



Falkland Islands Government – Job Description

Job Title:	Advanced Community Psychiatric Nurse		
Department:	Health & Social Services	Section:	Emotional Wellbeing Service
Immediate Supervisor:	Consultant Clinical Psychologist – Professional Service Lead		
Grade:	Falkland Islands Government Grade – C		

Job Purpose

To lead the referral and therapeutic interventions for service users, as necessary, in order to support the positive wellbeing and Mental Health of our community using a recovery-based model of care.

To work as part of a multidisciplinary Emotional Wellbeing Service in the Falkland Islands to deliver high quality, recovery-focused, person-centred care to a caseload of service users across the lifespan with a wide range of mental health and emotional wellbeing needs.

To contribute to the promotion of emotional and mental wellbeing within the Falkland Islands community using relevant, up-to-date, evidence-based policies, procedures and guidelines within the resources of the Falkland Islands Health and Social Services Directorate.

Main Accountabilities:

CLINICAL DUTIES

- Manage own caseload of clients experiencing mental health problems whose condition may fluctuate in severity and complexity, within both community and inpatient settings. This will include:
 - assessing service users' clinical care needs
 - developing, implementing, and reviewing person-centred programmes of care
 - ensuring that excellent service is provided to every service user
 - managing and mitigating risks to service users and others
 - providing advice, support or consultation to other professionals involved in the care of service users.
 - leading and advising on diagnostic outcomes within the wider MDT, including the ability administer standardised diagnostic tools and to communicate the results of testing to service users, carers and other clinicians.
- To be competent to work with service users across the lifespan in order to deliver a flexible, person-centred emotional wellbeing service.
- To be trained and competent in applying the Falkland Islands Mental Health Ordinance, including contributing to assessments for detention.
- To be competent to work with service users with a wide range of mild, moderate and severe presenting problems, including (but not limited to): anxiety, depression, PTSD, psychotic disorders, addiction, behaviours that challenge, addiction and substance misuse.



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- To communicate clinical formulations and interventions to service users and carers in an understandable manner based on a recovery model of mental illness which fosters hope in the service user (and carers).

CLINICAL DUTIES *(continued)*

- Work as part of the team on the duty rota to receive, process and respond to referrals from GPs and other professionals as well as self-referrals. Attend Ward Round and liaise with wider health team when on duty.
- Manage distress and conflict in day-to-day work with service users who, as an expression of their distress, may at times be difficult to engage and/or demonstrate significant risk behaviours (e.g., risk of harm to self or others).
- Liaise with all relevant professional and voluntary agencies to provide appropriate emotional wellbeing advice for individuals and services.
- Promote the emotional and mental wellbeing of the Falkland Islands both in the community and within the health service setting, using a variety of different approaches (e.g. training, consultation, media events, etc.)
- Maintain knowledge and understanding of Falkland Islands Psychiatric Formulary (including what medications are available in the Falkland Islands) in order to review and monitor medication interventions in collaboration with GPs and/or Consultant Psychiatrist.
- Attend and contribute to appropriate multidisciplinary meetings and case conferences.

PROFESSIONAL DUTIES

- To abide by and advocate for relevant policies, procedures and guidelines within the Emotional Wellbeing Service as well as the wider Department of Health and Social Services,
- Undertake significant responsibilities for the safety of clients and for the wider community within the caseload, confidently identifying risks, planning and communicating their mitigation and, where necessary, escalating concerns and taking decisive action in accordance with extant policies of the Falkland Islands.
- An ability and willingness to embrace life in the Falkland Islands, including taking time to understand the differences between the UK and the Falkland Islands (e.g. cultural differences and differences in law and legislation).
- Lead an area of responsibility in supporting the team to deliver the implementation of the Emotional Wellbeing Strategy to help develop the Emotional Wellbeing Service to meet the changing needs of the Falkland Islands community. This will likely involve some independent project management for which leadership will be required from the postholder's area of expertise; or provide advice and guidance to wider projects.
- Supervise junior/unregistered staff where appropriate.



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Main Accountabilities: <i>(continued)</i>	
PROFESSIONAL DUTIES <i>(continued)</i>	
<ul style="list-style-type: none">• Participate in, and be able to lead on, staff training and development to promote improved understanding of quality mental health care and the most effective use of resources.• Support senior staff and actively contribute to the decision-making processes which directly affect Emotional Wellbeing Service provision.• Maintain and promote cohesive team working with GPs and medical staff, general and community nursing staff, police, social services, education services, employment programme co-ordinators and other agencies so that the highest standard of care can be achieved within the resources of the Falkland Islands.• In-depth understanding of the importance of making the most effective use of resources with a willingness to be creative and flexible in order to achieve effective solutions.• Utilise clinical supervision and other resources to help manage the personal and professional demands of working in a remote island community.• Maintain electronic notes for all individuals and provide reports as required. Occasionally the post holder may be required to produce reports for legal purposes.• Attend and contribute to Emotional Wellbeing Service Continuing Professional Development programme in order to ensure the team (and occasionally other services and teams) remains up-to-date with current research, guidelines and practice from the UK and elsewhere.• Contribute to accurate service data collection on a regular basis and participate in occasional audits as required.• Undertake other duties as required by the Department of Health and Social Services in order to ensure the joined up working approach required within a small community, including data collection and contributing to research projects.• Work unsocial hours both as planned and in response to meeting identified patients' needs: this would include evening and weekend work.• Must be able to work within a small team and remote community with the intention of developing and maintaining relationships conducive to the promotion of the best care for the Falkland Islands.• Occasionally may have to participate in work outside of the usual role, for example, in the event of a major accident.	
<i>The job description is not an exclusive or exhaustive definition of your duties. You shall undertake such additional or other duties as may reasonably be required by FIG commensurate with your role and grade.</i>	



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Additional Information:	
<p>The Emotional Wellbeing Service provides a community psychiatric service to the Falkland Islands population, including referrals from Mount Pleasant Complex military base and occasionally working with acute mental health problems in visitors to the Islands (e.g. tourists or fishermen). The team consists of 3 Community Psychiatric Nurses, a Consultant Clinical Psychologist and a School Nurse/CAMHS Practitioner with remote support and visiting clinics by UK-based Consultant Psychiatrists.</p> <p>Unlike other mental health settings, all Emotional Wellbeing Service staff must be able to work across the lifespan and with all client groups, including (but not limited to); children and adolescents, working age adults, older adults, people with intellectual disabilities, people with physical disabilities or chronic physical health disorders, patients in a forensic setting.</p> <p>The team caseload can be approximately 125 people, and is very wide-ranging, including service users across the lifespan. We work with mild, moderate and severe mental health problems, including both acute and enduring presentations. In addition to psychiatric conditions, we also support people with cognitive impairments, neurodiversities and Intellectual Disabilities. We also offer early intervention and preventative measures in order to reduce the risk of future mental health difficulties.</p> <p>The majority of our work takes place in an outpatient setting but we also offer inpatient support when required. We frequently work out in the community, including at service users' homes, which can involve long drives to other settlements on East Falkland or flights to West Falkland and the outer islands.</p> <p>One-to-one and peer clinical supervision is provided, and all members of the team are encouraged to make the most of supervision in order to look after themselves and each other in this demanding role.</p>	

Criminal Record Checks: This post is regarded as sensitive
<p>All applicants for Falkland Island Government posts will be asked to disclose convictions upon application. Criminal records will only be considered for recruitment purposes when the conviction record is relevant. Having an 'unspent' conviction will not necessarily bar a candidate from employment. This will depend on the circumstances and background to the offence(s).</p> <p>Any information given will be completely treated as confidential and will be considered only in relation to the post to which the application refers.</p> <p>Failure by a candidate to reveal information that is directly relevant to the post applied for could lead to the withdrawal of an offer of employment.</p>



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Person Specification:	Advanced Community Psychiatric Nurse		
Criteria	Essential	Desirable	Assessment Method
Education and Qualifications:			
Qualified Mental Health Nurse/Psychiatric Nurse with current registration with the NMC or equivalent.	✓		A/I
Proven record of continued professional development and be able to maintain registration as a Mental Health Nurse/Psychiatric Nurse via NMC re-validation processes or equivalent.	✓		A/I
Full driving licence and the ability to drive to remote locations, including some difficult driving conditions	✓		A/I
Post graduate qualification in a relevant field	✓		A/I
Post graduate qualification and/or experience in therapeutic interventions (e.g. CBT, counselling, brief therapeutic interventions, etc) or other relevant specialist experience		✓	A/I/R
Experience/Evidence of:			
5 years' experience in relevant mental health field.	✓		A/I
Proven ability to independently assess, implement and develop programmes of care within policies, procedures and guidelines for managed caseload	✓		A/I/R
Ability to provide a responsible and empathetic outlook on health care delivery, to respect the client's dignity and human rights, and to view and respond to the wider needs of the health service and Falkland Islands community, remaining mindful of the resources available within the Falkland Islands	✓		A/I/R
Excellent communication skills with fluent spoken and written English	✓		A/I/R
Good organizational time management skills	✓		A/I/R
Good people management skills; willing and able to be a positive influence in the team and knows how to use their strengths to help the service thrive.	✓		I/R
Excellent interpersonal skills, and the ability to work well with others under pressure	✓		I/R
An extremely competent ability to identify, assess, manage and articulate risk, including risk to life and risk of harm to service users, staff or the community. Significant experience working with standardised risk assessments as well as an excellent understanding of the dynamic nature or risk.	✓		A/I/R



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Criteria	Essential	Desirable	Assessment Method
Experience/Evidence of:			
Able (or capacity and aptitude to learn) to independently assess, implement and develop programmes of care	✓		A/I/R
Able to effectively use Microsoft Suite packages such as Word, Outlook and Excel	✓		A/I/R
Able to accurately record assessments, plans and care given/progress notes.	✓		I/R
Able to set and work within boundaries relevant to the post and needs of the service	✓		I/R
Able to provide a lead role in the care of an individual patient	✓		A/I/R
Able to work well within a small health service team, including a willingness to support colleagues who are not trained in mental health care to support patients within the EWS caseload.	✓		A/I/R
Able to work in a 'joined up' fashion with relevant other agencies and professionals	✓		A/I/R
Experience in counselling or other relevant specialist experience	✓		A/I/R
Experience working across the lifespan, including children, working-age adults and older adults.		✓	A/I/R
Experience working with service users with a range of presenting difficulties, including (but not limited to) mild to moderate mental health disorders, severe and enduring mental health disorders, Intellectual Disabilities, and addictions		✓	A/I/R
Awareness of and / or previous experience of using electronic patient record software		✓	A/I
Specialist practitioner in Community Mental Health/Community Psychiatric Nursing		✓	A/I
Personal Attributes:			
Friendly and approachable, yet professional manner	✓		I/R
Mature, responsible and empathic outlook on health care delivery	✓		I/R
Able to work unsocial hours on a planned basis and also to meet a need within the team	✓		I
Can undertake 'On-call' commitment specific to an individual's needs for short periods	✓		I
Works co-operatively within the Emotional Wellbeing team and the wider health service team	✓		I/R



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Method of Assessment:

A - Application Form

I - Selection Interview

R - Reference