

Job Title:	CLINICAL NURSE SPECIALIST RNMH/RNLD	Reporting To:	Clinical Nurse Lead
Location:	Warrington with travel in and around the Cheshire/Wirral area		
Salary	Band 6 - £28,050-£36,6444 per annum based on experience and qualifications Band 7 - £33,222 – £43,041 per annum (<i>may be considered for exceptional and suitably qualified candidates</i>).		
Position Type:	Full Time Permanent contract- 37.5 hours a week- Mon- Fri (office hours, will include participation of an on call rota)		

Job Description

JOB SUMMARY:

The post holder will be responsible for assessing, developing, outlining and implementing specialist interventions to young people, both within residential provision and independence packages of care within the community. The young people within the service, will have often transitioned from long term hospital admissions or secure care provisions, as well as having been placed as an alternative to a hospital

The Post Holder will also contribute to training and education of the residential team as well as facilitating reflective practice sessions to ensure all intervention is effective and evidence based. The Post Holder will work autonomously within professional guidelines and the overall framework of the team’s policies and procedures.

The post holder will be expected to work as an integral part of a multidisciplinary core team in risk management and case formulation for cases of concern referred to the service. The role requires the ability to work collaboratively, efficiently and effectively with mental health services, whilst maintaining the need to work safely and sensitively with service users present with a full range of clinical needs and risk behaviours, and the ability to engage with, and respond to, highly complex clinical, professional and ethical challenges and demands on clinicians and services.

KEY CLINICAL RESPONSIBILITIES

Provide a specialist assessment and treatment service based upon comprehensive assessment of the young people’s needs from a variety of sources, including psychological assessments, self-report measures, rating scales, direct and indirect structured observations, as well as interviews with young people, family members and others involved in the young person’s care.

Provide advice and consultation in respect to individual cases within the wider MDT

Utilise outcome measures and feedback to improve clinical practice in line with clinical governance agendas.

To engage in joint assessments and treatments with members of the multi-disciplinary team.

Communicate, in a skilled and sensitive manner, information concerning the assessment, formulation, treatment recommendations, and risk management for young people referred to the team.

Work across a number of settings, being involved in the dynamics of various different multidisciplinary teams and environments.

Care Co-ordination

Provide and record individual sessional work with service users underpinned by the structured clinical management model. This may also include informing of MHA rights, service user surveys, on-going mental state assessments (incl. urgent), incident de-briefs to service users and staff teams, rapid response care co-ordination.

Co-ordinate and manage relevant clinical meetings such as CPAs, Case Reviews, MHA tribunals, etc. Including coordinating the minute taking and ensuring appropriate information sharing between multi-disciplinary teams.

Carry out necessary assessments in a timely manner and communicate the outcomes with the relevant professionals.

Produce, update and maintain Programmes of Care for service users.

Assist and facilitate service user therapeutic groups.

Ensure quality of clinical input and documentation.

Provide clinical supervision to non-qualified members of the staff team.

Ensure compliance with Care Quality Commission Standards and Health and Social Care Act 2008 (Regulated Activities) Regulations 2010.

Ensure the completion of all live documentation.

Human Resources

Participate in the recruitment of the junior clinical team when required.

Safeguarding

It is the responsibility of all staff to familiarise themselves with the company safeguarding policy, to complete the Safeguarding training commensurate with their job role, and to report any genuine concerns to the designated safeguarding officer/lead on site, or a senior member of staff.

QUALIFICATIONS , EDUCATION, AND EXPERIENCE REQUIREMENTS

Essential

- Registered Nurse (RMN or RMLD)
- Band 5/6 or above experience
- Legislative Knowledge and Experience
- Experience of working with young people with complex mental health difficulties.
- Evidence of continued professional development.

Desired

- Case Management Experience within a Health & Social Care setting
- Accredited Safeguard qualification
- Experience of working in a community setting.
- Experience of working within a secure setting

PREFERRED SKILLS

Personality: Self-driven, results-oriented with a positive outlook, and a clear focus on high quality services. A natural forward planner who critically assesses own performance. Reliable, tolerant, and determined. Empathic communicator. Well presented. Keen for new experience, responsibility and accountability. Team-player. Able to commute reliably to office base. Able to work extended hours on occasions when required. Must have clean or near clean driving license.

Specific Job Skills: Able to communicate and motivate other team members. Understands the principles of therapeutic risk taking and able to assess and formulate risk presentations. Experience of carrying out specific clinical assessments including SAVRY and CONNERS

Ability to make and maintain Therapeutic relationships: Therapeutic relationships between the care coordinator, the young person, and their families and carers is critical to successful mental health nursing. Care in Mind recognise that these relationships are often one of the biggest protective factors for young people throughout their journey to recovery Successful candidate must be able to make and maintain these relationships whilst ensuring appropriate therapeutic boundaries are maintained.

IT skills: Must be adept in use of Microsoft Office products, particularly Excel and Word, and ideally Access or similar database to basic level, Internet and email.

Business and Marketing Skills: Must be an excellent face-to-face and telephone communicator. Experience of tenders and commissioning processes would also be useful.

Last Updated:

08.11.18

Care In Mind Vision



STRONG TEAMS WITH GOOD LEADERSHIP

Clinically led senior management team ensuring a consistent care-driven approach at all levels within the organisation



INNOVATION

Doing new things to achieve positive outcomes

SCM - Boundary See Saw - Safe Homes Therapeutic Risk Management Model & Training



WORKING TOGETHER

Core principle of "No decision about me without me"

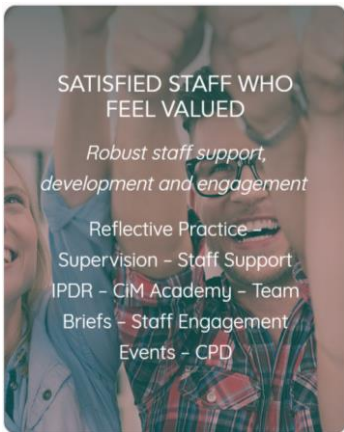
Collaborative Care - Planning - Service User Coordinators



THERAPEUTIC RISK MANAGEMENT

Co-produced risk management plans underpinned by safe supportive techniques

STAR Risk Assessment - 24/7
On Call Relational Security supported by TRUSST training
Facilitating Resilience



SATISFIED STAFF WHO FEEL VALUED

Robust staff support, development and engagement

Reflective Practice
Supervision - Staff Support
IPDR - CIM Academy - Team Briefs - Staff Engagement Events - CPD



GOOD COMMUNICATION

Internal communication structures and Close Partnership Working with other agencies

CPA Meetings - MDT Review - Stakeholder Feedback



VALUING FAMILIES AND CARERS

Finding innovative ways to involve families and carers

Family Therapy - Virtual Parents and Carers Group being developed - Friends and Family Test Parent and Carer Engagement Events



ACHIEVING GOOD OUTCOMES

Evidence of good qualitative and quantitative outcomes

Mental Health Recovery Star - Education - AQA Awards