

Crisis Care Pathway**JOB DESCRIPTION**

Job Title:	Mental Health Liaison Nurse Specialist
Band:	Band 6 RMN
Hours per week:	37.5 hours per week
Location:	Countywide
Responsible To:	Liaison Service Band 7 and Crisis Pathway Operational Manager
Accountable To:	Operational Lead – Acute Liaison Mental Health Service. Head of service

Job Summary:

To work as an integrated part of the crisis care pathway. Predominantly based in the Acute Liaison services at KGH and NGH, providing frontline assessment and support to service users in ED and the wider hospital wards. This role also incorporates the wider functions of the Crisis Pathway that include countywide Crisis cafes in partnerships with local 3rd sector providers, Police Street triage options, the Crisis House and Police Custody Healthcare. Successful applicants would be willing to work across a range of these services during the working week, providing specialist mental health assessment and liaison to those in crisis. Services aim to reduce mental health attendance at ED across the county, offer genuine opportunities for service users to self-refer at the point of crisis and provide partner organisations with proactive support and alternate pathways for service users who they come into contact with. The pathway has a strong emphasis in service user collaboration.

KEY DUTIES

1. Provide specialist assessment and brief interventions to patients across the Crisis Care Pathway, which prevents admission to ED, or contributes to a smooth and early discharge and/or prevents an admission to a mental health unit.
2. Improve the experience of patients with mental health illnesses who receive care in the acute hospital and crisis care pathway.
3. Provide specialist nursing perspective to the multi-disciplinary team members regarding assessment, intervention, management and discharge planning.
4. Provide a service to the Crisis Care Pathway countywide.
5. Contribute to support, training and skill development of acute hospital staff in mental health awareness.
6. To engage in developing a range of therapeutic activities within the Northamptonshire Hospitals as part of the Acute Liaison Mental Health Service.

7. To assist the Team Leader with the day-to-day management of junior colleagues regarding clinical supervision, and support.
8. To promote and develop effective working relationships with key groups with the general acute hospitals and associated community based teams, EMAS, Police and 3rd sector colleagues.
9. To work as a key member of a comprehensive Acute Liaison Mental Health Service within the two general hospitals. Offering a range of interventions throughout the hospitals for patients with a wide range of mental health difficulties, in line with the service operational policy.
10. To offer education, opportunistically and on a planned basis, to staff within the general hospitals in order to improve their knowledge and skills of mental health, and reduce the stigma of mental health.
11. There will be an expectation that out of hours support will be provided within this role, and that the post holder will be able to provide cross cover over the two sites as service needs dictates, working on a shift pattern basis across a 24/7 basis.

Clinical

1. To work within the referral and assessment protocols within the ALMHS service and wider pathway, to address the mental health needs highlighted by the relevant agencies.
2. To initiate a comprehensive risk assessment process, highlighting risks to self and others, with consideration given to continuity of care following discharge from hospital.
3. To formulate detailed care plans/packages of care for individuals whilst in hospital, remaining mindful of their discharge, to ensure that mental health care provision is seamless and inclusive of mental health needs across the spectrum of primary and secondary care.
4. To assist in the appropriate use of the Mental Health Act with individuals requiring transfer to a psychiatric hospital setting.
5. To involve patients throughout the assessment and treatment processes, ensuring that care packages are tailored to meet individual needs.
6. To work within protocols for joint working with our primary and secondary care colleagues, to ensure optimum care pathways for our patients.
7. To work within information sharing protocol guidance.
8. To ensure risk assessment are routinely conducted and reviewed, with regards to high-risk suicide and self-harm individuals, in line with the trust risk assessment process.
9. To work with the appropriate local Mental Health Services to ensure external services remain involved in the assessment and care planning of patients' needs, both in hospital and post discharge.
10. To maintain an effective referral database of individuals with mental health needs within the hospitals, highlighting location, current and future professionals involved, and ongoing needs to be addressed whilst in hospital and post discharge.
11. To act as the clinical mentor for students working on placements with the ALMHS service and wider pathway.
12. Maintenance of up to date clinical records in line with Trust Policy and professional clinical standards.

EDUCATION

1. Attend Mental Health Forums, to enhance service development of the Acute Liaison Mental Health Service.
2. To be part of delivering a structured educational package, for working with non-mental health staff within the hospital to support an informed understanding of the needs of patients with mental health problems in a general hospital setting.
3. To ensure that all practice has an evidence base to inform and support delivery of mental health care within the hospital.
4. To engage in regular managerial supervision and appraisal, as part of the Acute Liaison Mental Health Service and wider pathway
5. Continue to develop an ongoing understanding of mental health needs within the general hospitals, adapting and expanding their knowledge base to meet this need.

MANAGEMENT

1. To ensure that the service need is met, and delivered effectively, by delivering high quality clinical care to patients as part of the ALMHS and pathway multidisciplinary team.
2. With the implementation of an appropriate database, to provide statistical evidence of the service provision and needs, to support continued development/expansion.
3. To use 'I Want Great Care', patient feedback system to gain feedback from patients and carers so as to continue to adapt and improve the Crisis Pathway.
4. Involve relevant agencies in team planning, to ensure that the Crisis pathway is meeting/addressing service need.
5. To maintain awareness of relevant policies, standards and guidelines, to support the delivery of clinical practice in adherence to Clinical Governance and National Service Framework.

Personal and Professional Development

1. To ensure that professional registration with the Nursing & Midwifery Council (or other relevant professional body) is maintained.
2. To participate in regular managerial supervision and process of appraisal.
3. To engage in an active process of clinical supervision.
4. To maintain awareness of, and participate in, appropriate support networks in the work of Mental Health Liaison Services.
5. To keep up-to-date with clinical development and advances in mental health to support clinical practice.
6. To review caseload and routinely critically appraise clinical practice, using reflective practice techniques.

Confidentiality

All staff are required to respect the confidentiality of all Trust business and the business of the Trust's staff, residents, patients and general public which they may learn in the execution of their duties.

Data Protection

All staff are expected to adhere to the regulations regarding the Data Protection Act 1984 as laid down by Northamptonshire Healthcare NHS Foundation Trust.

Service User Records

Data quality of information within service users records remains the responsibility of each NHFT employee. Refer to the Data Quality Policy IGP014.

Infection Control

The prevention and control of healthcare associated infections in service users, staff and visitors is taken seriously by the Trust. All staff employed by Northamptonshire Healthcare NHS Foundation Trust are required to adhere to the Trust infection control policies and procedures.

Employees must be aware of the importance of protecting themselves, service users and visitors and of maintaining a clean safe environment. Any breach in infection control practice, which places service users, other staff or visitor at risk, may result in disciplinary actions.

Each staff member is responsible for ensuring they identify together with their manager, their infection control training needs in their PDP.

Health And Safety

To carry out the duties placed on employees by the Health and Safety at Work Act 1974 i.e.

- I. To take reasonable care for the Health and Safety of themselves and of other persons who may be affected by their acts or omissions at work.
- II. To co-operate with their employer as far as is necessary to meet the requirements of the legislation.
- III. Not to intentionally or recklessly interfere with or misuse anything provided in the interest of health, safety or welfare in the pursuance of any relevant statutory provision.

No Smoking

In order to protect the health of employees, patients and visitors, Northamptonshire Healthcare NHS Foundation Trust operates a No Smoking Policy. Therefore smoking is prohibited in all of the Trust's buildings, grounds and all Trust-owned or leased vehicles.

Equality And Diversity

To ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work and the Trust Managing Diversity and Equal Opportunities in Employment Policy.

Risk Management

To have a commitment to identifying and minimising risk, report all incidents and report to manager any risks, which need to be assessed.

Safeguarding Adults and Children

It is the duty of all staff working for the Trust to safeguard children and adults and undertake safeguarding training at an appropriate level.

Professional Registration

All qualified / professional staff are required to adhere to the relevant Code of Practice (and other guidance issued by them). It is the responsibility of the individual concerned to keep professionally registered and updated in accordance with the requirements of the relevant Code of Practice and to follow guidance issues by the professional body.

Policies And Procedures

The post holder is expected to comply with all relevant Trust policies, procedures and guidelines. Any contravention of the Trust Policies or managerial instruction may result in disciplinary action being initiated.

This post is subject to the terms and conditions of employment of Northamptonshire Healthcare Trust

Review Of Job Description/Person Specification

This is not an exhaustive list of duties and responsibilities, but indicates the key responsibilities of the post. The post holder may be required to undertake other duties as may reasonably be required of you commensurate with your grade and/or hours of work at your initial place of work or at any other of the Trust's establishments.

NOTE: This is a description of the job as it is at present constituted. It is the practice of this Trust regularly to examine employee's job descriptions and to up-date them to ensure that they relate to the job as then being performed, or to incorporate whatever changes are being proposed. This procedure is jointly conducted by each manager and those working directly to him or her. You will, therefore, be expected to participate fully in such discussions and, in connection to them, to re-write your job description to bring it up-to-date if this is considered necessary or desirable. It is the Trust's aim to reach agreement on reasonable changes, but if agreement is not possible the Trust reserves the right to effect changes to your job description after consultation with you. Appropriate notice of such changes will be given.

Working Conditions

The post holder will be based at Kettering/Northampton General Hospital.

Employee/Managers Signature

I agree that this Job Description is a true reflection of the main duties and competencies required to carry out my role:

Employee Name: _____

Signature: _____ Date: _____

Managers Name: _____

Signature: _____ Date: _____