

## **Job summary**

Are you seeking a role as a Mental Health Nurse in a GP practice that offers flexibility and an amazing place to work? Then look no further as The Old School Surgery are looking for you!

You will be joining a well-established, and experienced team of mental health nurses led by a dedicated mental health nurse team lead with support from the MH lead GP Partner.

Our whole ethos is team working and wellbeing.

By welcoming you to our practice you will be given an extensive induction. Thereafter you will work autonomously, always with the support of the partners and a variety of allied professionals who together serve our population of 31,000.

We innovate, we educate, if all this resonates then read on.

Be part of our highly skilled clinical team. We look for enthusiasm; high achieving; clinicians who enjoy general practice in a diverse demographic, who strive to deliver high quality primary care. In return we offer: A competitive salary, flexible hours, regular informal appraisals with the PM & a Partner.

Healthy Work life balance social do's in and out of the Practice

Lunch & learn opportunities

A fantastic team of Mental Health Nurses, AHPs comprising Care of the Elderly Nurses, Nurse Practitioners, Treatment and Practice room nurses, HCA's, Clinical Pharmacists, Care coordinators, and Physio's. Amazing well-trained team of enthusiastic, happy Care Navigators & Admin staff.

## **Main duties of the job**

The successful candidate will work autonomously to support patients who present with a diverse range of mental health issues; providing rapid assessment and formulation to inform treatment planning and offer brief intervention.

Following an induction period, you will offer 10–30-minute appointments to patients 18yrs and over, also providing specialist advice and guidance to GP's and other practice staff.

Responsibilities will include, but are not limited to; signposting and referral to external agencies, effective communication with MDT and the wider general practice team, demonstrating safe and effective clinical decision making in collaboration with the patient, robust medication review for mental health medications routinely prescribed in primary care (including prescribing if non-medical prescriber), Serious Mental Illness reviews for patients with enduring mental health problems and working as part of the urgent care team to review urgent, same-day, mental health presentations.

## **Overview of your organisation**

We offer our team:

Lunch & learn opportunities

Access to our in-house Wellbeing team and Mental Health First Aiders, WhatsApp groups to keep you in the 'know' and socialise, a newly refurbished break room with free fresh ground coffee from a state of the art "posh" coffee machine, fresh fruit and snacks. Herbal teas, squash, chilled spring water etc - all provided free of charge.

Access to the generous NHS scheme

Tax Free Cycle to Work scheme

Secure bike parking and hot showers

Some of the wellbeing activities we participate in are: Mental Health Awareness Week, Nature Competitions, which team could grow the tallest sunflower. Regular free lunchtime Yoga and Wellbeing sessions.

We are a Park Run surgery.

Amazing private outdoor sun terrace with sofas, umbrellas and social spaces.

3-minute walk to bustling Fishponds with its many cafes, independent traders, high street brands, eateries and supermarkets

A tranquil park for walks and time out just across the road

Healthy Work life balance with social 'do's' in and out of the Practice

We are a large team and can therefore accommodate most working patterns.

We love working here and we are sure you will too!

For further details, please feel free to contact Mental Health Team Leader, Hilary Willis for an informal chat and a tour of the beautiful Old School Surgery – [hilary.willis@nhs.net](mailto:hilary.willis@nhs.net)

## **Overview of the role**

The successful candidate will work autonomously to support patients who present with a diverse range of mental health issues; providing rapid assessment and formulation to inform treatment planning and offer brief intervention.

## **Job Purpose**

To provide a high standard of patient care as a Mental Health Nurse in general practice using a broad and in-depth knowledge base.

To effectively time-manage own clinical workload in general practice, responding effectively to patient and practice needs, promoting patient choice and smooth transition to services where appropriate

To work within a multi-professional primary care team to provide a service for adults with varying levels of mental health needs that may co-exist with physical health problems within the registered patient population.

To work independently providing assessment, treatment and referral of patients presenting with a range of mental health issues.

To liaise with and refer onto primary and secondary mental health services, voluntary and public sector agencies and community support groups.

To carry out annual health reviews for adults on the practice mental health register

To provide advice and support to practice colleagues in relation to patients with mental health issues.

Dimensions:

Budget Managed: 0

Number of staff responsible for: 0

Number of sites working across: 1-2

Key Result Areas

Clinical Responsibilities

To provide safe, evidence-based, cost-effective and individualised patient care.

Review medication independently for therapeutic effectiveness appropriate to patient needs and in accordance with evidence-based practice and national and practice protocols

Use highly developed communication skills in working with people to understand their personal and often very sensitive difficulties

Assess, plan, implement and evaluate individual treatment plans for patients including assessing patients for suitability for psychological interventions and medical treatment

Exercise autonomous professional responsibility for the assessment and treatment of patients in line with the service and agreed protocols.

Work with other health and social care professionals to assess, treat and monitor management of patients in line with national and local policies and practice needs. Attend multi-disciplinary meetings relating to referrals or patients in treatment, where appropriate.

Educate and involve family members, carers and others in treatment as necessary.

Support in the production of clinical protocols and pathways to ensure high levels of conformance to QOF objectives

Promote and deliver the care to patients required to manage the demand of the quality and outcomes framework as appropriate.

Work with patients to support engagement with appropriate services and treatment, which may include onward referral to secondary mental health services or sign-posting to other psychological therapy services within Primary Care e.g. IAPT.

Provide specialist advice and consultation to other clinicians and staff at the practice on matters related to the practice and delivery of psychological and mental health care and service provision.

Keep coherent records of all clinical activity in line with service protocols

Carry out clinical audits of service performance, including service user surveys and evaluations, and help to collate and disseminate the results for feedback.

Communicate effectively with patients; recognising the need for varying methods of communication to overcome different levels of understanding cultural background and preferred ways of communicating.

#### Professional Responsibilities

Work as an effective and responsible primary care practice team member, supporting others and exploring the mechanisms to develop new ways of working.

Produce accurate, contemporaneous and complete records of patient consultation, consistent with legislation, policies and procedures and in line with local practice.

Prioritise, organise and manage own workload in a manner that maintains and promotes quality.

Deliver care according to NSF, NICE guidelines and evidence-based care.

Assess effectiveness of care delivery through self and peer review, benchmarking and formal evaluation.

Use practice computer systems accordingly in line with practice policy.

Utilise the audit cycle as a means of evaluating the quality of the work of self and the team, implementing improvements where required.

Collaborate on improving the quality of health care in partnership with other clinical teams, responding to local and national policies and initiatives as appropriate.

Feedback patients' responses regarding the effectiveness of care given.

Support and participate in providing training and shared learning across the practice and wider organisation, including providing specialist advice and information relating to mental health.

Participate in the management of patient complaints when requested to do so and participate in identification of any necessary learning brought about through clinical incidents and near-miss events.

Work within local and national policy and guidance relating to vulnerable and abused children and adults, being aware of statutory child/ vulnerable adult health procedure.

Work within policies regarding family violence, safeguarding children, vulnerable adults, substance abuse and addictive behaviour, and refer as appropriate.

Delegate clearly and appropriately, adopting the principles of safe practice and assessing competence.

Understand and implement internal and external referral mechanisms.

Prioritise own workload, including team roles and responsibilities, and ensure effective time-management strategies are embedded within the culture of the team.

Take responsibility for own development, learning and performance including participating in clinical supervision and acting as a positive role model.

Act as a clinical leader in the delivery of general practice mental health nursing services to patients, ensuring that the needs of the patient are the priority.

Develop contacts with and maintain a database of local knowledge on services (statutory and third sector), community support groups and social networks that can benefit patients with a range of mental health issues.

Develop and maintain a suite of accessible information to give to patients with a variety of mental health issues.

#### Operational

Contribute and participate in the development of local guidelines, protocols and standards.

Actively promote the workplace as a learning environment, encouraging everyone to learn from each other and from external good practice.

Participate in planning and implementing changes within the area of care and responsibility.

Participate in the planning and engagement of practice-based commissioning of similar initiatives.

Ensure awareness of sources of support and guidance (e.g. PALS) and provide information in an acceptable format to all patients, recognising any differences or difficulties and refer where appropriate.

#### Risk Monitoring

Manage and assess risk within the areas of responsibility, ensuring adequate measures are in place to protect staff and patients.

Monitor work areas and practices to ensure they are safe and free from hazards and conform to health, safety and security legislation, policies, procedures and guidelines.

Apply infection-control measures within the practice according to local and national guidelines.

Apply policies that reduce environmental health risks, are culturally sensitive and increase access to health care for all.

Participate in the local implementation strategies that are aligned to the values and culture of general practice.

Utilising Information and technology as an aid to management in planning, implementation and monitoring, presenting and communicating information.

Review and process data using accurate Read codes to ensure easy and accurate retrieval for monitoring and audit processes.

Manage information searches using the internet and local library databases, for example, the retrieval of relevant information for patients on their condition.

Understand the responsibility of self and others regarding the Freedom of Information Act.

Collate, analyse and present clinical data and information to the team using appropriate charts and/or graphs to enhance care.

#### Learning and Development

Disseminate learning and information gained to other team members in order to share good practice and inform others about current and future developments.

Assess own learning needs and undertake learning as appropriate.

Provide an educational role to patients, carers, families and colleagues in an environment that facilitates learning.

### **Essential criteria**

Diploma level/Degree in relevant health/social care profession e.g. RMN Current relevant registration with NMC and commitment to CPD. Minimum three years post-registration experience, working in a range of front-line adult mental health services; able to demonstrate substantial knowledge and skill in assessment, formulation, treatment planning and evaluation of care, medication management. Able to confidently deliver a range of brief interventions drawing on evidence-based principles e.g. CBT/DBT/psychosocial. Demonstrates substantial experience of assessing risk and developing risk management strategies. Demonstrates substantial experience of supporting learners Is able to articulate a detailed understanding of the relevant legal frameworks/legislation including CPA process, Mental Health Act, Mental Capacity Act and Safeguarding. Has highly developed verbal communication skills, able to engage effectively with people at all levels, even when a more assertive approach is needed Has highly developed active listening skills which allow for reframing and testing of understanding Has highly developed written communication skills with experience of compiling and sorting notes and reports and analysing information Substantially developed IT skills including competent use of Microsoft Office and electronic record keeping systems. Demonstrates willingness to embrace new technology and processes Ability to travel between bases Demonstrates a willingness to embrace a new way of working in a fast-paced environment, with effective time management. If band 7 Prescribing qualification

### **Desirable criteria**

Desirable knowledge, skills and experience. Experience of working within GP surgeries Relevant post-registration qualifications e.g. non-medical prescribing, CBT, Motivational Interviewing Knowledge of local statutory and non-statutory services and their thresholds for treatment