

**COMMUNITY OFFENDER HEALTH SERVICE
SPECIALITY DIRECTORATE**

JOB DESCRIPTION

Job Title: Police Liaison/Street Triage Nurse

Pay Band: 6

Department/Base: Force Control Room, Police Headquarters, Wotton Hall

Directorate: Community Mental Health, Crisis Care Pathway

Responsible to: Community Service Manager, Crisis Care Pathway

Accountable to: Community Service Manager, Crisis Care Pathway

To work within the police force control room, offering triage, advice and liaison to police officers at incidents where there are mental health concerns.

Following triage to advise police on appropriate pathways, management strategies and care needs. If required provide nursing assessment at community incidents. It may be that referrals will be made to outside agencies following these contacts and police will require support to access NHFT pathways as appropriate. This role will include the practical management of incidents that involve potential arrest under section 136 of the mental health act and also arrangements regarding section 135 management.

The role will be based predominately around the street triage car rota which will cover shifts between 8am and Midnight 7 days a week.

The street Triage Mental Health car support will involve supporting Police Officers regarding access to SystmOne, advice and attending incidents involving a person presenting with suicidal/concerning behaviour that may be linked to a mental health issue. You would be teamed up with an officer to provide an urgent response to individuals in contact with the police who have mental health concerns.

Service specification

- Improve mental health outcomes of those who have police contact due to incident or offending behaviours
- Reduce reoffending & victimisation by putting people in to the correct pathways
- Increase GP Registration – register the unregistered
- Increase engagement in health and social care services
- Reduction of frequent flyers by contributing management plans and engagement with community agencies such and the voluntary sector, S2S and the Bridge
- Information sharing with GPs and developing information consent process

- Improve response times of mental health assessment to officers in the community
- Reduce officer numbers and time at incidents involving mental health concerns
- Reduce numbers of inappropriate section 136 arrest and improve crisis pathways
- Diversion from Accident & Emergency
- Provide training for police officers and control room staff
- Enhance liaison and diversion
- Support continued improvements in frontline mental health responses through possible collaboration with partner agencies such as EMAS

The post holder will need to work flexible hours and the role is require to predominately cover the operational hours of the evening street triage car. This will be an 8 hour shift between the hours of 16.00 and 02.00 initially. This may flex over time in response to service demands

The Post Holder will need to implement data collection across health and police systems. The primary IT system for recording will be SystmOne in line with NHFT requirements.

The main base of Nurses is Northampton.

Key Responsibilities:

Core Dimensions

Core 1: Communication

Level 3: Develop and maintain communication with people about difficult matters and/or in difficult situations.

- Provide and receive complex, sensitive complex, or contentious information.
- Keep accurate and complete records of activities. Consistent with legislation, Trust policies and procedures together with professional codes of practice.
- To co-ordinate the provision of services for individuals.
- Develop and maintain effective systems of communication to a variety of professionals, users and carers to promote the best outcomes for the individual with complex needs.
- Maintain a record of appointments to include all clinical contact, meetings and demonstrate effective workload management.
- Input electronic user data, eg: ePEX
- Establish an interface and develop effective working relationships with a range of other agencies and services.
- Communicate with clients, families and carers, issues of a sensitive and complex nature.
- Communicate effectively with professionals and staff in other agencies and services regarding issues that are sensitive, complex, difficult and contentious.
- To review all clinical work and progress with Criminal Justice Team.
- To review all clinical work and progress with other services as appropriate.

- Organise, chair and participate in a range of meetings required to fulfil job role.
- Identify the range of people likely to be involved with clients.
- Work towards an embedded mental health support service within the busy police control room and develop effective collaborative working.

Core 2: Personal and People Development

Level 4: Develop oneself and contribute to the development of others.

- Identify and take responsibility for own personal needs and set own personal development objectives in discussion with reviewer.
- Participate in and implement Trust appraisal process and formulation of personal development plans in line with KSF.
- Enable others to develop and apply their knowledge and skills to complex needs.
- Provide mentor/assessor role for pre and post qualification students on practice placements in the NHFT and contribute to the ongoing education and training of other professional staff including the delivery of formal education to groups.
- To act as mentor to staff as required.
- Participate in regular clinical supervision from an appropriately qualified and experienced clinician. To practice at all times within the scope of ones role and competence.

Core 3: Health and Safety and Security

Level 3: Promote, monitor and maintain best practice in health, safety and security.

- To carry out the duties placed on employees by the Health and Safety at Work Act 1974 ie:
 - 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.
 - IV. To adhere to the Lone Worker Policy.
- Attend mandatory training as required.

Core 4: Service Development

Level 2: Contribute to the improvement of services.

- Respond to complaints as per Trust policy and clinical incidents proactively.

- Make constructive suggestions with other practitioners to offer how services can be improved for clients and the public.
- Constructively make agreed changes to own work in agreed timescales as and when necessary.
- Participates in discussions with the Team. In order to implement service improvements.
- Evaluate own and others work through audit, appraisals and on-going learning.
- Apply evidence-based practice.

Core 5: Quality

Level 3: Contribute to improving quality

- Be responsible for the development of own theoretical knowledge base for its application within clinical practice.
- Apply evidence-based practice to facilitate changes in practice to improve clinical outcomes and meet the needs of service users and carers.
- Provide clear leadership in promoting clinical effectiveness within the forensic and multi disciplinary teams.
- Facilitate initiatives that encourage input from service users and carers about the service delivered to ensure ongoing improvement in meeting their needs.
- Undertake audit and research relevant to area of specialist practice (mentally disordered offenders).

Core 6: Equality and Diversity

Level 2: Support equality and value diversity.

- Challenge injustice and inequalities in access to mainstream provision for Mentally Disordered Offenders.
- In conjunction with other professionals, develop and regularly review service user information, using a variety of mediums that take into account cultural diversity and communication difficulties.
- 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.

Specific Dimensions

HWB2 Assessment and Care Planning to Meet Health and Wellbeing Needs.

Level 4: Assess complex health and wellbeing needs and develop, monitor and review care plans to meet those needs.

- Provide tactical advice and liaison to officers attending incidents where they believe there to be mental health concerns.

- Support control room staff in the management of mental health related incidents and develop care plans and risk management strategies to support officers when police liaison is not available
- Work collaboratively with local services and agencies to conduct detailed assessments of appropriate referrals with a focus on offending behaviour, risk of harm to others and related issues and needs.
- Undertake comprehensive assessment of client's individual needs and strengths to obtain and record all relevant information about their physical health, substance misuse, learning disability, mental health, their social and personal circumstances, their care service histories and current needs and problems.
- Demonstrate specialist knowledge across a range of procedures underpinned by theory.
- Develop, monitor and review plans to meet identified needs.
- To assess needs and requirement in housing, occupation and benefits with knowledge of appropriate support agencies.

HWB3 Protection of Health and Well Being

Level 3: Implement aspects of a protection plan and review its effectiveness

- Works in partnership with others to identify and assess the nature, location and seriousness of the particular risk. Prioritise own work in line with areas of highest risk.
- Provide specialist professional advice to the police regarding arrest under section 136 and the management of section 135 warrants.
- In liaison with local and other services, contribute to the aftercare of clients in contact with the criminal justice system as, with a view to monitor and review the effectiveness of the agreed plan/risk assessment.
- Prepare and present written reports of assessment findings and recommendations with a focus on holistic health needs, risk of harm to others, offending behaviour and related issues and needs, consistent with legislation, policies and procedures.

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 user 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 NHS Foundation 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.

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:** _____

PERSON SPECIFICATION / SELECTION ASSESSMENT FORM

Post Title: Community Psychiatric Nurse

Location/Department: Newlands House, Northampton

AfC Pay Band: 6

Person Specification Selection Criteria:	Weighting: 3 Essential 2 Important 1 Desirable	Interview Comments and Justification:	Ratings: A Excellent B Good C Satisfactory D Poor			
<u>Qualifications:</u>			A	B	C	D
Dual trained (RMN and RGN) or RMN with demonstrable evidence of skills and training in physical healthcare/offenders.	3					
Training in risk assessment and risk management.	3					
Training in specialist forensic risk assessment tools (ie: HCR-20)	2					
Training and evidenced competencies (or appropriate qualification) in forensic mental health.	2					
Academic qualification to 1 st degree level (or equivalent) in relevant subject.	2					
Nurse prescriber	2					
.						
<u>Experience:</u>						
Min 3 years post qualification experience working with people with mental health problems.	3					
Relevant experience of working with people within a physical health setting	2					

Undertaking research.	1					
<u>Skills and Knowledge:</u>						
Good working knowledge of the principles of evidence based practice including knowledge or research and audit.	3					
Knowledge of legal frameworks (PACE, MHA, MCA, MAPPA) and application to people with mental health problems.	3					
Current working knowledge of forensic services including function, purpose and philosophy.	3					
Knowledge of current policy regarding people with mental health problems within the criminal justice and forensic services.	3					
Expert knowledge of mental disorders.	3					
Knowledge of giving and receiving clinical supervision.	3					
Skills in working effectively, directly with clients with complex needs and risks including offending behaviour and risk of violence.	2					
Report writing skills commensurate with expectations of forensic practice.	3					
Excellent record keeping commensurate with expectations of forensic practice.	3					
Knowledge of legal concepts and application to people with mental health problems.	2					
Knowledge of criminal justice legislation ie: CPS code of practice, P.A.C.E	3					
<u>Other Requirements:</u>						
Mental Effort:						
Skills in assessment and detailed history taking together with the accessing of collateral information.	3					
Well-developed skills in communication, presenting complex,	3					

technical (legal) and clinically sensitive information to clients, their families and other professional colleagues both within and outside the NHS						
Emotional Effort: Ability to work as a member of a team that is collocated within another agency.	3					
Ability to work on own initiative, prioritise and manage own time effectively.	3					
Ability to work to deadlines.	3					
Working Conditions: Ability to respond as a matter of urgency across wide geographical area.	3					

Candidate: _____
 Reserve ☐ *

Decision: Successful ☐ Unsuccessful ☐

Reason for Decision _____

Signed: _____ **Designation:** _____

*Delete as appropriate