

Person Specification

Post Title	Senior Mental Health Nurse Practitioner
Band	7
Directorate	Urgent Care
Location/Base	GMMH All age 24/7 Crisis Helpline
Responsible to	Team Manager
Accountable to	Strategic Lead for Urgent Care

Job Summary/Purpose

The post holder will be required to work as part of the GMMH 24/7 All Age Crisis Helpline based at Old Trust HQ, Prestwich Hospital, Bury New Road, Prestwich, Manchester.

The post holder will be expected to co-ordinate and prioritise the day-to-day clinical workload.

A key role will be to ensure the smooth running of their allocated shift.

The post holder will be expected to be responsible for the clinical practice of the helpline staff, developing their skills and supporting identified training needs through supervision and annual appraisal.

The post holder will also be a source of specialist knowledge and advice to professionals at all levels within the helpline/ EOC around care and management of service users presenting with primary and secondary mental health needs.

The post holder will be expected to manage and lead the service in the absence of the team leader when appropriate.

The post holder will also be expected to contribute to and work to develop the educational and training input provided to stakeholders.

The post holder will be expected to supervise Band 6, Band 5 & Band 4 colleagues in their assessments, care planning, management.

The post holder will be expected to work days, nights and weekends.

Essential Criteria - The qualities without which a post holder could not be appointed.	Desirable Criteria - Extra qualities which can be used to choose between candidates who meet all the essential criteria	How Assessed – AP = Application form IN = Interview OA = Other Assessment
Education / Qualifications - to be able to complete the duties as laid out on the Job Description		
<ul style="list-style-type: none"> RMN Certificate 		<ul style="list-style-type: none"> Show certificate at interview AP

<ul style="list-style-type: none"> • Masters / Degree or equivalent experience/qualification 		
Experience - to be able to complete the duties as laid out on the Job Description		
<ul style="list-style-type: none"> • The post holder should: • Have RMN Certificate • Masters/Degree or equivalent experience/qualification 		<ul style="list-style-type: none"> • Show certificate at interview • AP
Knowledge - to be able to complete the duties as laid out on the Job Description		
<p>The post holder should:</p> <ul style="list-style-type: none"> • Have a sound knowledge of the social factors involved in the development of mental ill health and key features of relapse prevention. • Be able to demonstrate a good understanding of the co-morbidities on both mental and physical conditions. • Have knowledge of the background, range of services within the GMMH footprint. • Show motivation to learn and actively participate in training and learning of self and others. • Have a sound knowledge of Mental Health Act legislation. • Demonstrable knowledge in relation to best practice in the care of patients presenting with acute confusion and behaviours that challenge. 	<ul style="list-style-type: none"> • Understand the value of research/audit activities and their application in practice. • Have experience of assessing people with illness associated with later life or will develop competence in this area. • Have a knowledge of Younger Persons Assessments 	<ul style="list-style-type: none"> • IN • AP
Skills and Abilities - to be able to complete the duties as laid out on the Job Description		
<p>The post holder should:</p> <ul style="list-style-type: none"> • Will be able to undertake autonomous risk assessments and plan appropriate care packages for clients. Including formulation of risk management plans including supporting patients who self-harm or are in a neglectful state. 	<ul style="list-style-type: none"> • Will be able to demonstrate conflict resolution skills • Be able to utilise the current IT systems within GMMH such as the electronic patient records and Datix. 	<ul style="list-style-type: none"> • AP • IN

<ul style="list-style-type: none"> • Will be able to demonstrate in depth knowledge of the 1983 Mental Health Act and CPA • Will be able to demonstrate a clear and in depth knowledge of Common Law principles • Will be able to demonstrate in depth knowledge of the Mental Capacity Act (2005) • Will be able to demonstrate high quality communication skills • Must be able to communicate clearly both verbally and in writing • Will be able to demonstrate a knowledge of the concept of evidence based practice and how this is applicable to this area of practice • Knowledge of evidence based interventions used within this setting • Will be able to demonstrate up to date knowledge of current good practice in evidence based mental health practice • Good general knowledge of current local and national policy around mental health • Will be computer literate and able to input data • Will be able to demonstrate an ability to work with service users and carers with the focus on individual strengths and recovery orientated practice • Have IT literacy skills. • Have evidence of good time management and organisational skills and be resilient when under pressure. 		
Other Requirements - to be able to complete the duties as laid out on the Job Description		
<ul style="list-style-type: none"> • Must be reliable and flexible in their response to changing service needs • Must be able to demonstrate clear leadership skills 		<ul style="list-style-type: none"> • IN • AP

<ul style="list-style-type: none"> • Must be able to demonstrate initiative and assertiveness whilst also working as part of an effective team • Ability to prioritise workload and manage conflicting demands placed on post holder 		
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The Trust will consider any reasonable adjustments to the recruitment and selection process and to employment for applicants who have protected characteristics under the Equality Act 2010.