

**JOB DESCRIPTION**

<b>Post Title:</b>	Psychological Medicine Liaison Nurse
<b>Directorate:</b>	Emergency Medicine and Therapies
<b>Service hours:</b>	The post holder will be expected to work in line with the hours of operation
<b>Responsible to:</b>	Lead Consultant, Psychological Medicine
<b>Grade:</b>	Band 7
<b>Hours of Work:</b>	37.5 hrs

**Job Purpose**

To develop and participate in an integrated psychological medicine liaison service within the acute hospital setting to include clinical work, teaching, consultation and the promotion of mental health issues within the general hospital setting. The post holder will be working in the context of an integrated multidisciplinary team that provides a service across the Adult and Older Adult age range and across care groups. The post holder will be expected to contribute to the wider service, whilst bringing specialist skills and experience in working with working age adults and the frail elderly.

To autonomously carry out psychosocial assessments of patients referred from a variety of sources within the hospital, including the Emergency Assessment Unit. To work with people presenting with a range of psychosocial needs arising in the context of physical illness.

To make decisions regarding the patient's needs and appropriate treatment options based on an analysis of complex presenting problems and assessment of risk in multiple domains. The post holder may frequently have to make such decisions autonomously, but needs also to be able to work with team colleagues to manage more complex cases.

To agree a collaborative plan of care with the patient and arrange appropriate after-care.

To take responsibility together with the Lead Consultant for developing the service via clinical audit and implementation of evidence based practices.

To develop and maintain good working relationships with general hospital staff, local psychiatric services, primary care and non statutory organizations.

**Dimensions of the Role:**

1. Development and participation in the multidisciplinary liaison psychological medicine service at the Oxford University Hospital Trust through clinical, academic and research work.
2. Liaising effectively with other services to promote integration of services.
3. Providing teaching and training to acute hospital staff

**Key relationships:** The post holder will be expected to maintain good relationships with staff in the Trust, appropriate partners in the wider health and social care economy.

**Principal duties**

**Clinical**

1. To take responsibility for developing and participating in multidisciplinary psychological medicine liaison service within the hospital and developing an evidence-based approach to

care, (e.g. undertaking literature searches, evaluation projects and visiting other models of good practice).

2. To utilise a range of highly specialist skills appropriate to the needs of individual patients and the clinical setting in which they are required to be seen.
3. To be responsible for the full assessment of the psychiatric/psychosocial needs of those patients who have been referred, including the comprehensive assessment of urgent and complex risk to the individual, carers and staff.
4. To be responsible for the development, implementation and evaluation of robust discharge plans based on a clear assessment and formulation of the patient's needs, which may include making an urgent referral to secondary mental health services, social and voluntary services.
5. To agree a collaborative plan of care with the individual.
6. The post holder will be required to make autonomous clinical decisions in relation to the discharge of patients with complex mental health needs within the acute trust setting, without direct supervision.
7. To communicate assessment information to the referrer, GP, Liaison Team and other services as appropriate.
8. To ensure that the relatives, carers and friends are actively encouraged to participate in care, providing information, help and support, with the patient's consent.
9. To work effectively within the MDT.
10. To take direct responsibility for providing specialist care and short-term follow up on an outpatient basis for a caseload of patients.
11. To act as a role model in providing a service for people with mental health problems within the acute hospital setting.

#### **Other**

1. To adhere to all local Trust Policies and Procedures and to initiate policy or service changes as appropriate, including those which impact on other disciplines or parts of the service. To work with colleagues to develop and promote the service's philosophy, framework of care delivery and strategic objectives, taking responsibility for specific areas of policy and strategy delivery.
2. To work with colleagues to develop clinical expertise and high standards of professional practice.
3. To demonstrate a high standard of record keeping and documentation with adherence to Trust policy and an understanding of professional guidelines and application of confidentiality.
4. To inform the line manager of any untoward incidents, accidents or occurrences affecting patients or staff.
5. To respond to complaints, either verbal or written, from patients, staff or visitors and bring them to the attention of the line manager, in accordance with Complaints Procedures.
6. To be aware of and understand the legal requirements under the Mental Health Act.
7. To observe the Health and Safety Guidelines, in accordance with the Health and Safety at Work Act.
8. To act in accordance with relevant professional codes.

9. To demonstrate a good grasp of The Mental Health Act and Mental Capacity Act.

### **Teaching, Consultation and Supervision**

1. To provide a consultation liaison psychology and medicine service to clinicians and clinical teams within the OUHT.. This will include giving specialist advice on a range of care, treatment and patient management issues.
2. To participate in research connected with the Liaison Service.
3. To be involved in providing audit data relevant to the Liaison Service.
4. To offer training and education and advice to staff within the hospital.
5. To participate in professional development and training courses, as appropriate.
6. In conjunction with colleagues, ensure that national guidelines and benchmarks regarding the psychological needs of medical patients are disseminated and implemented within the hospital

### **Project work**

1. To be responsible for specific clinical and managerial projects and undertake all necessary work to complete these, including facilitating meetings and liaising with other staff.
2. To regularly initiate and participate in audit/research projects associated with the work of the service.

### **CPD**

1. To participate in structured clinical supervision in accordance with the Trust's policies and procedures.
2. To participate in professional development and training courses as appropriate to ensure continuing professional development.

### **General**

- a) To fully participate in the Trust's performance review and personal development planning process on an annual basis.
- b) Undertake training as necessary in line with the development of the post and as agreed with line manager as part of the personal development planning process.
- c) To achieve and demonstrate agreed standards of personal and professional development within agreed timescales.
- d) To contribute positively to the effectiveness and efficiency of the teams in which he/she works.
- e) To undertake any other duties at the request of the line manager which are commensurate with the role, including project work, internal job rotation and absence cover.
- f) To contribute to a healthy and safe working environment by adhering to health and safety regulations and Trust policies.
- g) To contribute to the prevention and control of health care associated infection by adhering to Trust policies and guidelines.

Employees must:

- Cooperate with the Trust and its officers in implementing the requirements of the Health & Safety at Work etc Act 1974.
- Take reasonable care of their own health, safety & welfare.
- Refrain from doing anything which may constitute an unacceptable health & safety risk to themselves or others.
- Report any defective equipment, unsafe situations or practices immediately to the responsible manager.

Basic IT Skills including the ability to use a computer, mouse, access software and use peripheral hardware, eg printers (please note this is a minimum requirement for all staff – if a higher level of IT competence is required by the post this will be outlined further)

### **Physical Effort**

Good degree of physical fitness required as regularly need to walk between office and all areas of the hospital.

### **Mental Effort**

Post holder will be working autonomously as a clinical specialist within the OUHT. Need to sustain close concentration for extended periods during the assessment process and have the ability to maintain focus despite interruptions. Ability needed to gather and assimilate relevant information regarding the client from varied sources quickly and efficiently. Need to translate this into an immediate care plan and formulation of longer term follow up.

Post-holder will frequently be required to act in an advocacy role when discussing patient management with medical teams.

Post-holder will be required to make difficult decisions whilst working under pressure and be able to prioritise at especially busy times.

## **Person Specification**

### **Qualifications**

• Relevant Professional Qualification	Essential
• A minimum of 3 years experience at Band 6	Essential
• Diploma level qualification in health related area	Desirable
• Cognitive Behavioural Therapy qualification or equivalent	Desirable
• Must have a clean driving licence	Essential

### **Knowledge, skills and Experience**

• Skills in risk assessment and risk management	Essential
• Ability to work independently (with the use of appropriate supervision)	Essential
• Previous experience of Liaison Psychiatric in the general hospital setting or autonomous work	Essential
• PC skills in word processing and database/web searches	Essential
• Experience of multidisciplinary team working	Essential
• Experience of teaching and training	Essential
• Able to develop high quality teaching materials	Essential
• Excellent communication skills	Essential

This is not a complete list of tasks and responsibilities which may be undertaken by the post holder, but serves to provide a framework from which to work. It may be amended or added to at any time, in consultation with the post holder and Team Co-ordinator.