SINGLE CORPORATE SERVICES

OCCUPATIONAL HEALTH and WELLBEING

Job title:	Mental Health Nurse	***To be completed by HR***
Reporting to:	Mental Health Nursing Team Lead	
Accountable to:	Business and Operations Lead - OH	*Job Reference Number*
Pay Band:	6	

As part of the Single Corporate Service, the role provides a service across both Isle of Wight NHS Trust and Portsmouth Hospitals University NHS Trust.

As the single corporate service will be delivered across both organisations, individuals may be required to undertake business travel between sites. The frequency and arrangements will be discussed on an individual basis, and the staff mobility local agreement will apply.

For our leaders managing staff across multi-site locations, they will need to be visible and provide in person leadership. The arrangements and frequency will be agreed locally.

Leadership Statement

As an experienced Registered Mental Health Nurse, the post holder will provide specialist advice and guidance to managers and colleagues on the management of workplace mental health issues. The post holder will support service development, contribute to quality improvement initiatives and act as a role model for best practice in occupational mental health and staff wellbeing.

Job summary

To provide specialist mental health assessment, support and interventions for NHS staff experiencing psychological, emotional or mental health difficulties that may impact on their health, wellbeing, attendance or work performance. Working as part of the Occupational Health Mental Health and Wellbeing Team, the post holder will deliver evidence-based interventions, promote psychological wellbeing and contribute to the development of preventative strategies that support a healthy, inclusive and resilient workforce.

The post holder will work collaboratively with managers, Human Resources, Occupational Health colleagues and where possible external services to facilitate early intervention, timely support and successful retention of staff in work wherever appropriate. In line with NHS workforce wellbeing priorities, the role will contribute to proactive initiatives that improve employee wellbeing, reduce the impact of mental ill health, promote psychological safety and support the delivery of the NHS People Promise.

Additional Key Responsibility: Prevention and Workforce Wellbeing

- Contribute to the design, implementation and evaluation of preventative mental health and wellbeing initiatives aimed at promoting resilience, psychological wellbeing and early intervention among NHS staff.
- Support organisational objectives relating to staff health, wellbeing, attendance management and workforce retention through provision of specialist mental health expertise.
- Analyse themes and emerging trends from referrals and wellbeing activity to inform service improvements and organisational health and wellbeing priorities.
- Contribute to the development and delivery of health promotion programmes, wellbeing campaigns, psychoeducational workshops and training that support mental wellbeing and prevent escalation of psychological distress.
- Champion a culture of prevention, psychological safety and early help-seeking behaviours across the organisation.
- Work in partnership with managers and multidisciplinary colleagues to identify opportunities for workplace adjustments, wellbeing interventions and supportive management practices that promote positive mental health outcomes.
- Support the implementation of evidence-based approaches that align with national occupational health and wellbeing priorities, NHS workforce wellbeing standards and the NHS People Promise.

Additional Key Responsibility: NHS Staff Standards and Culture

- Act as an advocate for staff wellbeing, ensuring services are delivered in accordance with NHS values, equality, diversity and inclusion principles, and the NHS People Promise commitments.
- Promote psychologically safe working environments where staff feel respected, supported and empowered to raise concerns and access appropriate wellbeing services.
- Contribute to initiatives that improve staff experience, engagement and wellbeing outcomes, supporting the organisation's commitment to being a compassionate and inclusive employer.
- Demonstrate professional leadership in promoting health, wellbeing and mental health awareness throughout the Trust.

Person Specification

Criteria	Essential	Desirable	*How criteria will be assessed*
Qualifications	• Registered Mental Health Nurse (RMN) with current registration with the Nursing and Midwifery Council (NMC). • Evidence of continuing professional development		

	relevant to mental health and wellbeing practice. • Educated to degree level or equivalent professional experience.		
Knowledge	• Sound knowledge of mental health assessment, risk assessment and management. • Understanding of common mental health conditions and their impact on work, attendance and performance. • Knowledge of evidence-based interventions for supporting staff experiencing psychological distress. • Understanding of safeguarding principles and procedures for adults at risk. • Knowledge of equality, diversity and inclusion principles within healthcare settings. • Understanding of sickness absence management, workplace adjustments and vocational rehabilitation principles. • Knowledge of relevant legislation including: • Mental Health Act. • Mental Capacity Act. • Health and Safety legislation. • Equality Act 2010. • Data Protection and Confidentiality requirements.	• Knowledge of Occupational Health practice and workplace health and wellbeing services. • Understanding of NHS workforce wellbeing priorities, the NHS People Promise and preventative approaches to staff wellbeing. • Knowledge of organisational health promotion, resilience and wellbeing programmes.	

Experience	• Significant post-registration experience within mental health services. • Experience of undertaking comprehensive mental health assessments and developing person-centred care plans. • Experience of managing a caseload and prioritising competing demands. Experience of working autonomously whilst recognising professional limitations. Experience of multi-disciplinary and multi-agency working. • Experience of providing advice, guidance and support regarding mental health issues.	• Experience of working within Occupational Health, staff wellbeing or employee assistance services. • Experience of delivering wellbeing workshops, group interventions. • Experience of supporting staff with return-to-work planning and workplace adjustments. • Experience of contributing to service development, quality improvement or health promotion initiatives. • Experience of analysing trends and identifying opportunities for preventative interventions.	
Skills and Abilities	• Excellent mental health assessment and clinical decision-making skills. • Ability to identify risks and take appropriate action in accordance with professional standards and organisational policies. • Strong communication and interpersonal skills with the ability to build effective therapeutic and professional relationships. • Ability to provide psychologically informed support and advice to staff and managers. • Ability to influence and engage stakeholders at all levels of the organisation. • Excellent written skills, including the production of	• Skills in delivering training, presentations and wellbeing programmes. • Coaching or motivational interviewing skills. • Experience of facilitating groups or workshops.	

	clear, concise and accurate reports and records. • Ability to manage sensitive and confidential information appropriately. • Competent IT skills and experience of electronic record systems. • Ability to organise and manage a complex workload independently.		
Personal Attributes	• Demonstrates professional integrity and accountability. • Compassionate, approachable and non-judgemental. • Committed to improving staff wellbeing and experience. • Resilient and adaptable in a changing environment. • Ability to work collaboratively and contribute positively to team objectives. • Acts as a role model for NHS values and behaviours. • Demonstrates commitment to creating psychologically safe, inclusive and supportive working environments.		

Values and Behaviours

The post holder will:

- Uphold the values of the NHS Constitution.
- Demonstrate a commitment to the NHS People Promise.
- Champion preventative approaches to health and wellbeing.
- Promote equality, diversity, inclusion and belonging.
- Support a culture of psychological safety, early intervention and compassionate leadership.
- Contribute to the development of a healthy, engaged and resilient workforce.

Freedom to Act

- The post holder is guided by precedent and clearly defined occupational policies, protocols, procedures or codes of conduct. Work is managed, rather than supervised, and results/outcomes are assessed at agreed intervals.

Physical effort

- A combination of sitting, standing, and walking with little requirement for physical effort. There may be a requirement to exert light physical effort for short periods.

Mental effort

- There is a frequent requirement for concentration where the work pattern is predictable with few competing demands for attention, or there is an occasional requirement for concentration where the work pattern is unpredictable.

Emotional Effort

- Exposure to distressing or emotional circumstances is rare, or occasional indirect exposure to distressing or emotional circumstances.

Working conditions

- Occasional exposure to unpleasant working conditions, or occasional requirement to use road transportation in emergency situations, or frequent requirement to use road transportation, or frequent requirement to work outdoors, or requirement to use Visual Display Unit equipment continuously on most days.

Compliance statement to expected organisational standards:

To comply with all Trust Policies and Procedure, regarding:

- Risk Management
- Health and Safety
- Confidentiality
- Data Quality
- Freedom of Information
- Equality Diversity and Inclusion
- Promoting Dignity at Work by raising concerns about bullying and harassment
- Information and Security Management and Information Governance
- Counter Fraud and Bribery

The Trust has designated the prevention and control of healthcare associated infection (HCAI) as a core patient safety issue. As part of the duty of care to patients, all staff are expected to:

- Understand duty to adhere to policies and protocols applicable to infection prevention and control.
- Always Comply with key clinical care policies and protocols for prevention and control of infection; this includes compliance with Trust policies for hand hygiene, standards (universal) infection precautions and safe handling and disposal of sharps.
- All staff should be aware of the Trust's Infection Control policies and other key clinical policies relevant to their work and how to access them.
- All staff will be expected to attend prevention and infection control training, teaching and updates (induction and mandatory teacher) as appropriate for their area of work and be able to provide evidence of this at appraisal.

- To perform your duties to the highest standard regarding effective and efficient use of resources, maintaining quality and contributing to improvements.
- Ensure you work towards the Knowledge and Skills Framework (KSF) requirements of this post. KSF is a competency framework that describes the knowledge and skills necessary for the post to deliver a quality service.
- Your behaviour will demonstrate the values and vision of the Trust by showing you care for others, that you act professionally as part of a team and that you will continually seek to innovate and improve. Our vision, values and behaviours have been designed to ensure that everyone is clear about expected behaviours and desired ways of working in addition to the professional and clinical requirements of their roles.
- Ensure you adhere to and work within local and national safeguarding children legislation and policies including the Children Act 1989 & 2004, Working Together to Safeguard Children 2013 4LSCB guidance and the IOW Safeguarding Policy.
- Ensure you adhere to and work within the local Multiagency safeguarding vulnerable adult's policies and procedures
- Ensure that you comply with the Mental Capacity Act and its Code of Practice when working with adults who may be unable to make decisions for themselves,
- Ensure that you maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff development and training.
- Respect the confidentiality of all matters that they may learn relating to their employment and other members of staff. All staff are expected to respect conform to the requirements of the Data Protection Act 1998, including the responsibility to ensure that personal data is accurate and kept up to date
- If your employment is to a post that requires you to be registered with a professional body, the continuation of your employment is conditional upon you continuing to be registered with the appropriate professional body. The Trust will require evidence of current registration.
- Proactively, meaningfully and consistently demonstrate the Trust Values in your everyday practice, decision making and interactions with patients and colleagues.
- Perform any other duties that may be required from time to time.

This job description may be altered, from time to time, to meet changing needs of the service, and will be reviewed in consultation with the post holder.