



## Job Description

**Job Title:** Mental Health Nurse  
**Accountable to:** Senior Mental Health Nurse  
**Location:** Gatwick Immigration Removal Centre (IRC)  
**Annual Leave:** 25 days, increasing incrementally with service  
**Hours:** 37.5 hours per week

Practice Plus Group is the largest provider of healthcare in secure settings and, as the newly appointed provider of fully integrated healthcare services at Gatwick IRC, we are looking to recruit staff based across the two sites (Brook House and Tinsley House). Staff will effectively manage the complex healthcare needs of those within the facility and form an integral part of the wider IRC team, alongside Custody Officers and the Home Office.

Our mission is **Access to Excellence**. Our core values are:

- We treat patients and each other as we would like to be treated
- We act with integrity
- We embrace diversity
- We strive to do things better together

Patients can only access excellence if we commit to living our values in everything we do when we're at work.



We believe in putting patients first, regardless of the environment or their history. This role requires you to do this in a fast-paced environment and be able to adapt to unexpected demand. Detainees may be vulnerable and have experienced trauma in society, therefore staff must have an understanding and awareness of trauma, whilst considering cultural sensitivities.

### The Role

As a Mental Health Nurse you will work within a multi-disciplinary team carrying out comprehensive assessments, initiating and reviewing care plans, and developing treatment options, for a range of cultural groups. You will undertake medication rounds, and assess and treat patients who may have undergone traumatic experiences and may be distressed. You will assess patient health needs using an evidence based framework and be able to risk assess use sound clinical knowledge.

You will contribute to our nursing strategy and vision to;

**Provide** outstanding evidence based care to our patients, seeking out, listening to and acting on their feedback, so that care is personalised and informed by what matters to them. You will work with detainees providing advice, support and information and manage a case load of patients with varied cultural backgrounds, spiritual and religious beliefs.

**Deliver** non-judgemental care that makes a real difference. You will monitor therapeutic responses to medication and potential side effects liaising with prescribers as required.

**Inspire** excellence by forging strong links with our partners and stakeholders and providing a service that people can trust, feel safe within, and feel proud of.



**Promote** best practice, clinical supervision, evidence based care and continuous quality improvement, embedding a culture of shared learning.

**Share** knowledge, skills and expertise to ensure safe care, building strong multi-disciplinary teams and supporting each other to do a great job.

**Learning and Development:** IRCs are complex environments; we work closely with our colleagues, ensuring recruits have access to all mandatory IRC-setting training. CPD is supported and an annual appraisal system is in place to discuss ongoing objectives and support revalidation.

### About you

- Registered Mental Health Nurse with NMC
- Evidence of Continued Professional Development
- Experience of working with patients, face to face, with complex mental health conditions
- Understanding of psychosocial interventions, group work and awareness of substance misuse.
- Sound clinical knowledge and assessment skills
- Understanding of the complexities of multi-disciplinary and multi-agency working
- A non-judgmental and compassionate approach underpinned by cultural awareness and the impact of removal
- Ability to recognise indicators of trauma, and communicate appropriately to build trust
- Excellent communication skills and the ability to gain appropriate level of consent
- Some awareness of BAME groups, and potentially increased health risk associated with particular ethnicities
- Understanding of clinical governance
- Ability to use a Clinical Information System
- Knowledge of evidence based practice, health promotion, NICE guidelines and pharmacology
- Proactive problem solving skills
- Flexible attitude to working arrangements including sudden increases in clinical demands.
- Motivated as an individual and when working in a team
- Able to work within a busy environment
- Willing to learn and develop being committed to self-development
- Patient centred values



### Additional information

**Disclosure and Barring Service:** a Disclosure and Barring Service disclosure at the enhanced level is required for this role. A risk assessment will be undertaken if necessary.

**Vetting:** All successful candidates will undergo necessary security clearances in line with Home Office and Immigration Removal Centre requirements.

### Directions:

IRC Brook House and IRC Tinsley House are both easily accessible by road and public transport.

**By road:** Leave the M23 at Junction 9.

**Public Transport:** Regular public transport links available by bus or train.

**On-site parking available at both sites.**