

JOB DESCRIPTION

JOB TITLE:	HBPoS (Health Based Place of Safety) Mental Health Practitioner.
BAND:	Band 6 AfC
LOCATION:	HBPoS and St Anns Hospital site.
ACCOUNTABLE TO:	Crisis & Acute Community Services manager
LINE MANAGER:	CSM / Patient Flow Manager
KEY RELATIONSHIPS:	Patient Flow Team, Connection, Police, AMHP service, s12 approved Drs, Mental Health Act administration team, Ward managers and hospital based colleagues
HOURS OF WORK:	<p>This is a full time post of 37.5 hours per week. The post holder may be required to work flexibly to meet the needs of the service.</p> <p>The service runs 24/7 and so shift pattern is across this period, including nights, weekends and bank holidays This is a clinical on-site post only – no work from home option available,</p>
JOB PURPOSE:	<p>To ensure the safe and appropriate assessment, care and treatment to those brought into the HBPoS.</p> <p>To liaise with, and work alongside, a range of professionals and external agencies, including police, AMHPs, medical colleagues to facilitate the timely assessment of those detained in the HBPoS under the Mental Health Act.</p> <p>To ensure all clinical and legal procedures and documentation are completed in line with Trust policy and MHA Legislation.</p>

MAIN DUTIES AND RESPONSIBILITIES:

1. CLINICAL

- 1.1 To facilitate the safe arrival of persons into the HBPoS in line with the correct legal frameworks of section 135 or 136.
- 1.2 To co-ordinate the Mental Health Act Assessment for that person, liaising with AMHP and medical colleagues as required.
- 1.3 In accordance with the Trust s136 policy, To ensure the safe care and

treatment of persons detained in the HBPoS, including initial assessment of mental and physical health and suitability for MHAA at that time. To ensure appropriate nursing observation and engagement with the person during their time in the HBPoS, in particular carefully monitoring for any rapid changes or deterioration in mental or physical health. To seek senior nursing or medical assistance as required.

To work in line with the Least Restrictive Practice protocols, in the safe management of violence and aggression, through therapeutic verbal de escalation whenever possible, and ensuring proportionate and appropriate use of physical interventions and seclusion (as a very last resort) in line with PMVA and Trust policies.

To administer prescribed medications in accordance with NMC Code and Trust medication policy.

- 1.4 To provide clinical leadership within the HBPoS team, including direct supervision of junior staff.
- 1.5 To ensure the professionals completing the Mental Health Act Assessment have access to clinical records and information, and provide them with a clinical update as to the persons presentation since arrival in the HBPoS.
- 1.6 To ensure all care and treatment provided whilst in the HBPoS is in line with Trust policy and clinical best practice and is documented in line with record keeping expectations and policy.
- 1.7 To ensure good and effective communication with all colleagues and external agencies.
- 1.8 To ensure that those detained under s135 or s136 have their legal rights explained to them on arrival and at appropriate intervals during their time in the HBPoS, making reasonable adjustments and adaptations as required in line with their wishes and any religious or cultural beliefs. This should be provided in their first language, using the contracted interpreting services as necessary.
- 1.9 To facilitate the discharge / admission / transfer of the person following the outcome of the MHAA, completing appropriate discharge documentation, and liaising with colleagues in other services and the persons carers as appropriate.
- 1.10 To co-operate and communicating with other professionals and agencies in the interest of good patient care
- 1.11 To attend case conference/review meetings with other members of the multi-disciplinary team to review patients' conditions and their progress in the programme of care and recovery.
- 1.12 To work to the highest clinical care standards, in line with Trust policy, national best practice guidance and the NMC Professional Code of Conduct..

- 1.13 To engage with carers and supporters of the person with their consent, and in line with their wishes.
- 1.14 To ensure that the unit remains compliant with Health and Safety and Infection Control policies and procedures.

2. **MANAGERIAL**

- 2.1 To supervise junior colleagues and students, and act as a role model and mentor to other clinical staff.
- 2.2 To participate in induction and in-service training for nursing staff.
- 2.3 To have opportunity to work with the clinical site team to enable deputising for Clinical Site Managers in the event of unforeseen absence or other extenuating circumstances.

To work flexibly across the hospital site as required. It is expectation that when there are no persons in the HBPoS that staff would be temporarily redeployed for that time, to meet service needs across the hospital site. This may be an inpatient mental health ward or crisis team including Connection and Home Treatment.

3. **ADMINISTRATIVE**

- 3.1 To maintain factual, clinically accurate and timely documentation, in line with the Trust clinical record keeping policies and MHA legislation. .
- 3.2 To participate in audit, clinical reviews and service improvement projects.
- 3.3

4. **HUMAN RESOURCES/WORKFORCE**

- 4.1
- 4.2 To supervise the work of junior nursing staff, through regular supervision and completion of annual appraisal.
- 4.3 To assist with the teaching and supervision of other nursing staff and student nurses including acting as mentor as appropriate.

To ensure all mandatory training is complete and up to date, and participate in professional development training and opportunities as appropriate.

5. **FINANCE/RESOURCES**

- 5.1 To make best use of resources, and comply with all financial and budgetary policies and procedures.

6. POLICY & SERVICE DEVELOPMENT

6.1

- 6.2 To administer medication/complying with the nursing responsibilities under the Medicines Act (1969); the Misuse of Drugs Act (1971); the local Care of Drugs Policy and any other related Trust procedures.

- 6.3 To ensure compliance with the Mental Health Act (1983) including carrying out registered nurse holding powers as necessary.

- 6.4 To work in accordance with the multi-agency s136 policy and service Operational and clinical policies and procedures.

- 6.5 To implement and monitoring all approved Trust Clinical Nurse policies and procedures.

- 6.6 To comply with the Catering and Cleaning standards, in particular, ensuring food hygiene practices and procedures are observed by all staff

- 6.7 To comply with Health & Safety at Work Act and instructing all other staff in their responsibility under this legislation

- 6.8 To comply with the Hospital Fire Procedure and instructing all other members of staff in their responsibility under this procedure

- 6.9 To comply with the Trust's policy in respect of patients' property.

7. INFORMATION / DATA RESPONSIBILITIES

- 7.1 To complete local and regional statistical returns as required, including the electronic incident system, Ulysses.

8. ENVIRONMENTAL

- 8.1 The post holder may be involved in the management of incidents of self harm, violence and aggression. It is a requirement to successfully complete the Trust Prevention and Management of Violence and Aggression (PMVA) training course. .

- 8.2 The post holder may be exposed to distressing circumstances or required to process distressing information relating to service users, e.g. documenting and communicating in relation to abuse.
The post holder may frequently be exposed to distressing circumstances

PERSON SPECIFICATION

Health Based Place of Safety (HBPoS) Mental Health Practitioner BAND 6 ST ANN'S HOSPITAL

1. Knowledge, skills and training		Essential	Desirable	Assessment method
1.1	Registered Nurse (Mental Health)	Yes		Certification
	Evidence of post-qualification professional development and training.	Yes		
1.2	Mentorship, Teaching and Assessing in Practice Qualification		Yes	Certification
2. Job Specific Experience		Essential	Desirable	Assessment method
2.1	Experience at Staff Nurse band 5 level for a minimum of 2 years.	Yes		Application form/interview
2.2	Experience of working with adults with serious and acute episodes of mental illness. Including evidence of therapeutic interventions and supporting people in significant distress.	Yes		
2.2	Experience of receiving clinical supervision.	Yes		Application form/interview
2.3	Experience of multi-disciplinary working and communicating with a range of professionals in urgent and complex situations.	Yes		Application form/interview
2.4	Awareness of cultural, religious and other belief systems and how to support these being upheld within a nursing framework.		Yes	Application form/interview
2.5	Good working knowledge of legal frameworks of the Health Based Place of Safety, MHA, MCA, DOLs.	Yes		Application form/interview
	Good working knowledge of safeguarding policy, procedure and practical application.			

2.6	Ability to work under pressure and formulate a positive problem solving approach to issues.	Yes		Application form/interview
-----	---	-----	--	----------------------------

2.11	Ability to lead and work in multi-professional teams.	Yes		Application form/interview
2.12	Evidence of experience in completing complete bio-psychosocial and mental health risk assessments.	Yes		Application form/interview
2.13	Excellent written and verbal communication skills.	Yes		Application form/interview
2.14	Devising, implementing and evaluating care plans.	Yes		Application form/interview
2.15	Presenting and communicating information.	Yes		Application form/interview
3. Managerial/supervisory experience		Essential	Desirable	Assessment method
3.1	Experience in providing supervision to junior staff and students		Yes	Application form/interview
3.2	Ability to supervise others' work.	Yes		Application form/interview
4. Information Technology		Essential	Desirable	Assessment method
4.1	IT skills, including use of Microsoft packages, email and clinical records systems	Yes		application form/certification
4.2	Experience of information systems.		Yes	Application form/interview
5. Personal qualities/attributes		Essential	Desirable	Assessment method
5.1	Evidence of team working and ability to work autonomously, knowing when to seek support and escalate concerns.	Yes		Application form/interview
5.4	Good time management, and ability to prioritise workload	Yes		Application form/interview

6. Business travel		Essential	Desirable	Assessment method
6.1	Subject to the provisions of the Equality Act, able to travel using own vehicle on Trust business.		Level 3*	Application form/interview
7. Additional requirements		Essential	Desirable	
7.1	Demonstrable skills in written and spoken English to a standard which enables the post holder to carry out the full range of duties and responsibilities of the role effectively.	Yes		Application form/interview
7.2	Satisfactory health check	Yes		Application form/interview
7.3	Ability to meet contractual requirements and participate in 24 hour care	Yes		Application form/interview
7.4	Satisfactory police clearance.	Yes		Application form/interview
7.5	A level of fitness and ability to participate and <i>complete</i> PMVA, Breakaway training and Manual Handling (practice and theory).	Yes		

***Essential / desirable car user definitions**

Level 1 – (Essential) post holder is required to:

- travel an average of more than 3,500 miles a year;
- or travel an average of at least 1,250 miles a year; and necessarily use their car an average of 3 days a week; or spend an average of at least 50% of their time on such travel; including duties performed during the visits;
- or travel an average of at least 1,000 miles a year and spend an average of 4 days a week on such travel, including the duties performed during the visits.

Level 2 – (Essential) users who use their own vehicles for official journeys other than in the circumstances described under Level 1 above.

Level 3 (Desirable) non- car users who may exceptionally be required to travel on Trust business where such journeys could also be reasonably be made by public transport.