

Job Title:	Mental Health Nurse Prescriber
Reports to (job title):	Head of Mental Health
Line Manager to:	N/A
Key Professional Links:	Consultant Psychiatrist and Early Days in Custody (EDiC) Lead Nurse

## Job purpose

The Mental Health Nurse Prescriber will deliver high-quality, trauma-informed mental health care across the service, with a specific focus on stabilisation, emotion regulation, and safe prescribing.

The role contributes to the delivery of a formulation-based, trauma-informed stabilisation pathway, ensuring that individuals receive compassionate, timely, and psychologically informed care from arrival through to recovery and discharge.

Working in close partnership with the Consultant Psychiatrist and EDiC Lead Nurse, the postholder holds shared clinical leadership and accountability for stabilisation and emotion regulation, contributing to safe prescribing practice, effective clinical governance, and a consistent standard of compassionate care across the prison healthcare service.

## Key Relationships

- Head of Mental Health
- Consultant Psychiatrist
- Early Days in Custody (EDiC) Lead Nurse
- Mental Health Nursing Team
- Psychology and Wellbeing Services
- Primary Care and Substance Misuse Teams
- Safer Custody and Residential Officers
- Wider Health & Justice and HCRG Care Group Clinical Governance Teams

## Key Duties and Responsibilities

### Clinical Leadership and Integration

- Provide clinical leadership for prescribing and stabilisation across all stages of custody.

- Work in partnership with the EDiC Lead Nurse to ensure seamless transitions from early days of custody through to ongoing care.
- Contribute to daily or weekly shared rounds with the Consultant Psychiatrist, supporting joined-up decision-making and shared formulations.
- Provide specialist guidance to colleagues on trauma-informed prescribing and emotion regulation.
- Support the Head of Mental Health and EDiC Lead in embedding trauma-informed, psychologically safe practice across the service.

## Direct Clinical Practice

- Undertake trauma-informed psychiatric nursing assessments, considering risk, trauma history, and neurodiversity.
- Prescribe safely and effectively within scope of practice, in line with NICE guidance and prison formulary.
- Develop and implement stabilisation and emotion regulation plans for individuals experiencing acute distress or dysregulation.
- Promote a culture of curiosity, connection, and compassion, modelling trauma-informed approaches in all interactions.
- Offer consultation and advice to non-prescribing colleagues and contribute to multidisciplinary case formulations.

## Collaboration and System Working

- Work collaboratively with the Consultant Psychiatrist and EDiC Lead Nurse, attending joint ward rounds, MDTs, and case reviews.
- Liaise with primary care, substance misuse, and safer custody colleagues to ensure co-ordinated care.
- Provide training, supervision, and reflective spaces for nursing and HCA colleagues to build confidence in emotion regulation and trauma-informed approaches.
- Contribute to the development and delivery of psychologically informed environments within the establishment.

## Governance, Safety and Quality

- Support the Head of Mental Health in monitoring clinical safety, quality, and compliance within prescribing and stabilisation processes.
- Participate in clinical audits, incident reviews, and PSIRF learning activities.
- Ensure all documentation meets professional and organisational standards.
- Escalate and manage clinical risks appropriately, ensuring learning and improvement are embedded.

## Shared Leadership and Accountability

The Psychiatric Nurse Prescriber and Early Days in Custody (EDiC) Lead Nurse hold shared clinical leadership and accountability for the delivery of trauma-informed, formulation-based stabilisation and emotion regulation care.

Together with the Consultant Psychiatrist, they ensure that individuals in custody receive safe, consistent, and compassionate support — promoting recovery, safety, and emotional stability from arrival through to reintegration and beyond.

## Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there is only three, but because they are unique to who we are. We care, we think, and we do.

Care	Think	Do
<ul style="list-style-type: none"><li>• Inspire</li><li>• Understand</li><li>• Communicate</li></ul>	<ul style="list-style-type: none"><li>• Challenge</li><li>• Improve</li><li>• Learn</li></ul>	<ul style="list-style-type: none"><li>• Accountability</li><li>• Involve</li><li>• Resilience</li></ul>

## Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the [Records Management: NHS Code of Practice](#) , [NHS Constitution](#) and [HSCIC Code of Practice on Confidential Information](#) and should only be accessed or disclosed lawfully. Monitoring of compliance will

be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

## Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

## Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

## Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

## Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients, and visitors. It is essential to always observe strict fire and security precautions.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

## Security and Anti-Corruption

All employees working within the prison environment must comply with HMPPS security procedures and local establishment rules at all times. This includes maintaining appropriate professional boundaries, safeguarding confidential information, and reporting any concerns relating to security, safety, or integrity.

Staff must complete security and corruption-prevention training and adhere to the Prison Service Instructions (PSIs) and Local Security Strategy. Any behaviour or relationship that could compromise professional integrity or pose a risk to safety will be treated seriously in line with organisational and prison policies.

As representatives of HCRG Care Group, colleagues are expected to uphold the highest standards of honesty, transparency, and accountability, recognising that trust, professionalism, and ethical conduct are essential to delivering safe and effective care within a secure environment.

## Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

## Medicines Management Responsibility

### **Nursing or registered healthcare professionals**

Undertake all aspects of medicines management related activities in accordance with the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

## Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

## Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

## General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a "non-smoking" policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

## Equal Opportunities

It is the company's intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy, and it is the responsibility of each employee to contribute to its success.

## Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

## Personal Specification

### Essential

- Registered Mental Health Nurse (NMC)
- V300 Independent Prescriber qualification
- Experience in acute, forensic or secure mental health settings
- Skilled in trauma-informed and formulation-based practice |
- Strong communication and teamwork skills
- Experience with emotion regulation and stabilisation work
- Knowledge of NICE and NHSE Health & Justice frameworks

### Desirable

- Training in AMBIT, DBT, MBT or trauma stabilisation approaches
- Experience leading service development or governance work