

JOB DESCRIPTION

JOB TITLE: Lead Nurse Mental Health

BAND: 8a

HOURS: 37.5

TYPE OF CONTRACT: Permanent

DEPARTMENT: Vulnerable People Service

DIRECTORATE: Corporate

RESPONSIBLE TO: Associate Director Vulnerable People

ACCOUNTABLE TO: Chief Nursing Officer

JOB SUMMARY:

The post holder will be the Trust's designated lead for Mental Health and will lead, inspire, and drive delivery of the Mental Health Agenda and strategic development.

The post holder will act as the Trust's expert for all aspects around Mental Health, and provide core leadership, clinical advice and training.

The post holder will line manage the Enhanced Care Team and will lead on the development and performance of the team to support successful delivery of high quality personalised care in meeting the mental health needs of people we care for.

MAIN DUTIES AND RESPONSIBILITIES

Provide leadership, be a role model and demonstrate expert knowledge and high standards of clinical practice.

Raise the profile of mental health needs within the Trust. Provide expert advice to staff in relation to the care of people with mental health problems in order to achieve high standards of care and the best possible outcomes for people who are patients at the RUH.

Influence and improve the quality of care received by people with mental health problems in the acute hospital setting, and ensure inclusive access to Trust services.

Lead on the development of the Mental Health Strategy at the RUH, supporting the Trust to develop a culture that recognises and promotes parity of esteem for all people we care for.

Work collaboratively with people with lived experience, key partners and stakeholders, to co-produce and implement pathway improvements for people with mental health problems.

Work alongside the Trust patient engagement lead to ensure people with mental health problems are included in patient feedback and service innovation and development events.

Develop partnership links and support the interface between the Trust and specialist Mental Health services in order to help facilitate a smooth pathway through services.

Promote patient autonomy through education and support so that people with mental health problems are able to make informed choices about their own care as appropriate. Provide support and advice to people with mental health problems, their family/carers, and the professionals involved in decision making about their care.

Work alongside the Trust Named Safeguarding Nurse for Children and Young People and the Named Professional Adult Safeguarding Lead to ensure people with mental health problems are protected from harm and their human rights are upheld.

Jointly with the Lead Nurse for Learning Disability and Autism have daily oversight of vulnerable patients in the RUH, assigning the Enhanced Care Team to the patients most in need.

Develop and implement relevant policies and procedures within the Trust, and review Trust policies and procedures to ensure the needs of people with mental health problems are included.

Lead on an action plan to deliver appropriate improvements in service delivery and health outcomes for people with mental health problems.

Produce regular reports detailing the activities of the service and performance.

Working with the Associate Director for Vulnerable People to develop a dashboard which will include relevant KPIs for the monitoring of services.

Lead on relevant Quality Improvement (QI) projects using Trust approved methodology that will directly improve the quality of care experience of people with mental health problems.

Lead on audits and support external peer/and or regulatory inspections. Ensure that audit findings and recommendations are widely disseminated across the Trust, learning embedded and improvements made.

Lead on teaching and devising of training and development programmes to raise awareness of working with people with mental health problems, and ensure staff have the necessary knowledge, skills and confidence for meeting people's mental health needs.

Lead on the development, implementation and evaluation of policies to support the care of people with a mental health problems who are patients in the Trust.

Provide expert advice in relation to CQC compliance of the relevant quality and safety standards.

Provide expert advice in relation to equality and diversity issues for people with mental health problems.

Implement an integrated approach to risk management.

CLINICAL RESPONSIBILITIES

Collaborate with AWP and CAMHS liaison teams to co-produce personalised care plans and escalation pathways for people with an acute mental health presentation.

Support Trust staff in providing direct patient care, to provide high quality, evidence based, safe and compassionate care for people with mental health problems.

Provide expertise and clinical advice and support to facilitate the effective and appropriate provision of care and interventions for people with mental health problems.

Provide expertise and clinical advice and support to facilitate the effective and appropriate provision of care and intervention for people with eating disorders.

Provide expertise and advice relating to mental health and dementia to support clinical practice.

Ensure care is personalised to people's individual needs, and work in partnership with people with mental health problems to provide choices about their care and treatment, and to reach shared decisions.

Assist with patient assessment, care planning and discharge planning to ensure people with mental health problems receive an appropriate level of nursing/therapeutic intervention, are referred to the appropriate specialist services, and are safely discharged.

Identify and intervene if circumstances contribute to an unsafe environment for the patient and/or staff. Provide assistance where required either to support patients or to role model for staff. Provide highly specialised advice to Trust staff concerning the care of people with mental health problems and support staff with the use of care plans.

Support staff in advising on how best to manage behaviours that challenge staff, patients and the environment. Oversight of allocating resources and trained staff as part of the daily staffing meeting.

Improve the discharge experience (and help avoid delayed discharges) for people with mental health problems, their families, carers and long-term care providers by liaising with community agencies and providing support where needs are complex and risk of re-admission high.

Oversight of clinical holding and restrictive practice.

MANAGEMENT AND LEADERSHIP RESONSIBILITIES

Support Senior Management in developing and strengthening leadership of quality and clinical governance in relation to Mental Health and monitoring compliance with the Mental Health Act (1983).

Ensure compliance with national and local standards across acute care in relation to mental health, and ensure services are delivered in line with legislation including the Equality Act (2010), Human Rights Act (1998), Mental Health Units (Use of Force) Act (2018), the Mental Health Act (1983) and the Mental Capacity Act (2005).

Provide a visible and credible presence within the Trust in relation to all aspects of Mental health. Maintain a high profile for mental health throughout the organisation.

Promote positive leadership with regards to the importance of recognising mental health within the acute hospital environment ensuring any negative discrimination is challenged.

Provide line management and supervision to the Specialist Practitioner Enhanced Care and Dementia Nurse Specialists.

Support the Trust Board in their accountabilities in relation to people with mental health problems. Provide advice to senior management on requirements for meeting CQC Essential Standards of Quality and Safety.

Provide Trust representation at relevant local and regional meetings acting as an ambassador for key external stakeholders.

Jointly lead on the creation and development of a 24/7 enhanced care and support service with the Associate Director for Vulnerable People and the Lead Nurse for Learning Disability and Autism.

Undertake Serious Incident investigations as requested by the Deputy Chief Nursing Officer.

Contribute to and influence the national policy agenda in relation to mental health, including membership of system, regional and national groups, including attendance and presentation at national conferences.

RESEARCH

Establish, implement, and improve strategies for research and development in relation to mental health.

Initiate, undertake, and participate in research and audit projects with a focus on the rights of people with a mental health problem.

Critically evaluate current research, apply to practice, and disseminate findings at a Trust level.

POLICIES AND EXPECTED STANDARDS

The post holder is required to familiarise themselves with all Trust policies and procedures and to comply with these at all times. The Code of Expectations of Employees in particular sets out what you as a post holder are required to follow at all times, and you should study this carefully. Failure to comply with any of the Trust's policies may result in disciplinary action up to and including dismissal.

All staff must have an understanding of their responsibilities in relation to being accountable for knowing who is in and has access to their area of work. Staff must recognise the need to challenge appropriately and understand their duty of care relevant to their position within the organisation. Staff must be familiar with and understand the correct reporting process where there has been a potential breach.

OUR VALUES & BEHAVIOURS

All staff are required to adopt and follow the Trust values and behaviours at all times. Our values and behaviours are:



New staff will be presented with a leaflet outlining the values and behaviours expected of them at trust induction.

CONFIDENTIALITY & INFORMATION GOVERNANCE

All post holders must comply with all relevant legislation & Trust Policy with regards to Confidentiality & Information Governance, including the Data Protection Act (2018) ensuring that no information obtained through work is communicated to any persons other than those requiring it to complete their duties.

SAFEGUARDING ADULTS & CHILDREN

All Trust staff have a responsibility to safeguard adults & children which includes an understanding of the relevant Trust & Local Safeguarding Adults & Children's Board Policies.

HEALTH AND SAFETY

Employees must act at all times in line with relevant Trust Policies & the Health and Safety at Work Act (1974) to ensure a safe environment for patients, visitors and staff.

HEALTHCARE ASSOCIATED INFECTIONS (HCAIs)

All Employees are responsible for ensuring that:

- your practice so far as is reasonably practicable, protects patients, staff and other persons against risks of acquiring HCAs;
- where patients present with an infection or acquire an infection during treatment, that they are identified promptly and managed according to good clinical practice to treat the infection and reduce the risk of transmission.
- you follow all Trust policies, procedures and processes to meet the duties set out in the NHS Hygiene Code and assist in their full compliance by all staff within your department.

HEALTH & WELLBEING

The Royal United Hospital is committed to promoting the Health & Wellbeing of its staff. The Trust is a smoke free site; smoking is not permitted anywhere in the grounds. The Trust has a Stress Management Policy, which staff should familiarise themselves with to ensure that they have adequate support for the management of their own, and their colleagues stress. The Trust has an onsite Employee Assistance Programme (EAP) which is available to all staff, offering support to staff & their families.

EQUALITY & DIVERSITY

The Trust values Diversity and actively works towards promoting Equality both in terms of its healthcare provision and within its current and potential workforce. It is the aim of the Trust to ensure that no job applicant or employee receives less favourable treatment because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

PATIENT AND CARER EXPERIENCE

The Trust continuously aims to improve the experience of patients and carers using the RUH. All staff are expected to follow the guidance contained in the Patient Experience Strategy for the RUH;

The 3 main points to remember are:

- 1) Communicate clearly with people;
- 2) Involve patients and carers in their care and with the hospital;
- 3) Seek out and use patient and carer feedback in all services.

Also refer to the Carer Policy, Respect behaviours and references to improving experience contained in policy and guidance; all staff will be aware of Equality and Diversity and will assist with accommodating people with special needs. Your individual behaviour can make a significant difference to patient and carer experience.

FLEXIBILITY

This job description is intended to provide a broad outline of the main responsibilities only. The post holder is required to be flexible in developing their role in agreement with their designated manager. In addition they may be required by their manager to carry out any other duty commensurate with their banding and expertise.

DIMENSIONS

STRUCTURE CHART

Chief Nursing Officer

Deputy Chief Nursing Officer

Associate Director Vulnerable People

Lead Nurse Mental Health

Specialist Practitioner Enhanced Care / Dementia Nurse Specialists

Enhanced Care and Support Team

ANNUAL LEAVE ENTITLEMENTS:

Length of Service	Annual leave and public holidays
On appointment	202.5 hours plus 60 hours (27 days + 8 days) pro rata for part time staff
After five years' service	217.5 hours plus 60 hours (29 days + 8 days) pro rata for part time staff
After 10 years' service	247.5 hours plus 60 hours (33 days + 8 days) pro rata for part time staff

NOTICE PERIODS:

Band	Notice Period
Band 1 – 3	4 weeks
Band 4	6 weeks
Band 5 – 6	8 weeks
Band 7 – 9	12 weeks

PERSON SPECIFICATION

CRITERIA REQUIRED	ESSENTIAL	DESIRABLE
Qualifications & Training	<p>Registered Mental Health Nurse or Registered Nurse (with significant experience working within Mental Health)</p> <p>Relevant post registration training</p> <p>Educated to Masters degree or equivalent experience</p> <p>Registered with the Nursing and Midwifery Council</p> <p>BSc in Nursing or health related field, or evidence of working at this level</p> <p>Evidence of ongoing continuous professional development</p> <p>Training in managing conduct, health, sickness and performance, recruitment and selection, and appraisal</p>	<p>Clinical Supervision qualification</p> <p>Leadership qualification</p> <p>QI Methodology training</p> <p>Postgraduate diploma and training in Mental Health</p> <p>Teaching and Assessing qualification</p>
Knowledge & Experience	<p>In-depth knowledge of the Mental Health Act (1983/2007), Mental Capacity Act (2005) and the Mental Capacity (Amendment) Act (2019), Equality Act (2010), Human Rights Act (1998)</p> <p>Experience of leadership role in Mental Health</p> <p>Experience of dealing with escalating and deregulated behaviours that challenge</p> <p>Demonstrable understanding of safeguarding procedures</p> <p>Experience of autonomous practice and leadership.</p> <p>Experience of drafting report papers at a</p>	<p>Experience of handling clinical incidents and complaints</p> <p>Experience of undertaking training programmes via virtual platforms</p> <p>Protocol development</p> <p>Experience of reflective practice and supervision of staff</p> <p>Experience of leading projects</p> <p>Experience of large-scale change management and service improvement</p>

	<p>senior level. Experience of creating and presenting to a varied group of internal and external stakeholders.</p> <p>Experience of implementing internal processes and leading transformation</p> <p>Proven ability to critically analyse data</p> <p>Capabilities to manage own workload and make informed decisions, working to tight and often changing timescales</p> <p>Extensive knowledge of the Health and Social Care system including Mental Health</p> <p>Recent experience of working at a senior level in a NHS Trust or equivalent</p> <p>Evidence of well-developed clinical practice in the field of mental health.</p> <p>Able to advise on and implement improvements to the quality and efficiency of care for patients</p> <p>Promote a positive attitude and approach to mental health and the care of patients in all interactions and communication with staff, patients and carers</p> <p>Experience of managing people and teams</p> <p>Demonstrable experience of developing staff and teams.</p> <p>Proven ability to manage change within an organisation</p> <p>Experience of inter-agency and partnership working</p> <p>Knowledge of contemporary mental health practice, in particular its application in non-mental health settings</p> <p>Thorough understanding of equality and</p>	
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	<p>diversity and its application to managing self, staff and providing care to patients</p> <p>Understanding of own professional Code of Practice and requirements of it for practice and behaviour, and its application to the management of staff and self</p> <p>Understanding of the principles and application of effective staff / HR management</p> <p>Demonstrable understanding of the theory and application of clinical governance and risk assessment regarding the health and social care quality agenda</p> <p>Demonstrable experience of involvement in Clinical Governance</p> <p>Demonstrable experience of multi-agency collaboration and working across professional and organisational boundaries</p>	
Values	<p>Values and respects others, treats everyone as an individual, is non-judgemental</p> <p>Motivated to be genuinely kind and caring</p> <p>Helps and co-operates with colleagues</p> <p>Pro-active and takes responsibility</p> <p>Willing to learn, open to change</p> <p>Motivated to make a difference in whatever way they can</p> <p>Takes pride in themselves, their appearance, their role and where they work.</p>	
Specific Skills	<p>Ability to represent the Trust to influence significant decisions in Mental Health</p> <p>Ability to interpret national and local policy drivers and translate them into practice</p> <p>Ability to interpret and analyse data</p> <p>Conflict resolution skills and the ability to</p>	<p>Evidence of involvement in patient advocacy and complaints resolution</p> <p>Demonstrate management of change</p> <p>Evidence of contributing to</p>

<p>manage difficult conversations</p> <p>Excellent level of professional curiosity and ability to challenge when required</p> <p>Working knowledge of current health and social care policy development</p> <p>Familiar with key aspects of national directives and strategy relating to safeguarding</p> <p>Working knowledge of current health and social care policy development</p> <p>Ability to work across professional teams and organisational boundaries</p> <p>Ability to co-ordinate and chair complex meetings and ability to record accurate notes</p> <p>Demonstrate a sound approach to problem solving</p> <p>Advocacy skills</p> <p>Ability to negotiate with and influence others</p> <p>Ability to facilitate/deliver training programmes, face to face</p> <p>Ability to motivate and develop staff</p> <p>Excellent communication skills, written and verbal</p> <p>Ability to organise and prioritise work schedule</p> <p>Confident in working autonomously</p> <p>Effective management and leadership skills</p> <p>Ability to promote and influence a culture of learning and improvement</p> <p>Computer literate, able to utilise multiple software systems in order to collate</p>	<p>research</p> <p>Ability to critically appraise data/research</p> <p>Ability to speak at conferences to promote best practice within the Trust</p>
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	<p>information and interpret for working report writing</p> <p>High level of communication skills with ability to demonstrate fluency, clarity, and effectiveness at all levels.</p> <p>Able to impart knowledge to all grades of staff</p>	
Physical Skills & Effort Emotional Effort	<p>Typing skills - to use computerised system for accessing patient information, developing a data base of staff training records and typing of correspondence and meeting minutes.</p> <p>Able to respond appropriately to emergency situations.</p> <p>Ability to deal with conflict in teams, staff groups, and patients</p> <p>Reliable and ability to use own initiative</p> <p>Ability to work without direct supervision</p> <p>Flexible and adaptable to changing situations</p> <p>Good team worker</p> <p>Able to travel to other work places</p>	
Requirements due to Working Environment	<p>Involves risk of verbal aggression and physical violence</p> <p>Exposure at times to body fluids and smells due to frequent visits to clinical areas</p>	