

Mental Health Liaison Service

Band 6 Mental Health Liaison Nurse

Job Description

Post Title:	Mental Health Liaison Nurse
Department:	Mental Health Liaison Service
Location:	New Cross Hospital
Directorate:	Mental Health
Band:	6
Hours:	37.5
Contract Type:	Permanent
Responsible to:	Team Lead
Responsible for:	Providing specialist mental health assessments, risk formulation and signposting.

Job Purpose

- To work as part of the Trusts Urgent Care services specifically delivering a comprehensive 24/7 Liaison Mental Health Service for the Emergency Department (ED) of the Royal Wolverhampton Trust (RWT) and related hospitals. The service purpose is to support and assess those attending the RWT acute hospitals who are experiencing a range of mental health problems, have self-harmed or actively suicidal or are in mental health crisis
- Provide time limited liaison follow up when needed for RWT inpatients presenting with more complex and enduring mental health needs and provide

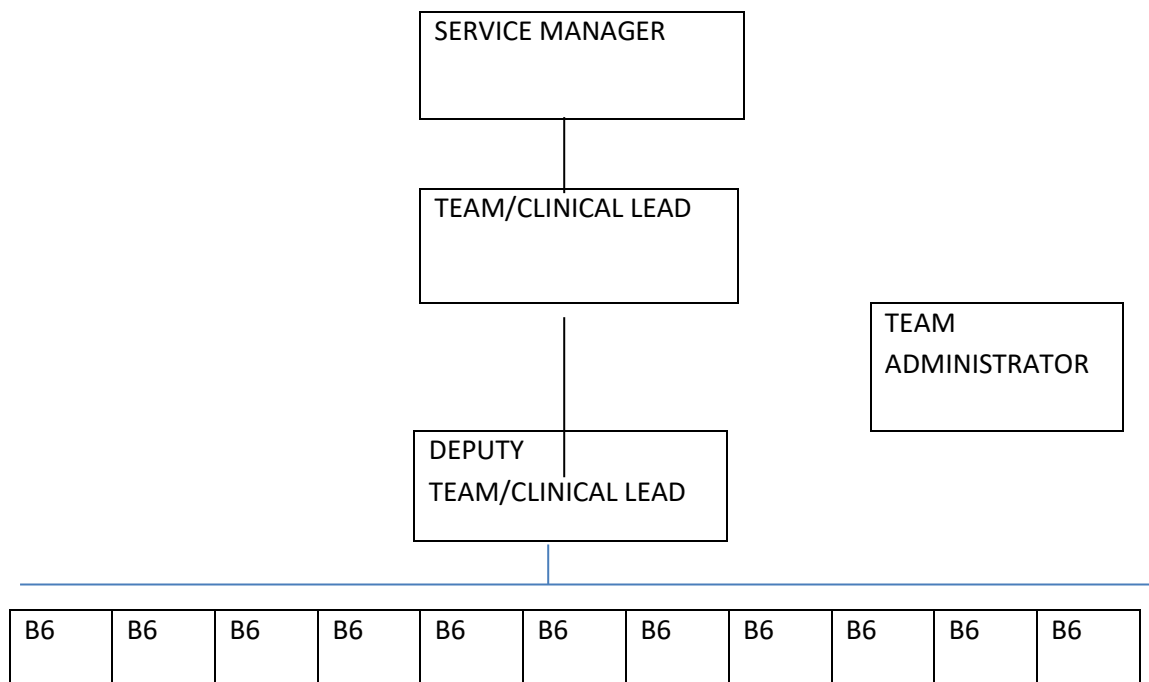


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a consultative / advisory role to professional colleagues on clinical issues related to mental health needs.

- To contribute to the ongoing improvement of the Mental Health Liaison Service currently offered in the Emergency Department and on the wards at the acute hospitals.
- To contribute to the service which will be operating in line with the 'Core 24' model and follows guidance from NICE for the assessment of individuals presenting at the acute hospital and the policy implementation guide for Liaison Psychiatry and psychological medicine.
- To contribute to Mental Health provision and education programmes within the RWT acute hospitals.

Organisation



Main Duties/Responsibilities

- Provide evidence based mental health and risk assessments of individuals presenting with acute mental health issues and/or who have self-harmed and are under the care of New Cross Hospital, West Park Hospital or Cannock Chase Hospital.
- Respond to referrals from the Emergency Department, Acute Medical Unit, Urgent Care Centre and the wards/departments at the identified Royal Wolverhampton Trust sites within the timescales provided.
- Undertake a comprehensive biopsychosocial/risk assessment and develop comprehensive care packages for patients who have received a face to face assessment and have been identified as meeting the criteria for support from local mental health services ie. Healthy Minds, Wellbeing Service, Complex Care, Early Intervention or Urgent Care Services including Home Treatment team and Inpatient services.
- Ensure referral and access to other services where appropriate e.g. Voluntary sector, community organisations etc. is in accordance with patient's needs, agreement or best interests.
- To utilise the full range of mental health assessment skills that reduces the likelihood of an individual being signposted more than once and having duplicate assessments.
- To record interventions on Black Country Healthcare electronic patient record system. To record clinical information in RWT patient records.
- Ensure that written communication is relevant, accurate, clear, legible and organised. Agreed trust data sets and risk assessment documentation will be fully completed following each assessment.
- Provide information, education, support and advice to patients and their family / carers where relevant, this includes communicating complex and/or sensitive information.
- To provide support and advice to acute trust colleagues providing care to patients with mental health problems.
- Be skilled in recognising and interpreting abnormal signs/symptoms, including physical symptoms, underlying physical conditions that may impact on mental health needs.



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- Liaise with the Intake Team (Wolverhampton City Council Adult Social Care) or out of hours Social Services Emergency Duty Team, to arrange and attend Mental Health Act assessments.
- To reduce the number of re-attenders into the Emergency Departments by signposting to appropriate service.
- Job hours will include unsociable hours.

Principal Accountabilities

- Ensure adherence to professional principals and code of practice in accordance with the requirements of the Nursing and Midwifery Council.
- Provide high quality, front line Mental Health Assessments to clients presenting to or a current inpatient of the Royal Wolverhampton Trust (RWT) and related hospitals.
- Ensure that patients and carers are enabled and empowered to make informed decisions about their care and the delivery of that care.
- Demonstrate enthusiasm and commitment to improving treatment pathways and patient outcomes.
- To demonstrate the recovery principles of connectedness, hope, identity, meaning and empowerment.
- To ensure Trust visions and values are embedded in everyday practice.
- To use advanced communication skills with the ability to adapt application to a broad range of scenarios. These will include ability to negotiate, defuse conflict, address sensitive situations, manage distress and give constructive feedback.
- To work alongside and provide specialist Mental Health advice to in-patient ward staff at acute hospitals and provide specialist Mental Health Education and training programmes to Acute Trust colleagues of all professions.
- To recognise and challenge discriminatory practice, address barriers to accessing services, to meet patient needs and take action to help reduce stigma related to mental health.
- To complement existing mental health services and act as a first point of contact in the role of gate keeper to secondary care mental health services for



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all referrals received from the Acute Trust and to liaise with Home Treatment, Acute and Community Services.

- To participate in and chair multi-disciplinary review meetings as appropriate.
- The post holder will be responsible for overseeing and supporting pre-registration students on placement within the team.
- Deliver and receive professional/clinical supervision within the team to establish and embed routine mechanisms to ensure standards of practice are regularly reviewed, patient safety issues are addressed, professional development takes place and staff wellbeing is considered.
- The post holder will adhere to the Trusts Lone Working Policy and act in a consultative capacity to medical, nursing and other professionals.
- To have an understanding of National Standards and Performance Indicators for the area of practice.
- To undertake research and lead clinical audits in own specialist area.
- To be responsible for own area of work and ensuring their role is played in achieving team standards, goals and objectives and at times lead on service improvements, initiatives and audits as delegated by the Team Lead.
- There is no direct budget responsibility but as part of the team, be creative and cost effective in relation to use of resources.
- The post holder will be accountable to the Team Lead, Mental Health Liaison Service.
- To undertake any other duties of a similar nature consistent with the responsibilities of this post in order to provide a quality service.

Trust Values

Employees, workers, and / or contractors will be expected to uphold the values of the Trust and exhibit the expected Trust behaviours aligned to the Trust's values. Individuals have a responsibility to ensure that they display the Trust values and behaviours in carrying out their job and that individuals feel able to challenge (or raise a challenge) when other colleagues' behaviours breach the spirit of Trust values.



Confidentiality and Data Protection

Staff are to familiarise themselves with the Employer's data protection policy when this is available, which sets out its obligations under the General Data Protection Regulation, the UK Data Protection Act 2018 and all other data protection legislation. You must comply with the Employer's data protection policy at all times and you agree that you will only access the systems, databases or networks to which you have been given authorisation and only for the purposes of your work for the Employer. The Employer will consider a breach of its data protection policy by you to be a disciplinary matter which may lead to disciplinary action up to and including summary dismissal. You should also be aware that you could be criminally liable if you disclose personal data outside the Employer's policies and procedures. If you have any queries about your responsibilities in respect of data protection you should contact the Employer's Data Protection Officer.

Data Quality

The post holder should ensure any data/information prepared for either internal or external analysis is 'fit for purpose' i.e. that it is accurate, valid, reliable, timely, relevant and complete

No Smoking

The Trust has a no smoking policy. Smoking is not allowed on any Trust premises

Health and Safety

The post holder will take personal responsibility for any Health & Safety issues and obligations under the Health & Safety at Work Act. The post holder should also be aware of and comply with other relevant legislation and policies e.g. Fire Regulations.

Clinical Governance

All employees are required to actively contribute towards the Trust's clinical governance systems, taking responsibility as appropriate for quality standards, and work towards the continuous improvement in clinical and service quality.

Infection Prevention & Control

Infection prevention & control is everybody's responsibility, it is a requirement for all Trust staff to comply with all Trust infection control policies and procedures.

- All Trust staff should ensure that they fulfil their responsibilities for infection prevention and control, that they provide leadership where appropriate in



infection control matters and that they challenge poor infection control practice in their workplace.

- All staff must adhere to the Trust's Hand Decontamination Policy
- All staff are expected to behave in a manner which protects patients, public and colleagues from infection risks within the scope of their role.
- All staff should have infection control training at induction and annual infection control updates as required.
- All clinical staff will have annual infection control objectives set and these will be reviewed at appraisal.

Safeguarding Adults

Safeguarding is 'Everybody's Business'. It means protecting people's health, well-being and human rights. It includes protecting their rights to live in safety, free from abuse and harm; taking their views, wishes, feelings and beliefs into account. In the West Midlands, the main statutory agencies work together to promote safer communities, to prevent harm and abuse and to deal with actual or potential when concerns arise. These Organisations which include Black Country Healthcare NHS Foundation Trust work together to achieve these outcomes by working within the Safeguarding Adults multi-agency policy and procedures for the West Midlands and adhering to the local Safeguarding Adult policy and procedures. Staff can contact the Trust Named Nurses for Safeguarding Adults or a member for advice and support if they have concerns. It is an employee's responsibility to comply with all current legislation and relevant Safeguarding training as breaches may lead to an employee being subject to disciplinary action.

Safeguarding Children

All members of staff have a responsibility to ensure that children and young people are safe from abuse or harm. Employees must comply with Local Safeguarding Board Child Protection Policy and Procedures and Black Country Healthcare NHS Foundation Trust Safeguarding Children Policy. Staff can contact the Trust Named Nurses for Safeguarding Children or a member for advice and support if they have concerns. It is an employee's responsibility to comply with all current legislation and relevant Safeguarding training as breaches may lead to an employee being subject to disciplinary action.

Professional / Managerial Codes of Practice

The post holder is expected to abide by the relevant codes of practice of the registering body for healthcare professionals, and, where applicable, the NHS Code of Conduct for managers.



Policies and Procedures

The post holder is required to abide by all policies and procedures of the Trust.

Pandemic / Other Emergencies

In the event of a pandemic being declared, the post holder may be required to adjust their days of work, hours of attendance, work base, and duties to support the delivery of services.

Job Description

This document is not intended to be an exhaustive list. Other duties, responsibilities and work base appropriate to this role / grade, may also be required. The manager will discuss this with the post holder where necessary.

Post Holder's Signature:

Date:



Person Specification

Job Title: Mental Health Liaison Nurse

Band: 6

Department: Mental Health Liaison Service

All candidates will be considered on their ability to meet the requirements of this person specification.

E = Essential criterion for the role D = Desirable criterion for the role.

Attributes/Skills	Key Requirements	Criteria (E/D)
Education/Qualifications	<ul style="list-style-type: none">Registered Mental Health Nurse,Evidence of ongoing CPD or revalidation.Teaching and assessing qualification to assist with Mentor of student nurses.	E Shortlist D
Experience	<ul style="list-style-type: none">Experience of working with individuals who are experiencing high degree of emotional distress that impacts upon their mental health.Able to demonstrate experience of working with adults with complex mental health needs.Experience of working within a multi-cultural framework.	E E E
Knowledge	<ul style="list-style-type: none">Understanding of current mental health legislation, safeguarding procedures and prevent.Understanding of confidentiality and data protection.Knowledge of mental health disorders, including self harm, suicide, psychosis, dementia, personality disorders and management of same.Understanding the organisational framework in which the service operates.Lone Working Policy.	E E E E



Person specification – Mental Health Liaison Nurse

Skills/Personal qualities	<ul style="list-style-type: none"> • Excellent communication skills- verbal, written and IT literate. • Ability to assess risk and formulate management plans according to risk. • Ability to manage and deal effectively with crisis. • Ability to problem solve. • Ability to work in partnership across agencies and services. • Excellent record keeping/documentation. • Ability to prioritise workload. • Ability to support and supervise staff. • To be able to adopt flexible working practices and undertake a full range of duties. • Embrace continual changes in organisational working and culture. • Genuine interest in chosen field. 	E Interview
Trust Behaviours	<ul style="list-style-type: none"> • Be compassionate, empathetic and caring to everyone. • Enable yourself and others to act with confidence and authority in order to achieve the best outcome for everyone. • Work with others. Be inclusive by understanding and valuing others to achieve the best results for everyone and everything we do. • Act with transparency and honesty; respect and value others to do the right thing at the right time for everyone. 	E
Other	<ul style="list-style-type: none"> • You must be able to travel if required across the RWT sites. • A car driver is preferable 	E D



Additional Information

About Us

Black Country Healthcare NHS Foundation Trust provides specialist mental health, learning disability, and community healthcare services for the population of the Black Country. Across the whole of the region we provide:

- Adult and older adult mental health services
- Specialist learning disability services
- CAMHS

Black Country Healthcare NHS Foundation Trust was formed on 1 April 2020, after NHS England and NHS Improvement approved the merger of Black Country Partnership NHS Foundation Trust and Dudley and Walsall Mental Health Partnership NHS Trust.

Combining resources, strategies and talented workforce enables us to deliver a wider variety of outstanding services that are based on best practice and are continually improving.

As a public body, we are accountable to the people we serve. The Trust Board is responsible for determining the strategy and overall direction of the Trust in an open, honest, and transparent manner.

We're using our position as an NHS Foundation Trust to strengthen our ties with the local community. We have a large and growing membership, and we're always encouraging people to join our Trust as members. Members are kept informed of what is happening in the Trust, and their advice is sought on ways we can improve the effectiveness and responsiveness of our services.



Trust Values and Behaviours

Black Country Healthcare NHS Foundation Trust has a set of Trust Values and Behaviours to improve the experience for our patients and our staff. This means that in undertaking this role the post holder is expected at all times to behave in a way that demonstrates commitment to the delivery of thoughtful patient care and continuous improvement as detailed in the table below.

Our Trust Values are:

Together with you to achieve

healthier, happier lives



Caring

We care for everyone as individuals, being compassionate, empathetic and kind with a willingness to help.

Enabling

We enable ourselves and others to act with confidence and authority in order to achieve the best outcome for everyone.

Working Together

We work together in partnership, being inclusive by understanding and valuing others to achieve the best results for everyone in everything we do.

Integrity

We act with transparency and honesty; respecting and valuing others to do the right thing at the right time for everyone.

Employment Benefits

- NHS Pension Scheme
- Annual Leave
- Cycle to Work Scheme
- Staff Support
- Lease Car Scheme
- Childcare Vouchers
- Long Service Awards
- Flexible Working & Parental Leave
- Statutory and Occupational Maternity, Paternity and Adoption Leave



Together with you to achieve **healthier, happier lives**

- NHS Discounts and shopping vouchers
- Health & Wellbeing
- Annual appraisal
- Support with continuing professional development
- Research and innovative practice
- Partnership work with Unions
- Occupational Health Service

