

Job Description

Job Title: Head of Mental health Registered Mental health Nurse (RMN Manager)	Location: HMP Chelmsford
Reports To: Head of Healthcare	
Job Purpose: <p>The Head of Mental Health will provide high quality care and treatment to patients with both stable and acute mental health needs in a prison setting. This role works as part of a team delivering care to patients both within the Healthcare Centres and on the Wings / House blocks within the prison environment as well as establishing and maintaining relationships with staff at all levels, customers and other key stakeholders.</p> <p>The Head of Mental Health will support in the development of the healthcare service and the healthcare staff.</p> <p>The role will involve integrated working with all areas within the Prison and other services.</p>	
Key Result Areas: <ul style="list-style-type: none"> • Provide direct line management, leadership and support to junior colleagues. • Assist & support senior staff to deliver care within the service • Develop specialist practice-based clinical models of care • Provide a range of quality services and interventions • The post holder will exercise a degree of personal and professional autonomy, make complex and critical judgments under the supervision of the Inpatient manager and have decision making skills to satisfy the expectations of the role. • To be responsible for inpatient ward rotas, taking into account efficient use of resources, staff capacity and changing service needs • Responsible for staff supervision and annual appraisal • To support and undertake research, clinical audit and evaluate the service as directed. • To demonstrate and provide robust clinical leadership to junior staff with a sound understanding of evidence-based nursing practice to provide a pro-active approach to ensure quality and outcome driven practice on a day-to-day basis. • To participate in all monitoring systems to promote the development of evidence-based practice in the specialist field and to promote research as appropriate. • To lead in the professional clinical supervision programme, to ensure all junior staff receive appropriate supervision, training and annual appraisal to ensure that it becomes an integral part of team practice. • Lead in the identification of all aspects of specific service, training and personal development needs. • To lead in the implementation of effective and appropriate patient centred care planning tools / Care Programme Approach (CPA) and consistent delivery throughout all the prisons and forensic units within the service. • The post holder will be part of skilled multidisciplinary teams comprising all healthcare staff, • The post holder will ensure a named care co-ordinator is allocated for every patient with complex needs who will ensure a proactive, evidence-based approach to clinical interventions, • The post holder will ensure that integrated care plans are developed, and the individualised care is regularly reviewed. • The post holder will ensure that a comprehensive risk assessments are completed and regularly reviewed • The post holder will ensure a care coordination criteria and MDT meetings for patients with complex needs will be tailored to the needs of the establishment. • The post holder will participate in all service reviews as required • The post holder will lead by example with documentation being clear and concise with clear diagnosis of patients recorded and follow up appointments or discharges recorded as 	

appropriate for the patient and their needs.

- The post holder will provide written statements as required and give oral testimony as required in any court or tribunal.
- They will respond to complaints from service users in a timely manner that complies with the trusts policy and procedures.

The tasks and responsibilities shown above are not exhaustive but should merely be regarded as a guide. The jobholder will be expected to conduct any reasonable activities according to the business needs at that time. These will be subject to periodic review and may be amended to meet the changing needs of the service. The job holder will be expected to participate in this process and the company would aim to reach agreement to changes.

Key Contacts: <ul style="list-style-type: none"> • Head of Healthcare • CRG Medical Services/ HMP Chelmsford Team 	Key Skills: <ul style="list-style-type: none"> • Excellent communication and inter-personal skills • Ability to build and develop relationships • Strong leadership and management skills • Strong customer service skills • Must be confident and capable of autonomous practice • Work to deadlines
Key Performance Indicators: <ul style="list-style-type: none"> • Contract requirements/service level agreement met • Low numbers of complaints • Quality of Care 	Experience/qualifications/knowledge: <ul style="list-style-type: none"> • Registered mental Health Nurse with current NMC PIN • Experience in managing a team and leading the mental health area of a Healthcare service • Experience in a Prison environment highly desirable • Excellent clinical examination skills • Experience of Audits • Experience of working as part of a multi-disciplinary team