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| JOB IDENTIFICATION | Job Title | Liaison Psychiatry Nurse (AfC Band 7) |
|  | Department(s)/Location | Perth Royal Infirmary |
|  | Number of job holders | 1 |
| JOB PURPOSE To contribute to the provision of a liaison psychiatry service for PRI.  To receive and assess referrals of patients presenting to various departments within the Acute Services Division of Dundee Health and Social Care Partnership, namely PRI, who have been admitted following an episode of DSH or failed suicide attempt or where there are concerns about the individual’s mental health.  To provide a psychosocial assessment and any relevant follow up care/management for those referred directly to the Liaison Psychiatry Nurse. To provide regular teaching sessions to staff within NHS Tayside’s Primary Care Division and Acute Services Division on relevant mental health related topics e.g. suicide risk awareness, mental health problems and their management. Support clinical resource where indicated and/or required.  Monitor standard of care and service provision to ensure that care provided to clients and carers is safe, effective and person centred  Support the Lead Nurse and fellow clinicians in reviewing and continually developing the service within available resources  In conjunction with the Lead Clinical Specialist Nurse, support the development and implementation of work plans, identifying priorities in the development of clinical services and joint agency/integrated working.  Identify required changes to ensure that the service responds to health care developments.  Establish and maintain effective communications and good working relationships with clients, carers and a wide range of personnel internal and external to the organisation. | | |
| ORGANISATIONAL POSITION Head of Adult Mental Health Services  Lead Clinical Nurse Specialist  1.00 WTE Band 7  0.3 WTE Band 7  0.3 WTE Band 7 | | |
| SCOPE AND RANGE  * To provide a psychiatric assessment and follow-up service to patients referred from the various departments within PRI who have been admitted following an episode of DSH or failed suicide attempt. * To monitor the needs of the Accident & Emergency Department and Wards throughout PRI through regular consultation and continuous audit and to make any subsequent recommendations regarding service development. * To provide education to staff (Primary and Acute Divisions) on a wide range of psychiatric related topics. * To contribute to the development of clinical policies in collaboration with the Lead Clinical Nurse Specialist * Work in partnership with other agencies, statutory and non-statutory, involved in the delivery of care.  MAIN DUTIES/RESPONSIBILITIES  * Contribute to clinical outcome focused care using a person-centred approach. * Has responsibility for the clinical management of a caseload providing specialist assessment, care planning, treatment and review of care. * Provide expert/specialist support and supervision. * Provide clinical expertise to the multi-disciplinary teams. * Support change process within the service for the benefit of patient care. * Promote best practice and encourage innovation. * Facilitate the acquisition of advanced clinical skills to support the delivery of patient   care and treatment.   * Facilitate the use of best practice and evidence-based care, ensuring monitoring   and review of this care and advising the appropriate manager of any deficiencies or  service developments required.   * Promote a life-long learning philosophy within the service and develop and   maintain own professional knowledge base.   * Understand the detriments of both ill health and inequalities in mental health and   understand the role of the Liaison Psychiatry Nurse in supporting health improvement.  **Documentation**   * Maintain accurate records in accordance with Professional Standards, NHS Tayside policy and local standards. * Comply with relevant national legislation, e.g. Freedom of Information Act, Data Protection Act and Mental Health Act.   **Professional Ethics**   * Comply with the UK NMC Professional Code of Conduct and local and national policies and procedures. * Due to the complexity of patient need, make decisions that may affect legal, moral and ethical outcomes. * Respect the individuality, values, cultural and religious diversity of patients and staff and contribute to a service that is sensitive to these needs.   **Leadership, Supervision and Appraisal**   * Contribute to specific service developments in agreement with the appropriate manager. * Identify training needs relating to service delivery which address scope of practice   issues and competencies.   * •Review and reflect on own practice and performance through effective use of   professional and operational supervision and appraisal (maintaining clinical  interest).   * Demonstrate leadership qualities which motivate staff and encourage innovation.   **Training Staff and Students**   * Contribute to the induction and orientation of staff. * Ensure that mandatory/clinical training needs are met. * Participate in the delivery of staff education.   S**ervice Development and Delivery**   * Contribute to the implementation of a culture of continuous improvement, formulate improvement measures, prioritise workload and when appropriate, refer to the appropriate manager. * Support the operational planning and implementation of policy and service development within area of remit. * Support the development of the service to reflect current and predicted mental health care needs. * Support the appropriate manager, through monitoring, to deliver all managed services within budget, with effective resource management ensuring value for money. * Ensure that national and local policies are understood by clinical and non-clinical staff and are implemented and evaluated. * •Support the Multi-Disciplinary Team in the planning, review and development of Mental Health Services. * Comment on national and local policies as and when requested. * Effectively support the development, implementation and evaluation of agreed   strategies and service plans.   * Take appropriate pro-active measures utilising learning from adverse events within   a Risk Management Structure.   * Support the impact of service change on groups of staff, other agencies, patients   and carers.   * Agree objectives with the appropriate Manager and translate these into clinical   practice which is research or evidence based.   * Promote current Partnership working to the benefit of patients, carers and staff. * Develop systems whereby users’ opinions are actively sought, e.g. focus groups,   and incorporate these into all aspects of service delivery.   * Promote the sharing of best practice, both locally and nationally.   **Professional Development**   * Maintain portfolio in line with requirement for Professional Registration and TURAS.      * Develop expertise in the role and be responsible for sharing information and best practice with all relevant parties. * Maximise skills and ensure personal development to meet the changing needs of patients and therefore the service. * Develop skills, knowledge and expertise   **Clinical Governance, Quality and Standards**   * Work in partnership with Clinical Governance colleagues to provide appropriate information to evaluate the service and identify areas for development. * Participate in audit and research to monitor, evaluate and improve services. * Support the development of Health and Safety Management systems to meet local and national priorities, ensuring all Health and Safety policies and procedures are adhered to. * Comply with all relevant NHS Tayside and local policies and procedures, including those relating to Health and Safety, Risk Management, Confidentiality of Information, Infection Control, Safe and Secure Handling of Medicines, Moving and Handling and Fire Orders. * Promote equality and diversity.   **Management Skills**   * Gather information to analyse and inform workforce planning. * Ensure, through clinical and management supervision, that assessments and care   packages are regularly monitored and reviewed to ensure consideration has been  given to a range of suitable options to meet assessed need.   * Ensure, through clinical and management supervision, that unmet need is identified   and recorded to assist with service planning and development.   * Ensure that clinical and management supervision, written/electronic reports and activity data are maintained in accordance with organisational and professional standards. * Support the Senior Managers with poor performance management following NHS   Tayside Policy, staff, working in partnership with HR and Staff Organisations to  improve individual and team performance.   * Prioritise workload to meet objectives agreed with appropriate manager. * Act as Specialist for Liaison Psychiatry Nursing e.g. participate/lead on   groups within health and local authority and other partnership organisations.   |  | | --- | | **Research and Practice Development**   * Contribute to specific audit and research projects to ensure service developments meet local and national standards. * Contribute to a co-ordinated approach to audit within the service. * Review evidence base as new research becomes available and encourage   evidence-based practice.   * Disseminate and implement relevant research findings to utilising patient care and   treatment delivery, thereby reducing the theory-practice gap. | | COMMUNICATIONS AND RELATIONSHIPS  * Establish and maintain effective communication channels and provide a focal point for the dissemination of information. * Demonstrate excellent communication skills at a senior level – both written and verbal. * Adopt a professional approach in different situations using diplomacy, tact and sensitivity. * Overcome barriers to communication related to patients, carers and staff, e.g. information where English is not the first language, speech and language difficulties, etc. * Communicate sensitive information to patients, carers and staff utilising empathy and reassurance skills. * Provide professional advice related to complex patient and clinical issues using highly specialist skills and knowledge. * Liaise with health and social work staff to ensure that service delivery is planned, implemented and reviewed in line with best practice. * Liaise with staff regarding contentious or sensitive issues, utilising negotiation and persuasion skills to achieve the best outcome. * Provide support and advice to colleagues.  KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB  * Educated to degree level. * Registration as a Mental Health Nurse with the Nursing and Midwifery Council * Extensive specialist clinical knowledge in Mental Health Nursing, underpinned by   theory and/or education.   * A high level of understanding of national guidelines/legislation relating to Mental   Health Care, e.g. Mental Health Act, Adults with Incapacity Act.   * The ability to motivate and inspire groups of staff/teams of professionals. * Excellent communication and inter-personal skills. * Team working skills. * Time management skills. * Presentation skills. * Computer skills. * Proven ability to produce reports/information within deadlines. * Experience and knowledge of joint working and the ability to understand and work   with alternative professionals’ cultures. |  SYSTEMS AND EQUIPMENT  * In conjunction with the multi-disciplinary team, monitor patient records to ensure all   records are maintained in accordance with NHS Tayside, UK NMC and professional  guidelines.   * Access and utilise IT systems on a daily basis to maintain records, provide reports   and develop documents.   * Manual and computerised record-keeping systems. * Staff pinpoint systems. * Mobile phone.   **Responsibility for Records Management**  All records created in the course of the business of NHS Tayside are corporate records and are public records under the terms of the Public Records (Scotland) Act 2011. This includes email messages and other electronic records. It is your responsibility to ensure that you keep appropriate records of your work in NHS Tayside and manage those records in keeping with the NHS Tayside Records Management Policy and with any guidance produced by NHS Tayside specific to your employment. PHYSICAL DEMANDS OF THE JOB **Physical Demands**   * Frequently sit for long periods of time when working on documents, attending meetings, etc. * Use keyboard skills when developing reports, statistics, etc. * Travel between bases to attend clinical meetings. * Maintain de-escalation and breakaway techniques.   **Mental Demands – repeated regularly on a daily basis**   * Making complex decisions to ensure safe and effective patient care. * Frequent intense concentration for long periods (more than an hour) when working on reports and documents, dealing with complex staff and patient problems, etc. * Responding to unexpected changes in workload, e.g. emergencies. * Communicating with distressed/anxious/worried staff, volunteers, patients, relatives, carers. * Managing workload throughout the day with constantly-changing priorities; prioritising workload to meet operational demands.   **Emotional Demands**   * Supporting staff and carers who are dealing with highly sensitive information, e.g. abuse, disclosure, etc. * Dealing with diverse and complete demands which are emotionally draining. * Working with staff in an environment of changing, competing and conflicting cultures.   **Working Conditions**   * Sitting at a VDU for long periods of time (one to two hours). * Occasionally dealing and coping with threat and occurrence of verbal and physical aggression.  DECISIONS AND JUDGEMENTS  * Be accountable and responsible to the appropriate manager for decisions and actions taken. * Report to the appropriate manager, setting annual objectives which are reviewed regularly. * Contribute to service developments as agreed with the appropriate manager. * Delegate roles and responsibilities to staff as appropriate, ensuring objectives are agreed, set and reviewed. * Within the Risk Management System, complete and process identified risk alerts, ensuring appropriate remedial action is taken and information is shared with all the relevant parties. * Follow agreed policy in emergency situations. * Operate autonomously with minimal supervision on a daily basis.  MOST CHALLENGING /DIFFICULT PARTS OF THE JOB  * Prioritising conflicting demands e.g. organisational, clinical, and operational. * Managing the complexity of communication with teams of both clinical and non- clinical staff. * On a daily basis, managing the range and complexity of demands from varying grades of staff, disciplines, statutory and non-statutory bodies and agencies. * Maximising resources to meet increasing demands, e.g. meeting the increasing mandatory training agenda. * Gathering and processing complex information within a short time frame to meet deadlines set by manager. * Being available for staff who need immediate support and advice on   clinical issues.   * Advising and participating in the development and management of staff. * Working in collaboration with external agencies and partners.   **Miscellaneous**   * Reflecting the key models of mental health practice. * Maximising therapeutic contact between mental health professionals and service   users.   * Supporting values and recovery-focused practice. | | |