a Care and Treatment Plan and formulated risk assessment.

Assess, plan, implement and evaluate care, in conjunction with the patient, carer's, multidisciplinary teams and other agencies.

Ensure that patient care focuses, with the patient's agreement, upon their optimum level of functioning.

Ensure that appropriate action is taken when the nature of an individual's illness is such that there is a likelihood of self-harm or injury to others.

Attend clinical meetings and case conferences as appropriate with patients / carers.

Provide advice within own clinical area and to other services and agencies, to include patients, carers and relatives.

Ensure all patients subject to the Care Programme Approach are reviewed and that the individual documentation is completed or updated and the client kept fully involved and informed.

Maintain up to date knowledge and skills necessary to ensure patients entitlement to benefits and housing are met.

Ensure that all patients have an up to date Risk Assessment in accordance with Local Policy.

Collaborate with patients to provide therapeutic interventions by means of assessment and ongoing treatment. Design individual care plans in line with risk assessment and psychosocial needs and physical health care needs reflecting the patient's personal goals and aspirations.

Undertake assessments of clients with complex mental health problems identifying appropriate care pathway.

Undertake clinical assessments, treatment, discharge and /or onward referral of patients within the parameters of your training and capability.

Acknowledge and recognize during an assessment of need that patients will present from a range of cultural social and emotional diversities, that the post holder will be required to acknowledge and take account of during the consultation and responded to accordingly.

Undertake assessments of patients' needs via telephone triage in addition to face to face base consultation.

Demonstrate the use of a range of higher level written and oral communication skills Provide evidence based therapeutic interventions using developed interpersonal skills such as CBT.

Process knowledge on a range of relevant services that can be used to support the patient in his/her own home /community setting.

Practice as an autonomous practitioner within the out of hour's service/Unsheduled Care with support from the on call medical staff. Work autonomously within a multi - professional health care team in which the team composition may vary from shift to shift.

Provide specialist advice and knowledge to others including Health board, Local Authority, Social Services Departments, Primary Care Services, Criminal Justice System, Liaison, Police, WAST and Voluntary Sector Organizations.

Collaborate with the team/directorate in the delivery of evidence based clinical developments and NICE guidelines. Set monitor and ensure maintenance of standards of care.

Demonstrate an ability to negotiate and problem solve in contentious and /or antagonistic situations where agreement is required or communicate clear when an agreement cannot be reached i.e. application of the mental health act.

Co-ordinate the assessment of those individuals who require assessment under section 136 of the Mental Health Act 1983.

Demonstrate the ability to receive and give complex clinical details clearly and sensitively to all patients /cares and when required to the clinical team.

Make operational judgments, manage conflicting views / reconcile internal and external professional differences.

Demonstrate a high level of interpersonal skills, self-awareness and empathy in all communication.

Provide the nursing component of emergency, complex mental health assessments at the front of hospital evenings, weekends and bank holidays.

Ensure safe and secure procedures are carried out in the administration, storage and ordering of drugs in compliance with NMC code (2015) and ABM health board policy.

Keep accurate legible records of all patient care episodes using the electronic patient record PARIS. Ensure all documentation completed is in accordance with NMC Record keeping (NMC 2015).

General

Demonstrate the ability to develop and maintain good working relationships with colleagues within the team, Directorate health board and partner agencies.

Recognise the limitations of ones own practice and work within the parameters of ones training and capability according to the NMC (2015) Code of conduct.

Maintain patient confidentiality at all times in accordance with University Health Board policies and NMC (2015) requirements

Assist in developing an integrated approach to the delivery of patient care involving all relevant stakeholders including health and social care organizations

Maintain accurate time sheets (Kronos, E- Rostering), traveling expenses in compliance with health board policy and procedures.

Ensure all episode of identified potential abuse of vulnerable adults is reported within recommendations All Wales and health board policy for the Protection of vulnerable adults.

Support the team to facilitate patient and carer involvement in the ongoing development and evaluation of the service

Assist the team manager to ensure systems are in place to respond promptly, appropriately and in an open manner to complaints and queries.

Participate in and undertake investigations, providing reports in relation to complaints and serious investigation.

Act as a change agent to promote innovation and high quality of standards of practice.

All clinical staff are required to comply, at all times with the relevant codes of practice and other requirements of the appropriate professional organizations (NMC). It is the post holder's responsibility to ensure that they are both familiar with and adhere to these requirements.

Education, Training and Research

Contribute to developing the wider team through planning, facilitating and delivering education and training opportunities.

Share specialist clinical knowledge with colleagues and will be involved in the delivery of ongoing training, education and support of colleagues e.g. as Preceptor or Clinical Supervisor.

Create a supportive learning environment in which staff can be innovative and feel empowered to develop in order to achieve improvements in patients care.

Maintain links with universities to ensure that students are well supported during their placements and learning objectives are met.

Collaborate with the annual education audit of the service placements facilities Initiate and undertake research, and

lead on clinical audits.

Promote wider understanding of mental health by providing specialist advice/education to other professionals' organizations, patients and the general public.

Undertake mandatory training as required.

Have basic IT and keyboard skills, and will be required to use IT systems to record patient activity and assessments.

Performance Reviews/Performance Obligation: The potholder will be expected to participate in the Trust's individual performance review process to ensure continued professional development.

Job Limitations: At no time should the post holder work outside their defined level of competence. If the post holder has concerns regarding this, they should immediately discuss them with their Manager / Supervisor / Consultant. All staff have a responsibility to inform those supervising their duties if they are not competent to perform a duty.

Confidentiality: In line with the Data Protection Act 2018, the post holder will be expected to maintain confidentiality in relation to personal and patient information, as outlined in the contract of employment. The post holder may access information only on a need to know basis in the direct discharge of duties and divulge information only in the proper course of duties.

Risk Management: The Trust is committed to protecting its staff, patients, assets and reputation through an effective risk management process. The post holder will be required to comply with the Trust's Risk Management Policy, Health and Safety Policy and other associated policies and to actively participate in this process, having responsibility for managing risks and reporting exceptions.

Records Management: The potholders has a legal responsibility to treat all records created, maintained, used or handled as part of their work within the Trust in confidence (even after an employee has left the Trust). This includes all records relating to patient health, financial, personal and administrative, whether paper based or on computer. All staff have a responsibility to consult their manager if they are have any doubts about the correct management of records with which

they work.

Health & Safety: The post holder is required to co-operate with the Trust to ensure health and safety duties and requirements are complied with. It is the post holder's personal responsibility to conform to procedures, rules and codes of practice; and to use properly and conscientiously all safety equipment, devices, protective clothing and equipment which is fitted or made available, and to attend training courses as required. All staff have a responsibility to access Occupational Health and other support in times of need and advice.

Job Description: This job description is not inflexible but is an outline and account of the main duties. Any changes will be discussed fully with the postholder in advance. The job description will be reviewed periodically to take into account changes and developments in service requirements.

Essential Qualifications & Knowledge	Desirable (for use in shortlisting)	Essential Experience	Desirable (for use in shortlisting)
<p>Registered Nurse (RMN) An understanding of best practice in acute adult mental health care</p> <p>Able to formulate nursing risk assessment and devise intervention strategies</p>	<p>BSc (Nursing, Mental Health)</p> <p>Non Medical Prescribing Module</p> <p>Willingness to undertake further health related professional studies to MSc level</p>	<p>Post registration experience and training in clinical risk assessment in acute mental health care</p> <p>Experience providing specialist advice and undertaking interview assessments</p>	<p>Experience in the management of staff, offering professional expertise and direct supervision and clinical guidance</p>
Essential Aptitude and abilities	Desirable (for use in shortlisting)	Other Essential Criteria	
<p>Adhere to and can demonstrate SBU Values & Behaviours</p> <p>Has a ability to deal comprehensively with complex mental health situations, demonstrating the ability to problem solve and show negotiation skills</p> <p>A commitment to practice development and an interest in post registration education and training</p> <p>Ability to promote the role of the Mental Health Nursing with a recovery focused approach to care</p> <p>Competent to assess and identify the physical health needs of the patients.</p>	<p>Welsh Speaker (Level 1)</p>	<p>Autonomously manage work load to meet identified clinical need</p> <p>Commitment to multi-professional working</p> <p>Willingness to work shifts</p> <p>Ability to travel between sites in a timely manner</p>	

<p>Ability to understand and interpret research to ensure practice is evidence based.</p> <p>Able to physically intervene to manage violence and aggression</p> <p>Able to devise and promote health promotion strategies</p> <p>Able to ensure accurate recording of nursing data using electronic software</p> <p>Able to provide nursing representation as a core member of an identified Clinical Team</p> <p>Able to provide clinical supervision to nurses on an individual or group basis</p> <p>Demonstrate effective change management skills</p> <p>Autonomously manage work load to meet identified deadlines</p>		
--	--	--

Organisational Chart & Technical Document



