|  |  |
| --- | --- |
|  | ROLE PROFILE |
| ***Role Title:*** | **Registered Mental Health Nurse- Rae House Residential Service** |
| ***Reporting To:*** | Supervised by and reports to the Registered Residential Manager and supported by RMN – Clinical Lead Nurse (based in Sheffield) |
| ***Responsible for:***  | N/A |
| ***Role Purpose:*** | Support management and frontline staff to ensure service adheres to the best practice guidelines and complies with the regulatory standards and clinical policies and proceduresOversee the day-to-day clinical practices and support the development and implementation of health and wellbeing strategies, including detoxification from drugs and alcohol, harm reductionTo work as part of the services multi-disciplinary team supporting residents based in Rae House in a Therapeutic Community environment |
| ***Grade & Salary*** | I grade (£35,500) | Hours of work | 37.5 excl. lunchShift pattern: Monday to Friday  |
| KEY ACCOUNTABILITIES & RESPONSIBILITIES |
| **Main Duties*** To deliver responsive mental health interventions within the residential service and formulate appropriate aftercare plans and support; identifying individual, family and service needs through capacity assessments, monitoring tools, risk assessment and management plans (RAMPs) and ongoing recovery planning tools
* Oversee the day-to-day clinical practices and support the development and implementation of health and wellbeing strategies, including detoxification from drugs and alcohol, harm reduction.
* To support the therapeutic team with recovery planning processes, including assessing, planning and implementing various interventions whilst managing clients’ mental health needs. Contributing to and taking a lead role alongside managers in clinical meetings and handovers.
* Offering a varied programme for example nutrition, sleep, anxiety management, exercise, behavioural and health & wellbeing interventions etc
* To develop therapeutic alliances with clients to support their individual recovery journeys, offering health promotion, harm reduction advice, screening and discharge planning
* Contribute to the service delivering a trauma informed care approach; with trauma resolution interventions
* To provide training and guidance to frontline staff and managers in relation to clinical procedures such as medication administration, de-escalation techniques and the use of clinical assessment tools including capacity assessments, CIWA, COWS and MUST etc and Naloxone
* To respond to clinical and medical emergencies, managing crisis as first line intervention and assessing risk and safeguarding concerns
* To ensure that all work is performed in accordance with organisational policies and procedures, including the incident, accident and complaints reporting
* To ensure safe administration of medications to clients in compliance with medicines management policy and guidelines including weekly medication audits
* To undertake audits of service quality and clinical practice and to support services in developing and implementing appropriate improvement plans
* To pro-actively maintain an up-to-date knowledge of mental health interventions and medicines management in line with the organisational policies, clinical standards, national guidelines and service agreements
* To work with managers to identify areas of work required for service improvements; and be proactive in supporting business growth developments/initiatives
* Facilitation of therapeutic groups and meetings
* Review and refine clear pathways to access external support whilst in treatment e.g. signposting/referral to specialist organisations and develop a single point of contact within statutory services for crises within the residential service
* Supervise and offer the required support to trainee nurse placements and students
* Contribute to the on-call management provision for the service
* To ensure that procedures are constantly reviewed to reflect the latest evidence-based practice in accordance with the UK Guidelines on Clinical Management, NICE guidance, and Phoenix Futures policies

***General**** To complete administrative tasks in relation to the role including maintaining accurate and up-to-date case files and writing clinical and management reports
* To understand, uphold and work with the values, ethos, aims and objectives of Phoenix Futures
* To maintain professional boundaries at all times
* Seek to improve personal performance, contribution, knowledge and skills
* Attend and participate in clinical supervision and team meetings
* Work within and be familiar with Phoenix Futures’ policies and procedures
* Undertake such other duties as reasonably requested by your manager
 |
| ***COMPETENCIES***  |
| *Competencies are the desired values, attitudes and behaviours considered essential for the successful achievement of our corporate objectives. Post-holders should be able to demonstrate the following:** + **Results focus**: sets high work standards for self and demonstrates drive to meet targets.
	+ **Customer/user orientation**: desire and willingness to address the needs of internal and external customers and service users; seeking continually to improve quality & standards of excellence.
	+ **Communication**: able to convey information clearly, accurately and convincingly through speech and/or in writing.
	+ **Teamwork**: contributes actively to a working environment, in which colleagues work co-operatively with each other, accepting collective responsibility.
	+ **Planning and Organisation**: prioritises, organises & schedule activities & resources to ensure achievements of results.
	+ **Respect for all**: demonstrates awareness of cultural and community diversity and sensitivity to the needs and feelings of other people
	+ **Responsive to change**: Receptive to the need for change and adaptable to changing work demands and conditions.
 |
| **PERSON SPECIFICATION** *(Knowledge, Experience, Skills & Abilities)* |
| **Essential criteria:*** Registered nurse with at least 3years post qualification experience, current and valid registration with the NMC and a legal right to work in the UK
* A clear understanding of the need for and ability to deliver high quality person-centred recovery services
* Demonstrable experience or interest in the addiction field
* A willingness to learn recovery principles and how these can be supported by clinicians
* Sound and demonstrable knowledge of harm reduction and health promotion interventions
* Ability to prepare written reports as necessary
* Demonstrate skills to undertake administrative duties

**Desirable criteria:*** Recent experience of working within detoxification or rehabilitation services, training in drug awareness and the therapeutic community model will be provided
* Clinical auditing skills and experience
* Knowledge and experience of using motivational interviewing and enhancement techniques
* A keen interest in delivering a range of psychotherapeutic interventions
* Working knowledge of residential and community-based addiction services, substitute clinical prescribing and detox regimes
* (It is not essential that you have experience within addiction services, but you must be able to demonstrate your interest in the field of mental health nursing and show how you have worked to gain experience, transferable skills, and how you have come to be interested in drug and alcohol recovery services)

**Other requirements*** No criminal record that prevents work with our client group
* Proficient in the use of IT systems, including Microsoft Office Suite
* The successful candidate will be required to maintain their registration with the Nursing & Midwifery Council (NMC) at all times and maintain professional responsibilities in relation to Post-Registration Education and Practice (PREP)
 |