

Boston Medical Center- **Brockton Behavioral Health Center - BHWI Trainee**

Position Summary

The Mental Health Specialist is a member of the multidisciplinary psychiatric patient treatment team. He/she implements clinical care responsibilities in accordance with inpatient psychiatry department policies, procedures and standards under the supervision of a psychiatric registered nurse. The Mental Health Specialist must be able to demonstrate the knowledge and skills necessary to provide care appropriate to patients from ages 18 and above. The Mental Health Specialist must possess the knowledge and ability to gather data reflective of the patient's age and developmental level in determining treatment needs.

Position: **Mental Health Specialist**

ESSENTIAL RESPONSIBILITIES / DUTIES:

- At the beginning of shift, attends shift report, reads all progress notes, test results and other patient data to determine patient status for past several shifts.
- Reviews and implements treatment plan/behavior management plan to achieve patient goals
- Reads treatment plans and daily mental status assessments on patients to ensure consistent and accurate delivery of care
- Meets with patient early in shift to review the schedule for the day
- During the shift, talks with patient about mental status, behavior and progress patient is making towards identified treatment and discharge goals
- Throughout the shift, reports pertinent information to charge RN such as:
 - Level of safety
 - Changes in behavior
 - Increase in agitation
 - Physical complaints or any signs of physical illness
 - Vital signs, intake and output, activity of daily living status
- Gives observation and input regarding the patient to Nurse Manager/Charge RN when unable to communicate directly at treatment team meetings
- Shares observations and pertinent information with social worker, clinical colleagues, and patient family/caregivers
- Documents patient activities, behavior and mental status each shift as it relates to the problem list and treatment plan
- Conducts individual contacts with patient throughout shift to introduce self and review patient needs
- Identifies patients teaching needs and reports them to the RN
- Identifies issues related to progress towards discharge or any barriers to discharge
- Encourages participation in therapeutic group programs and individualize behavior plans
- Provides patient/family education and supports regarding milieu programming, goals of hospitalization and therapeutic interventions in support of meeting those goals.
- Participates in crisis intervention through the use of verbal and physical de-escalation of potentially unsafe or aggressive behavior per CPI technique and seclusion/restraint policies/procedures

- Conducts patient safety checks as assigned to monitor both individual patient safety as well as unit mood and rising acuity concerns in the milieu
- On admission, conducts and/or assists RN with patient search for contraband, vital signs, height, weight and orientation to the unit
- Clarifies and implements unit rules indicated in patient handbook
- Continuously evaluates patient progress toward goals clearly evident in documentation, participation in treatment planning, shift report and report to charge RN
- Provides constructive peer feedback
- Orients new staff to unit under the direction of the RN
- Assists RN in administering physical care and personal hygiene measures to assigned patients
- Serves as role model for other mental health counselors
- Leads and co-leads therapeutic process oriented and activity groups
- Preserves patient rights relative to all aspects of patient care
- Attends and participates in unit-based meetings and reads minutes when absent
- Completes annual mandatory education and accepts responsibility for developing education plan in meeting learning needs with nurse manager
- Demonstrates ability to accept and respond to feedback regarding clinical and professional issues from peers and nurse manager and utilizes the feedback to improve practice and skill
- Promotes improvement of unit program through individual, committee, or quality assurance activities i.e., completing patient profiles, task force membership, quality assurance monitoring, and unit based supporting activities
- Assists in maintaining a clean, safe and respectful environment
- Demonstrates assertive, professional and constructive communication to other members of the healthcare team and demonstrates overall teamwork spirit
- Utilizes professional problem-solving techniques to manage conflict
- Must adhere to all of BMC's Values and Behavioral Standards

JOB REQUIREMENTS

EDUCATION:

- HS Diploma or GED and 2 years experience in the mental health/related field
- Or Bachelor's Degree
- Or HS Diploma/GED and Mental Health Specialist Certificate/or equivalent

CERTIFICATES, LICENSES, REGISTRATIONS REQUIRED:

- Basic Life Support (BLS) - American Heart Association (AHA)

EXPERIENCE:

- Patient care skills acquired through one year of previous direct patient care experience preferred

KNOWLEDGE AND SKILLS:

- Demonstrated skill in developing helpful relationships with patients, families and staff
- Ability to use a variety of medical equipment necessary in the delivery of quality patient care
- Has the skills and knowledge to provide care to the age groups of the population served including: knowledge of growth, development and provide age appropriate communication