

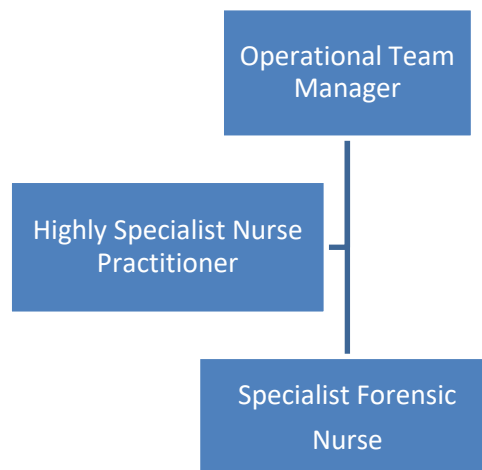
AFC Reference:	SC/0172
Job Title:	Specialist Forensic Nurse
Band:	6
Division/Service:	Secure Care
Accountable to:	Operational Team Manager
Responsible to :	Highly Specialist Forensic Nurse

## JOB OUTCOMES

**As a result of the post-holder being effective in their role, The Trust would expect to see the following outcomes for the Trust, service users and the wider community:**

1. Mersey Care NHS Foundation Trust as a leading provider of community services, mental health care, physical health, addiction services and learning disability care.
2. Service users receiving a high-quality service and one which is free from stigma, discrimination and harm.
3. Staff engaged with the delivery, innovation and continuous improvement of services to benefit service users.
4. Visible and responsive leadership, setting the standard for others and role-modelled throughout the division for all managers.
5. The Trust values of Continuous Improvement, Accountability, Respectfulness, Enthusiasm and Support will be embedded across the division for all staff and evident to service users.
6. Reduced length of stay when autistic people or people with learning disabilities are admitted to secure services.
7. People experience co-ordinated discharge planning.
8. A reduction in the number of autistic people or people with a learning disability coming into contact with the criminal justice system.
9. Develop capacity to provide effective support for autistic people or people with Learning Disabilities who offend in community settings by delivery of training, collaborative case management, shared risk management and Crisis Intervention.
10. Effective, outcome and evidenced based interventions delivered within community settings.

## ORGANISATIONAL CHART



### Job Purpose:

The post holder will provide consultation, specialist assessment and intervention to deliver effective, person-centred clinical services for autistic people and people with learning disabilities who have additional complex needs associated with offending or a risk of offending.

### Principal Responsibilities:

1. To carry a clinical caseload for the SCFT with individuals with a Learning Disabilities and or Autism who present a risk of offending or have offended.
2. Working hours will be rostered on a 7-day week, 08:00-20:00 basis.
3. Under direction undertake a thorough assessment of new referrals using a range of tools.
4. Under direction provide comprehensive risk assessment of offending and/or other complex behaviours.
5. Under supervision carry out initial assessments with service users who are referred to the SCFT.
6. Under the supervision of senior SCFT staff complete comprehensive risk assessment of offending.
7. Under the supervision of senior SCFT staff, develop Risk Management Plans including strategies and recommendations.
8. Contribute to the development of a formulation of offending behaviour and/or risk.

9. Under the direction of senior SCFT staff support the implementation of specialist therapeutic interventions.
10. To evaluate the outcome of any interventions.
11. Develop detailed service specifications when planning discharges from hospital settings or when seeking alternative placements in community settings.
12. To disseminate the Positive Behavioural Support model in delivery of care.
13. To provide advice and support to staff teams to maintain consistency in the overall management and response to risky offending behaviour.
14. To undertake on occasions urgent or emergency assessments, including risk assessments.
15. To provide recommendations for a gate keeping assessment where appropriate.
16. To provide advice, consultation and support to partner agencies regarding complex risk and offending.
17. To support and lead on the development of contingency plans for crisis and relapses.
18. To organise own workload and work schedule.
19. To provide clinical and managerial supervision to junior members of staff.
20. To act as supervisor, assessor and mentor for students, nurses and junior staff.
21. To facilitate the education of service users, relatives and other agencies concerned with provision of learning disability and autism services in the community.
22. To be involved in the development of training / information resources for partner agencies in the area of Learning Disabilities and Autism
23. To ensure Safeguarding requirements are upheld.
24. To organise and chair regular staff meetings and other forums as appropriate.
25. To provide statistical information as required by the Trust.
26. To ensure effective communication between Health Services, Criminal Justice Services, Social Services and the Third Sector, and the co-ordination of other services as appropriate.

#### **GENERIC RESPONSIBILITIES FOR ALL STAFF**

All post holders will agree to:

- Commit to the vision of supporting Mersey Care in becoming a leading organisation in the provision of community services, mental health care, addiction services and learning disability care, and in doing so fully utilise their skills and experience to support the objectives of the Trust.

- Role model the values of the Trust – Continuous Improvement, Accountability, Respectfulness, Enthusiasm and Support– in all activities and interactions with employees, service users and other stakeholders.
- Challenge the stigma associated with mental health and learning difficulties.
- Comply with the Duty of Candour, defined by Francis as: 'The volunteering of all relevant information to persons who have or may have been harmed by the provision of services, whether or not the information has been requested and whether or not a complaint or a report about that provision has been made.'
- Work across professional and organisational boundaries to improve services for all.
- Maintain their specific knowledge base and develop new skills.
- Value the contribution of the patient/ service user voice.
- Operate within any organisational codes of practice or those from a relevant professional body.
- Respect equality and diversity across all areas of working practice and communications with staff, service users and other stakeholders.
- Take responsibility for the accurate and timely collection and recording of data and ensuring all personally identifiable information is protected and used only for the purposes for which it was intended.
- Comply with all health and safety legislation and local policies and procedures.
- Adhere to all organisational policies.
- Have knowledge and understanding of technology in the workplace which is sufficient to maintain their efficiency and also how technology can empower service users in a digital environment.
- Comply with the NHS Constitution in relation to the staff responsibilities that it sets out for NHS employees.
- Attend a one day Just and Learning & Civility and Respect training workshop.
- Be an ambassador for Just & Learning and Civility & Respect following the training.
- Positively advocate the just and learning culture within your team.
- Be a confident supporter and implementer of the Trust CARES Values including Civility & Respect within your team.
- Support their team/ services to create a positive environment for Just and Learning Culture.
- Participate in Just and Learning Culture events.
- Bring Just and Learning Culture updates/ information to the attention of team members and other MCT colleagues they work with.
- Support and encourage the sharing of concerns about the safety and quality of care with senior leaders with the aim of improving safety and quality.

- Actively participate in creating an open culture within your team so that concerns and difficulties can be discussed safely and respectfully.
- Speaking up in the event that they are exposed to incivility between colleagues in the workplace #iwillspeakup.
- Listening and understanding others who have concerns and taking a collaborative approach to work towards a solution to improve civility and respect.

**This job description is intended as an outline indicator of general areas of activity and will be reviewed in light of the changing needs of the Trust in consultation with the postholder.**

	ESSENTIAL	DESIRABLE
<b>QUALIFICATIONS:</b>	<ul style="list-style-type: none"> <li>• 1st level Nurse Registration in either Learning Disability or Mental Health.</li> <li>• Degree/Diploma (or experience or</li> <li>• knowledge that is equivalent).</li> </ul>	<ul style="list-style-type: none"> <li>• Forensic Risk assessment (RSVP, HCR, START).</li> <li>• Post registration training in a therapeutic / intervention approach (e.g., Applied Behavioural Analysis and Intervention, CBT).</li> <li>• Good computing skills (ECDL or Similar</li> </ul>
<b>KNOWLEDGE/EXPERIENCE:</b>	<ul style="list-style-type: none"> <li>• Minimum eighteen months post registration experience to include having worked with people with learning disabilities and or autism who have who offended. Experience of communicating with people on complex matters, issues and ideas and/or in complex situations.</li> <li>• Experience of working with individuals who have complex needs.</li> <li>• Experience in the use of forensic risk assessment and management.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience working with staff teams, providing consultancy and clinical supervision.</li> <li>• Prior experience of ADHD, mental health, personality disorder/difficulties, dual diagnosis etc</li> <li>• Demonstrate an interest in</li> <li>• theories of offending in learning</li> <li>• disabilities.</li> <li>• Demonstrates leadership skills,</li> <li>• training skills and can motivate.</li> <li>• others.</li> </ul>

	<ul style="list-style-type: none"> <li>• A good understanding of the Mental Capacity Act, DOLs, Safeguarding and the legal frameworks applicable to working with offenders in a community setting.</li> <li>• An understanding of the Criminal Justice process.</li> <li>• Experience of inter-agency working</li> <li>• Experience of providing management and clinical supervision.</li> </ul>	<ul style="list-style-type: none"> <li>• 6 months experience working within a community-based service.</li> </ul>
<b>VALUES:</b>	<ul style="list-style-type: none"> <li>• Continuous Improvement</li> <li>• Accountability</li> <li>• Respectfulness</li> <li>• Enthusiasm</li> <li>• Support</li> <li>• High professional standards</li> <li>• Responsive to service users</li> <li>• Engaging leadership style</li> <li>• Strong customer service belief</li> <li>• Transparency and honesty</li> <li>• Discreet</li> <li>• Change oriented</li> </ul>	
<b>SKILLS:</b>	<ul style="list-style-type: none"> <li>• Excellent spoken and written communication skills</li> <li>• Ability to work on own and to work to set and meet deadlines.</li> <li>• Ability to work in a multiagency context.</li> </ul>	

	<ul style="list-style-type: none"> <li>• Able to work autonomously and on own initiative, prioritise and manage own time effectively.</li> <li>• Skills in the assessment of complex behaviours using a variety of methods.</li> <li>• Skills in the designing of intervention and management plans, evaluation and monitoring.</li> <li>• Driving Licence</li> <li>• Able to recognise limits of own competency and when to seek supervision.</li> </ul>	
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