

Technical Cooperation Request Form (This form is to be submitted with the Terms of Reference)

PART I - Line Ministry/Department

1. Ministry/Department	Ministry of Health and Social Services/ Secondary Health Care
2. Title of Post/Role or Description of Consultancy	Community Psychiatric Nurse
3. Summary of Justification (full details provided in ToR)	<p>Mental Health is a vital component of the health care service/programme here in Montserrat and requires the appropriately qualified staffing complement for effective operations. Recruitment drives over the past few years have proven futile after advertising locally, regionally and internationally for competent nurses. At the national level, Montserrat’s 2008-2020 Sustainable Development Plan cites Human Development as one of the Strategic Goals whereby all citizens would experience “human development and improved quality of life.”</p> <p>The Ministry of Health seeks to achieve that national outcome by increasing access to essential medical services as well as ensuring social protection for the vulnerable population. Mental health is included in Programme 451: Primary Health Care. As per the Ministry’s Strategic Plan, the objective of programme 451 is “to improve health outcomes from equal access and utilisation of an increasing range of quality primary health services.” One of the key strategies for 2018/19 is to “increase access to mental health services by building capacity of health care workers throughout the health care system and enhancing care processes and procedures.” The successful implementation, monitoring and evaluation of the approved mental health policy and plan is based on the availability of the required staffing in the mental health unit.</p>

	<p>Scope of deliverables will include :-</p> <p>Developing, implementing, monitoring and evaluating the work plan for the mental health unit.</p> <p>Conducting physical assessment for existing mentally ill patients and develop individualized plans of care for each client.</p> <p>Assisting in the implementation, monitoring and evaluation of the mental health policy and plan.</p> <p>Conducting assessment of various communities, review and update the island-wide mental health profile.</p> <p>Liaising with other government agencies to include social services, police, prison, education and housing departments to provide support for mentally ill persons.</p> <p>Serving as the coordinator of the Mental Health Committee.</p> <p>Developing and implementing services that promote positive mental health by addressing stigma and discrimination associated with mental illness.</p> <p>Developing and implementing services that promote rehabilitation.</p> <p>Assisting in the development of treatment protocols for mental disorders.</p> <p>Conducting job-shadowing exercises for the Psychiatric Nurse.</p> <p>The expected outputs:-</p> <p>Will see the coordination and the delivery of island-wide mental health nursing services through the utilization of the Primary Health Care Approach.</p> <p>Monitoring and evaluating the implemented mental health policy and plan, through the use of individualized plans of care for mentally ill clients will be developed.</p> <p>Conducts job-shadowing exercise for the Psychiatric Nurse</p> <p>Conduct assessment of various communities and develop mental health profile.</p>
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4. Name of Head of Department/Requester	Camille Thomas-Gerald
5. Signature of Requester	
6. Date	16 November 2020

PART II - Human Resources Management Unit, Office of the Deputy Governor

7. Post ID (as per LTTC/STTC list)	
8. Post Title (same as item 2 in Part I)	
9. Directorate	

Complete applicable section

<p>10. Technical Cooperation <i>Technical Cooperation covers a post included on Montserrat Government's Nominal Roll for which skills required are not available on island*</i></p>	
• Is this an extension to an existing contract?	Yes/No
• Is the post on the listing agreed at the most recent FAM?	Yes/No
<p>If no, please provide details of how this post will be funded</p> <input type="text"/>	
• Is this post on the most recently agreed prioritised listing?	Yes/No
<p>If no, please provide clarification</p> <input type="text"/>	
• Does this post increase the headcount?	Yes/No
<p>If yes, please provide clarification</p> <input type="text"/>	

<p>11. Consultancy Technical Cooperation Consultancies for a dedicated piece of work, over a fixed term *.</p>
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- Is this affordable within the agreed budget ceiling? Yes/Ne
If no, how will this post be funded?

12. Form completed by(name and job title)	Camille Thomas-Gerald Permanent Secretary, Health and Social Services
13. Signature	
14. Date	16 November 2020

TERMS OF REFERENCE: COMMUNITY PSYCHIATRIC NURSE

1. BACKGROUND

Mental Health is a vital component of our health care service/programme and requires appropriate staffing complement for effective operations.

The Community Psychiatric Nurse position in the Ministry of Health & Social Services officially became vacant on 31st January 2014, when the substantive post holder was medically boarded. The post was filled in June 2014 through external recruitment. However, the employment was only short-lived as the post-holder resigned prematurely in October 2014 citing death of a close family member and failing health of her mother as reasons to vacate the post. Over the years, several attempts have been made to recruit a nurse to include advertising at the University of the West Indies; Mona and St Augustine campuses, outreach through PAHO officials responsible for mental health, advertising in local, regional and international media. To date, all efforts to recruit a nurse with the requisite qualifications and competencies for the post proved to be futile. Few applications were received from trained Mental Health Nurses but they have not completed the post graduate mental health nurse practitioner programme that allows them to conduct physical assessments, diagnose conditions and prescribe medication according to established standards.

2. STRATEGIC CONTEXT

At the national level, Montserrat's 2008-2020 Sustainable Development Plan cites Human Development as one of the Strategic Goals whereby all citizens would experience "human development and improved quality of life."

The Ministry of Health seeks to achieve that national outcome by increasing access to essential medical services as well as ensuring social protection for the vulnerable population. Mental health is included in Programme 451: Primary Health Care. As per the Ministry's Strategic Plan, the objective of programme 451 is "to improve health outcomes from equal access and utilisation of an increasing range of quality primary health services." One of the key strategies for 2018/19 is to "increase access to mental health services by building capacity of health care workers throughout the health care system and enhancing care processes and procedures."

The successful implementation, monitoring and evaluation of the approved mental health policy and plan is based on the availability of the required staffing in the mental health unit.

3. SCOPE OF DELIVERABLES

- Develop, implement, monitor and evaluate the work plan for the mental health unit
- Conducts physical assessment for existing mentally ill patients and develop individualized plan of care for each client
- Assists in the implementation, monitoring and evaluation of the mental health policy and plan
- Conduct assessment of various communities, review and update the island-wide mental health profile
- Liaise with other government agencies to include social services, police, prison, education and housing departments to provide support for mentally ill persons
- Serves as the coordinator of the Mental Health Committee
- Develop and implement services that promote positive mental health by address stigma and discrimination associated with mental illness
- Develop and implement services that promote rehabilitation
- Assists in the development of treatment protocols for mental disorders
- Conducts job-shadowing exercise for the Psychiatric Nurse

4. QUALIFICATIONS:

The post holder should be Registered Nurse

Possess post basic qualification in psychiatric/mental health nursing

Possess postgraduate qualification in psychiatric nursing/mental health nurse practitioner

Certificate or training in Management will be an asset

Valid registration with Nursing Council in country of practice

5. SKILLS/EXPERIENCE

- A minimum of twelve (12) years of professional experience in General Nursing
- A minimum of seven (7) years' experience in mental health/psychiatric nursing
- Demonstrates leadership and supervisory skills
- Demonstrates sound knowledge of WHO Assessment Instrument for Mental Health Systems (AIMS)
- Demonstrates sound knowledge of Primary Health Care
- Demonstrates sound knowledge in the application of human rights
- Possesses experience in counselling and motivational skills
- Possesses a valid driver's license

6. EXPECTED OUTPUTS

- Co-ordinates the delivery of island-wide mental health nursing services through the utilization of the Primary Health Care Approach

- Monitors and evaluates the implementation of the mental health policy and plan
- Develops individualized plans of care for mentally ill clients
- Conducts job-shadowing exercise for the Psychiatric Nurse
- Conduct assessment of various communities and develop mental health profile

7. RECIPIENT

Primary Health Care Department/ Mental Health Unit in the Ministry of Health and Social Services, Government of Montserrat,

8. REPORTING

The Community Psychiatric Nurse shall report directly to the Community Nursing Manager

9. CONTRACTING

The post holder will be contracted by the Government of Montserrat through the Human Resources Management Unit (HRMU).

10. TIMEFRAME:

The position is for four (4) years. The post holder will be expected to provide job-shadowing exercises for the Psychiatric Nurse as a key deliverable.