

MULBERRY TRUST

BAND 5 RMN - MULBERRY HOUSE EATING DISORDER SERVICE

JOB DESCRIPTION

JOB TITLE: Registered Mental Health Nurse

GRADE: Level 5

LOCATION: Mulberry Lodge

JOB PURPOSE

To provide quality evidence based nursing advice support and care for service users with an eating disorder and their carers within a multidisciplinary setting, ensuring that the Mulberry approach and philosophy is followed at all times and championing the Mulberry House Positivity Pledge.

JOB SUMMARY

The post holder will be responsible for the assessment planning implementation and evaluation of care under the supervision of a senior nurse. They will ensure effective communication pathways exist, and that they act as an advocate for service users.

PRINCIPAL DUTIES AND RESPONSIBILITIES

CLINICAL

- To be responsible for the assessment, planning, implementation and evaluation of care
- Responsible for ensuring that the requirements of the Mental Health Act are observed, adhered to and implemented.
- Responsible for establishing therapeutic relationships with service users

PROFESSIONAL

- To respect and value the different therapeutic approaches within the multi-disciplinary team but ensure that the agreed philosophy approach is adopted and followed.
- Responsible for ensuring confidentiality is maintained at all times in accordance with the data protection act, trust policy and good practice.
- Responsible for maintaining and conducting oneself in a professional manner towards service users, carers, colleagues and other agencies.

COMMUNICATION

- The post holder is responsible for ensuring accurate and timely written records are kept which comply with the local and NMC guidance, reporting on any issues as appropriate.
- The post holder is responsible for ensuring that they clearly communicate with clients and carers, and actively listen to understand the needs of the service user

EDUCATION

- To assist in the provision of formal and informal training of pre/post registration students

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PERSON SPECIFICATION

		ESSENTIAL	DESIRABLE
QUALIFICATIONS	RMN (or due to qualify)	√	
EXPERIENCE / KNOWLEDGE	Experience of working with patients with eating disorders	√	
	Understanding of different mental health conditions related to this client group	√	
	Experience of working within a Multi-disciplinary team	√	
	Knowledge of family based therapy	√	
	Teaching/mentoring experience		√
SKILLS	Verbal communication skills	√	
	Listening skills	√	
	Uses research to improve practice	√	
	Motivational Interview skills	√	
	Good computer skills	√	
ATTITUDE	Self-directed approach towards learning	√	
	Genuine desire or interest to work with this client group	√	

Supporting Statement

I first heard about Mulberry House in the local newspaper when reading about the “outstanding clinical achievement” award the service recently received. The testimonies of service users were incredible and I was really excited to learn about the ground-breaking new service model. I arranged an informal visit and was shown around by the service manager, Mary Lim. The visit cemented my view that I’d love to be part of Mulberry House and help make a difference to service users, and I’ve been looking out for vacancies ever since. One of the many things I loved was the “positivity pledge,” where all employees endeavour to foster a culture of positivity for both staff and service users. This is something I myself feel very passionately about, as I think positivity has a huge impact on morale, effectiveness of staff and recovery for patients. As you’ll see in my portfolio, my mentors have consistently commented that I have a “positive, ‘can do’ attitude,” and commended my “*positive and encouraging approach with patients.*” It would be amazing to work for an employer whose values align with mine, and I believe I could champion and advocate this attitude.

I’ve known I wanted to work within eating disorder services since I was 16 and my younger sister was diagnosed with anorexia. Being part of the difficult journey she went through inspired me to help others in the same situation. Since starting my mental health nursing degree in 2015, I’ve never once looked back, and am due to qualify in July with a predicted grade of 2:1.

In reading the person specification for this job, I believe I meet the requirements as follows:

Experience

My university placements included elderly acute wards, community mental health recovery, addiction services, a medium secure forensic unit and an elective placement within an eating disorder service. The different variety of placements allowed me to gain a sound understanding of mental health conditions, treatments and recovery models. During these placements I was responsible for the assessment, planning, implementation and evaluation of care, as well as ensuring the requirements of the Mental Health Act were adhered to. For my elective placement, I chose to go to an eating disorder service within the Lemon Tree Trust. It was here I enhanced my understanding of eating disorders such as anorexia, bulimia, and binge eating disorders, as well as gaining exposure to other conditions such as depression, anxiety, body dysmorphia, and obsessive or compulsive disorders. I learnt about how these disorders cause issues that are both physical and mental, and that to help patients, a holistic approach is essential, looking at other factors such as family life, relationships, behavioural aspects, diet, health, wellbeing etc.

Working within a multidisciplinary team (MDT) was a real eye opener, allowing me to see how important it is for patients to receive a holistic approach to care. Working in the eating disorder service for example, I regularly had to liaise with dieticians and doctors to plan and implement care packages for service users. Through this experience, I gained confidence in

communicating with healthcare professionals at all different levels. I also learnt the importance of valuing and recognising the different therapeutic inputs of the MDT, whilst sharing a common and consistent approach or philosophy.

Family based therapy was a big focus at Lemon Tree, and I understand this is also the case at Mulberry Lodge too. I gained invaluable insight within this area when shadowing the family therapist during sessions, observing how the therapist could equip families with the right tools and advice to help support and aid recovery. We examined family meal routines to observe the family's typical interaction patterns around eating, and examined how family involvement can assist the patient's recovery. The experience inspired my university dissertation, "*The value of family therapy for adolescents with eating disorders.*" I really feel I could put my findings and research to good use at somewhere like Mulberry Lodge.

I understand it's desirable for the post holder to have a mentoring qualification, and that the role will involve formal and informal training of students. I love teaching and would relish any opportunities to develop in this area, especially to complete any mentorship qualifications as soon as required. I was able to develop teaching and mentoring skills whilst supervising the work of health care support workers and more junior students on placement, teaching skills such as taking observations and personal care. I always refer learners to relevant resources and check their understanding of the topic by asking questions, supervising their practice and giving constructive feedback.

Skills

I take great pride in my communication skills. My last mentor commended me for being able to "build rapport effortlessly," and my patients frequently fed back they found it "easy to talk" to me. On placement I always took care to introduce myself in a warm and friendly manner and create a relaxed and friendly atmosphere. I've attended a communication skills workshop too, where we explored the use positive body language, and how to adapt tone and language to suit to the patient's communication style/age/background.

I have excellent listening skills and whilst on placement, I learnt the importance and effectiveness of using verbal nods, empathy and affirmations to convey understanding and make sure the patient feels heard. I was able to build upon my communication skills with my teammates too, i.e. communicating information clearly, succinctly and accurately during staff handovers (which I actively participated in), and honing my written communication skill such as record keeping.

During my course, I learnt how important it is to use research to better my practice. In my third year I researched motivational interviewing for an assignment, using the Cognitive Model & Treatment Strategies for Anorexia Nervosa by Wolff G. & Serpell, L. Through my research, I discovered techniques to improve my communication like open questioning and positive language and the positive effects of helping patients to come up with their own solutions and to visualise positive change. I used these techniques when working with a service user at Lemon

Tree, asking open questions such as, *“What do you think needs to change?”* and *“Imagine you were able to change that; how do you think you’d feel?”* I helped her write down some goals, and she confided that it was the first time she’d felt empowered since her diagnosis.

My IT skills are excellent, and I’m a confident computer user. During placements I used systems such as System X to document patients’ notes and access medical records. In addition, I used a range of IT packages such as Word, Excel and PowerPoint to create essays, dissertations and presentations for my academic studies. I also have a GCSE in I.T.

Attitude

I love learning and have always taken a proactive approach to developing my knowledge. I’m subscribed to the Mental Health Journal and read a variety of articles to keep up to date in areas relevant to my practice. This has helped me to expand my knowledge of working with challenging behaviours, supporting patients with depression, and Dementia-friendly interventions which I have been able to use during placements. I also recently joined the RCN’s Mental Health Forum, where I was able to discuss topics and information with more experienced peers and gain an understanding of national and local initiatives within mental health.

In addition to offering you an enthusiastic and positive colleague who’s unreservedly committed to working with patients with eating disorders, I feel I can offer my experience of dealing with eating disorders from both a clinical and personal point of view. My own experience has very much enhanced and shaped my practice, adding another dimension to the care and support I can give to patients and families. I always remember my sister telling me how nice it was when the nurses caring for her sat and ate with her at mealtimes because it made her feel less alone. This is something I’ve been conscious and aware of with my own patients. I can also empathise with service users and their families and have a deep understanding of their worries, concerns and challenges they face because I remember what it was like for me and my family.

I truly hope I’ve been able to convey my passion as well as my suitability for this post within my statement. I believe I’d be an excellent advocate for the positivity pledge and would work hard to maintain the reputation for high quality, compassionate care that Mulberry House prides itself on.