#### JOB DESCRIPTION

|  |
| --- |
| JOB IDENTIFICATION |
|  Job Title: Mental Health Nurse Responsible to (insert job title): Senior Charge NurseDepartment(s): HMP Edinburgh Health CentreDirectorate: REASJob Reference: 173188No of job holders: 4.5 WTELast Update:  |

|  |
| --- |
| 2. JOB PURPOSE |
| The post holder is responsible for the development and delivery of programmes of care for a Mental Health service within the unique setting of a prison environment. The post holder is responsible for the initial assessment, planning, implementation and ongoing care needs of the prisoners, as well as providing emergency and anticipatory care, to Mentally Disordered Offenders (MDO’s) and adjusting their care on a daily basis, including assessing medication requirements and forwarding the medication request to either the doctor on duty or on-call doctor to prescribe (in most cases there is no medical review undertaken)The post holder will provide a comprehensive discharge and follow up service whilst managing and maintaining own caseload. They work within an integrated multi-disciplinary team providing a Mental Health service to prisoners within HMP Edinburgh. The post holder will develop and maintain close working relationships with statutory and voluntary sector organisations and forge positive links with the local community.  The post holder is also responsible for managing their own caseload as part of a Mental Health service for prisoners experiencing a broad range of complex needs. The post holder has the autonomy to decide when a prisoner should be discharged from their caseload and will provide support, education and advice on how to manage the prisoner’s ongoing Mental Health needs. The post holder will provide relevant screening for prisoner’s presenting in ‘crisis’ and develop management strategies jointly with prison management team for dealing with the prisoner’s presentation |

|  |
| --- |
| **3. DIMENSIONS** |
| The post holder works within HMS Edinburgh prison which has a population of 900 prisoners.The post holder is responsible for a nurse led Mental Health service, with a large number of the prison population suffering some form of recognised Personality disorder and is regularly on site without a medical presence; in addition there is no on-call psychiatrist for advice on acute or crisis situations and the post holder is responsible for the prisoner in this situation. They will provide guidance, support and education to healthcare support staff, students and non healthcare staff working within the prison. They also provide guidance, mentorship and support to new members of the nursing team. The post holder will manage their own caseload and will accept direct referrals from a variety of sources including prisoners, prison officers, Allied Health Professionals, GP’s. The caseload is not delegated but generated from these sources and managed autonomously by the post holder. They are responsible for providing and continually developing high quality interventions for individuals experiencing problems related to Mental Health. The main focus of this being reintegration into the community and disengagement from criminal justice services. In addition the post holder will be responsible for education and support to General Practitioners and the Scottish Prison Service. High quality interventions will be implemented as directed by policy and the evidence base in the Mental Health field. |

 **4. ORGANISATIONAL POSITION**

­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­

 HEALTH CARE MANAGER

 |

 SENIOR CHARGE NURSE

 / | \

 ADDICTIONS MENTAL HEALTH PRACTISE/TREATMENT RM

 NURSE NURSE NURSE

 (THIS POST)

 \ | /

 HEALTHCARE SUPPORT WORKER

|  |
| --- |
| 5. ROLE OF DEPARTMENT |
| The role of the Prison Healthcare Service is to provide a range of clinical services and interventions that meet prisoner healthcare needs ranging from their Mental Health needs, Addictions needs, physical and psychological needs through to their social well being during their stay in Prison and on their release, which complement and integrate with other services and agencies within the establishment and the community. The service provides ongoing rehabilitation and contributes to the Offender Outcome Strategy. The service is expected to plan and deliver existing and new nursing services to meet with local and national strategies, within a robust clinical governance framework.The Mental Health team aims to provide a high quality, flexible and evidence-based treatment service to meet the needs of individuals with mental health problems. The service works in collaboration with GP’s, local authorities, non-statutory agencies, locality clinics and pharmacists, encompassing a shared care approach. |

|  |
| --- |
| 6. KEY RESULT AREAS |
| 1. The post holder is responsible for the management of own caseload by assessing, planning and managing a variety of treatment interventions appropriate for this prisoner group and is expected to demonstrate, assess, monitor, implement and evaluate standards of mental health care within the establishment. Promoting evidence based best practice by addressing and remedying deviations and making recommendations for improvement.
2. The post holder will undertake comprehensive mental health assessments in partnership with those who access the service, including a comprehensive assessment of risk to the person and/or others in association.
3. The post holder has overall responsibility to maintain accurate Clinical Records in accordance with NHS Lothian Policy. They will establish and maintain effective working relationships to ensure effective communication and a collaborative approach towards meeting the needs of the prisoner – including the prisoner, Carers, MDT, GPs, & non-statutory agencies. Liaise with professional and voluntary agencies to provide appropriate specialist advice for patients with mental health problems and call, attend and contribute to appropriate multi-disciplinary team meetings and case conferences.
4. The post holder will enable prisoners to address their own health needs by raising awareness of factors that will impact on their mental health and social well being and to target health improvement activities which will enable the prisoner to achieve a healthier lifestyle both in custody and on their release.
5. The post holder will run nurse led clinics, including depot, living life to the full etc,. In addition the post holder will conduct initial screening of prisoners and identifying assessment and treatment requirements.
6. During weekends and at other times (in the absence of the senior charge nurse) the post holder is expected to deploy staff efficiently and allocate workloads accordingly.
7. The post holder is a “First Responder” and is expected to manage emergency situations without support of medical staff, where there is a high risk to the wellbeing of prisoners and staff. First responder care includes situations such as seizures, cardiac arrests, injuries including head and spinal injuries, attempted suicides (overdoses, ligature injuries), self harm, severe burns, haemorrhages. In this role the post holder can administer emergency medication without prescription (eg GTN, Aspirin, Epi Pen, Naloxone).
8. The post holder is expected to decide when it is appropriate to escalate the situation to an emergency ambulance or hospital care. They will oversee prisoner transfer to hospital under the Mental Health Act
9. The post holder will act as a resource and provide specialist nursing advice to other professionals and relevant agencies. The post holder will also liaise with external agencies and develop protocols for through care of prisoners both on arrival and release from prison.
10. The post holder will also co-ordinate manage and participate in multi-disciplinary case conferences for prisoners with complex needs.
11. The post holder is expected to participate in and contribute to working groups with regards to the development of operational and strategic policy to ensure the development and delivery of the most appropriate services in order to address health inequalities and promote the physical, mental and social well wellbeing of the prison population.
12. The post holder will participate in Integrated Case Management meetings, which requires them to be competent in their field of practice.
13. The post holder is expected to be actively involved in research and audit to critically evaluate Mental Health nursing practise and developments. The post holder will disseminate findings and develop and implement innovations and standards to ensure evidence based practise and quality of service. They will have responsibility for risk management, monitoring standards of clinical practise, clinical audit and promoting evidence based/best practise to improve clinical outcomes.
14. The post holder will ensure and facilitate the ongoing process of Professional development of team colleagues, student nurses and Other learners, including during induction, ensuring they are appropriately prepared and supported in the performance of their Duties and participating in the development and delivery of ongoing Training programmes, supervision and mentorship

 1. The post holder will act in accordance with the NMC Code of Professional Conduct, NHS Lothian Policies and Procedures and maintain Post Registration in Practise. The post holder will be able to demonstrate continuous professional development, including the ability to perform specific clinical skills within the constraints of a prison environment.
 |

|  |
| --- |
| 7. EQUIPMENT AND MACHINERY |
| The job requires the post holder to become fully conversant with the use and calibration of range of health care equipment including:- Personal Computer – including use of office and database softwareBlood collection system including syringes, needles and sharp boxes.Sphygmomanometer and stethoscope, thermometerImmediate Life Support Equipment e.g. semi automatic defibrillator, pulse oximeter, auto dose injector penNebuliser and Oxygen Equipment, Spirometer, Peak flow meter, Volumatic deviceGlucometerMethadone dispensing glass conical measureECG machineSecurity keys, personal alarm and 2 way radio Ensure that equipment (both disposable and non disposable) is maintained and stock is managed to ensure economical use of all resources. |
| **7b. SYSTEMS** |
| The post holder is responsible for maintaining accurate and up to date clinical records complying with all statutory policies and procedures of NHS Lothian and to complete statistical/informational returns as required by NHS LothianThe post holder will use the following systems on a daily basis:-Computerised Health Care recordsManual Health Care Records SystemPrisoner Records System (PR2)Electronic patient records and Care PlansDrug recording systems and RegistersClinical Rating Scales (eg opiate and alcohol withdrawal assessment tools)Suicide Risk Management SystemClinical Audit Systems including Health Care Standards Assurance, which is specific to the SPSPersonal Communication Device (radio carried continually throughout the shift)Audit systems, both local and nationalTRAKThe post holder is expected to be proficient in the use of IT systems including email, internet, intranet, E Learning |

|  |
| --- |
| 8. ASSIGNMENT AND REVIEW OF WORK |
| The post holder is expected to work autonomously in their area of responsibility and workload is largely generated by the prisoner’s health care needs.The post holder will be expected to prioritise their own workload and that of the healthcare support workers within the team on a daily basis, monitor activity and anticipate and resolve problems.Work is generated via direct referrals from prisoners, prison officers, allied health care professionals, GP’sThe post holder will ensure clinical supervision is accessed on a Regular basis An annual performance review will be undertaken by the Senior Charge Nurse and a Professional Development Plan agreedThe post holder will contribute to the development of specific areas of work within the wider context eg service development, some of which will be self generated.  |
|  |
| **9. DECISIONS AND JUDGEMENTS** |
| The post holder, as an autonomous practitioner, is accountable for their professional practice and skills. This is achieved by assessment of risk and needs based on prisoners’ presentation and the development of programmes of care. The post holder has autonomous responsibility for the patients on their caseload and will independently assess, implement and develop programmes of care, including decisions relating to clinical risk and will make decisions based on their assessment of the prisoner’s healthcare needs. They are expected to prioritise their own workload and support other staff in clinical decision making.The post holder will prioritise, plan and evaluate clinical activity and will decide when to access medical review after initial patient assessment if they deem it necessary. The post holder will also decide when to refer onto other agencies or discharge as appropriate.The post holder will advise GP’s and other professional groups on the appropriateness of a given intervention for a prisoner on their caseload.The post holder will advise and recommend prescriptions and treatments, in conjunction with the prisoner and doctor, regarding the appropriate delivery of care and support to meet the identified needs including when to refer to other healthcare professionals and other agencies, both internal and external.The post holder will prioritise, assess and deliver services within available resources. They will use their own judgement to disseminate relevant information regarding the risk posed by the prisoner as well as other information, to other members of the health care team. This includes information to criminal justice agencies responsible for community supervision and to the SPS Intelligence Management Unit.The post holder must have knowledge of Child Protection and Vulnerable Adult policies with the responsibility to refer concerns onto the appropriate Agency.In the absence of the Senior Charge Nurse, has the authority to book bank staff to ensure there is sufficient cover to deliver the service in a safe and effective manner. |

|  |
| --- |
| 10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB |
| The post holder works in a prison environment and the work is extremely challenging where they are exposed to situations where there is violence, aggression and a high risk to the well being of other prisoners and staff. The post holder will be trained in breakaway techniques. The post holder is regularly open to abusive and threatening language and behaviour. The post holder must work with the constant exposure to potentially dangerous situations eg hostage taking. The post holder is responsible for the safety of the security keys they are allocated; being aware of the potential security breach if mishandled, misplaced or misused by compromising prison operational security. They are also responsible for the operation and security of a radio and are expected to listen continually, via an ear piece, to the prison radio traffic and respond appropriately to situations as required, using approved Radio Procedure.The post holder must respond quickly and effectively to critical incidents such as attempted suicide/self harm and providing immediate support to colleagues and other prisoners involved. The post holder will ensure an integrated and seamless service with other departments and partner agencies both within the prison and in the community.A requirement to represent the prison at court as a competent professional witness e.g. at a fatal accident inquiry.The post holder is responsible for time management – work required versus time available. They must prioritise workload on a continuous basis, managing scheduled and unscheduled care, balancing conflicting and unpredictable priorities.The post holder, on occasions will be required to remain in the prison after working hours to deliver health care for emergency or operational reasons and the post holder would be expected to carry out a risk assessment.The post holder must manage the emotional impact of working in an unpredictable environment on a daily basis. |

|  |
| --- |
| **11. COMMUNICATIONS AND RELATIONSHIPS** |
| The post holder is regularly required to communicate, both verbally and in writing to members of the multi disciplinary/multi agency team as well as the prisoner regarding issues such as sensitive information.The post holder will have excellent influencing and persuading skills when dealing with prisoners in order to agree care plans and assist with the implementation of the plan to ensure a successful outcome. There can also be barriers to understanding due to the client group e.g. frequently prisoners are under the influence of unknown illicit substances, prisoners with learning disabilities or sensory impairment , cognitive impairment, social/cultural/educational and non English speaking prisoners. Provide accurate, timely reports, records and summaries for GPs, Criminal Justice Services, Social Services or other referring and partner agencies.In addition to contact with the prisoner the post holder regularly communicates with the following:-INTERNALHealth Care TeamPrison staff and managementSocial workersAddiction ServicesChaplainsParole StaffPsychologyPsychiatric servicesPrisonersFamily and carersEXTERNALPharmaceutical Supplies Provider and out of hours pharmacy telephone advice serviceGP and Community NursesNHS services/hospitalsAddiction ServicesSocial workers and Local AuthoritiesCriminal Justice ServiceMembers of the public e.g. prisoners relativesTranslation ServicesVoluntary Agencies e.g. SamaritansCommunication is regular, face to face, on the telephone, or in written correspondence, formal and informal. This can include intra-professional issues and highly sensitive issues. |

|  |
| --- |
| **12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB** |
| PHYSICAL SKILLSHighly developed physical skills, accuracy important, manipulation of fine tools, materials.Manual dexterity and accuracy required for administration of IM/IV Injections, wound dressings, venepuncturePHYSICAL DEMANDSThis role encompasses the entire area of the prison and therefore there is daily and frequent walking and stair climbing As a first responder to incidents, the carrying of emergency equipment weighing over 15kgs, such as defibrillator, oxygen bottles, at speed and over fair distances, including outside Frequent moving of equipment weighing over 10kgs to residential areas, which involves going outside and climbing stairsMENTAL DEMANDSA high degree of concentration is required during prisoner assessment who, in many cases, have a complex and comprehensive range of physical, psychological, substance misuse and social problems and may be under the influence of illicit substances. A higher level of concentration is required due to the responsibility of carrying a security radio and security keys and the requirement to continually monitor the radio, responding to specific incidents when they arise Frequently responds to unscheduled appointments which results in work plans being changed at short notice. In addition, the unpredictability of shift finish times, for example, courts running late or admissions from outlying courts where the prisoner must be risk and health assessed  The ability to act expediently and appropriately when responding to crisis situations such as deliberate self harm, suicide attempts, completed suicides, medical emergencies and prisoner or staff assault. This happens on a frequent basis.  Working with prisoners with complex and diverse needs and the ability to adapt to complex clinical situations and managing prisoners with personality disorder. On-going requirement for continual updating and learning of techniques and practices, including Information Technology skills EMOTIONAL DEMANDS Communicating with distressed/anxious/worried prisoners on a daily basis Discussion with prisoner regarding prognosis, treatments   Frequently dealing with sensitive issues with prisoners such as bereavement, family conflict, suicide attempts, deliberate self harm, rape and abuseWorking with prisoners with a history of violent, sexual or predatory offences Managing/dealing with aggressive, abusive, threatening behavior and situations on a daily basis Dealing with vulnerable people and being alert to Child Protection issues Balancing the demands of NHS Lothian and SPS on a daily basisWORKING CONDITIONSExposure to bodily fluids, including blood, which may be infectiousNeedlestick injuriesFrequent exposure to verbal aggressionFrequent exposure to physical aggressionFrequent exposure to potentially volatile situationsExpected to attend meetings anywhere throughout the SPS estate, whichWorking in a secure environment with daily x rays of belongings, subject to random staff searches of belongings and personal rub down searches Daily and frequent use of a visual display unit (VDU) and keyboard |

|  |
| --- |
| 13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB |
| The post holder will be a First Level Registered Mental Nurse substantial relevant previous experience in a Mental Health setting  Non medical prescribing, or working towards Ability to plan and deliver Mental Health Services within a complex environment. Trained in Breakaway Techniques.The post holder will be expected to complete prison related training – Talk to Me Suicide Strategy, Multi Agency Public Protection Arrangements (MAPP A)The post holder will have good knowledge and understanding of the Mental Health (care and treatment)(Scotland) Act 2003, Child Protection Adult Support & Protection Act 2007  The post holder will be expected to work autonomously, planning own workload The post holder will have a sound knowledge of NHS and SPS PoliciesThe post holder will have well developed communication and interpersonal skills, particularly influencing and negotiating skillsEvidence of continuing professional developmentThe ability to work flexibly as part of the team and demonstrate leadership with junior members of the team. General Information and Technology skills, including the use of the computer to record and retrieve clinical information. |

|  |
| --- |
| **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: Head of Department Signature: | Date:Date: |