

JOB DESCRIPTION

1. JOB IDENTIFICATION

Job Title:	Primary Care Mental Health Nurse
Responsible to:	Team Manager
Department(s):	Joint Mental Health Team
Directorate:	Midlothian H&SCP
Operating Division:	
Job Reference:	048142
No of Job Holders:	6

2. JOB PURPOSE

To undertake the role of the Primary Care Mental Health Nurse utilising specialist clinical knowledge to inform decision making and clinical judgment from initial assessment to care planning. To provide specialist advice to the Primary Care and multidisciplinary Mental health team in relation to the management of patient conditions through the assessment, treatment and review planning process in partnership with the patient/carer.

Provide specialist advice to healthcare professionals, other agencies, carers, clients and relatives.

Support the development of the service to improve practice and work collaboratively across healthcare boundaries, implementing and evaluating evidence based standards, guidelines and policies.

To provide teaching and supervision to junior staff and students.

3. DIMENSIONS

Population and demographic indicators of the area are:

Midlothian population currently 90,000. 12 GP Practices over the area. High levels of antidepressant prescribing in population

Staffing responsibilities:

Supervision and mentoring of students

Financial/Budgetary e.g. ordering supplies, stock control

Ordering of supplies and supplementary staffing.

The postholder is employed within NHS Lothian and there may be a requirement to work flexibly across Lothian to meet service demands.

4. ORGANISATIONAL POSITION

Clinical Service Development Manager

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Team Manager

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This post

Key:

----- represents professional accountability

5. ROLE OF DEPARTMENT

To provide a Primary Care Mental Health nursing service within Multi Disciplinary and Primary Care Teams to patients within their family and community environment and, in conjunction with other agencies within and external to Division. To provide, through assessment and implementation of clinical interventions, a comprehensive and individualized package of care.

6. KEY RESULT AREAS

Clinical Practice

1. Responsible for assessing patient condition and for providing specialist advice in relation to patient conditions and supporting the development of specialist care plan/package through assessment to meet the mental health / psychological and holistic needs of the patient.
2. Deliver a variety of care and treatment interventions, in line with evidence base on a 1:1 and group basis and contribute to wider service care provision within and outwith health service
3. Participate in policy development through attending specialist / national groups, which facilitate networking and sharing best practice through the provision of specialist professional advice.
4. May initiate medication prescribing, administration and management in line with Patient Group Directive's or Independent Nurse Prescribing competence.
5. Apply principles of epidemiology and demography in clinical practice recognising risks, patterns of disease and work collaboratively with a variety of stakeholders to develop health promotion strategies and reduce health inequalities.
6. To undertake risk assessment (including patient behaviours and working environment) and incident management within community setting including implementation of action plans and associated learning to ensure ongoing compliance with related legislation and guidelines, including Health and Safety at Work Act and NHS Lothian Health and Safety policy and reporting systems, to safeguard patients and staff.
7. Apply the principles of public protection (children and adults) with own caseload and in a supervisory capacity.

Clinical Leadership

8. Provide clinical leadership in relation to the management of patient condition working at specialist practice level to provide mentoring, supervision and clinical advice where required to the multidisciplinary team.
9. Develop effective partnerships and positive working relationships with a variety of internal and external agencies in order to support seamless care provision across all agencies.
10. Participate in business continuity, workforce planning and skills profiling to ensure the targeting of resources to meet the needs of the team, individuals and families.
11. Participate in the appraisal process and Personal Development Plan Review in line with the Knowledge and Skills Framework. Support management of performance issues for area of responsibility. Provide and participate in clinical and peer supervision.
12. Participate in the development of local procedures, protocols and standards ensuring compliance with National legislation and NHS Lothian policies and identify opportunities for the continuous development of service.
13. As and when required, in the absence of the Team Manager, provide support and guidance to team members and ensuring that a cohesive multidisciplinary team approach is maintained and to maintain effective operational management of the clinical area

Practice Development and Facilitated Learning

14. For area of expertise provide specialist advice and teaching to the multidisciplinary team. May work in collaboration with education providers and other key stakeholders to ensure staff and learner competency is achieved and maintained.

Research and Development

15. May participate in research and undertake clinical audit to support own and the team's best practice which is research and evidence based leading to continuous improvement in care. Disseminate findings as appropriate to influence best practice.
16. Undertakes clinical audit programmes to support own and teams best practice which is research and evidence based leading to continuous improvement in care
17. To support NHS Lothian's values of quality, teamwork, care and compassion, dignity and respect, and openness, honesty and responsibility through the application of appropriate behaviours and attitudes.

7a. EQUIPMENT AND MACHINERY

The postholder will be expected to be responsible and knowledgeable in the safe use of all clinical and non clinical equipment used within the area ensuring this is checked and maintained and where problem are identified these resolved so that all equipment is fit for purpose.

The following are examples of equipment which will be used when undertaking the role:

This list is not exhaustive:

Mobile phones
PC
Alcometer
Scales
BP machine

Note: New equipment may be introduced as the organisation and technology develops, however training will be provided.

7b. SYSTEMS

The following are examples of systems which will be used when undertaking the role:

To maintain accurate and up to date clinical records complying with patient confidentiality and provide data for core surveillance.

To be responsible for recording all activity/contact on appropriate local system.

To update and maintain a range of information databases.

Responsible for ordering supplies e.g. supplies and equipment using PECOS system.

To be proficient in the use of IT systems - internet/intranet including use of email.

Risk assessments – DATIX.

TRAK.

Note: New systems may be introduced as the organisation and technology develops, however training will be provided.

8. ASSIGNMENT AND REVIEW OF WORK

Works within occupational, national and local policies and guidelines.

Will have a Professional Personal Development Plan including an assessment of clinical competence which will be reviewed annually by the responsible line manager.

Professional nursing advice may be provided by the Chief Nurse / Advanced Nurse Practitioners.

The post is self directed, organising own workload in relation to specialist caseload to meet the demands of the service.

The clinical workload is generated through various referral protocols of Primary Care and multidisciplinary teams in line with legislation and performance indicators set by the Scottish Government Health Department.

9. DECISIONS AND JUDGEMENTS

Makes autonomous clinical decisions in relation to patient assessment, care planning and review within area of specialty.

Agree referral protocols, undertake risk assessments and using specialist clinical reasoning skills, make further referrals to Clinicians when it is identified that further clinical intervention is required.

Uses own initiative and acts independently within the boundaries of own knowledge and skills.

Participate in the appraisal process through Personal Development Planning and review in line with the Knowledge and Skills Framework.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

Balancing management of own workload and providing support/ advice to other staff.

Adapting to the variable and unpredictable demands of the post.

Continued promotion of the specialist role and challenging the boundaries of the current parameters of practice.

11. COMMUNICATIONS AND RELATIONSHIPS

Communicates sensitive, complex clinical condition related information to patients, relatives and carers in relation to specialist area.

Communicate verbally and in writing to members of the multidisciplinary team - members of Primary and Secondary Health Care Teams, Social Care; statutory and non-statutory services with the ability to express professional views within group settings and support client advocacy.

In addition to the above other contact falls into the following main categories in relation to healthcare, staffing and service issues:

The patient, their relatives and the multidisciplinary team involved in the provision of care.
Nursing staff regarding patient care, allocation of work, workload issues.
Partnership, Trade Union and Professional Organisation representatives in relation to service and staffing issues.

Acts as a patient / staff advocate through the application of ethical, legal and professional knowledge and skills.

12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

This section may vary depending on clinical area. Examples may include:

Physical Skills:

Risk assess a range of working environments and ensure safe working environment for self and staff
IT – Keyboard skills
Exposure to body fluids
Administer medicines, IM injections,
Violence and Aggression – breakaway / de-escalation

Mental Demands:

Dealing with urgent and life threatening conditions – reacting to crisis situations
Variety of assessment approaches and interpretation of findings sometimes complex
Concentration and decision making in terms of competing demands and priorities.
Ability to calculate drug dosages and prescribe safely and effectively
Writing prolonged reports
Interpret data and use findings to inform service delivery

Emotional Demands:

Individual , family, community and team dynamics

Supporting in terms of individual, family and community crisis/ major incident/ poor diagnosis and prognosis, bereavement

Dealing with challenging behaviour

Advocating for patients

Supporting and mentoring staff, including challenging poor performance

Supporting and enabling self care when individuals, family and community may not be motivated to do so

Coping with management of complaints

Providing episodes of care that challenge individual beliefs and values

Balancing the support for carers with the protection of vulnerable groups

Working Conditions:

Exposure to body fluids.

Potential exposure to verbal and physical aggression from patients and relatives / other visitors.

Working in homes/environments which are challenging including clients homes where there is smoking and also pets.

Lone working in the community

13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

Registered Nurse with NMC – Mental Health (RMN)

Evidence of significant post registration professional practice experience to undertake and fulfill the key areas for this post e.g. postgraduate course/s in clinical specialty.

Non medical nurse prescribing experience as appropriate to role

Evidence of management, education and training.

Effective listening and interpersonal skills.

Time management skills/ability to prioritise workload.

Evidence of research /audit experience.

Evidence of effective problem solving skills.

Competent in standard IT packages e.g. Microsoft Word & Excel.

14. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder's Signature:

Date:

Head of Department Signature:

Date: