

JOB DESCRIPTION

POST TITLE	Senior Clinical Nurse Specialist for the Eating Disorder Team
BAND:	8A
LOCATION:	Neath Hill
RESPONSIBLE TO:	MK LEDS Team Manager
ACCOUNTABLE TO:	CAMHS and MKLEDS Service Manager

JOB SUMMARY

This is a Clinical Nurse Specialist (CNS) role with responsibility for nursing clinical practice across the lifespan eating disorders service. The post holder will also work closely with the operational Team Manager, Consultant Psychiatrist and Senior Therapists in the team to support quality and evidence based clinical practice.

KEY RESPONSIBILITIES:

Clinical Practice

- Role model nursing excellence as an expert practitioner, providing a high standard of direct care to patients and professional advice and support to the clinical team
- Lead on all matters pertaining to safeguarding within the service
- Work with pathway managers to ensure that clinical incidents, concerns and patient feedback are reviewed and acted on in a timely manner, taking a lead on key practice improvements as indicated
- Act as a resource for expert nursing advice and support across the MDT/partner agencies and take the lead on oversight of complex cases as required.
- Lead on patient experience for the pathway, ensuring that patients, carers and families have the opportunity to be involved in shared decision making and service design, as appropriate
- Provide clinical advice regarding pathway design/service transformation and work with clinical leads across pathways to ensure streamlined services
- Lead on clinical policy/procedure development and implementation for the service
- Be an expert practitioner and continue to develop own clinical practice
- Hold a caseload and provide evidence-based practice e.g. CBT-E, FBT, MANTRA
- Role model high standards of clinical practice, reflective practice and professionalism, leading reflective practice groups and providing clinical supervision across the service.

- Have oversight and monitoring of physical health checks in line with the Trust physical health strategy, working with the multidisciplinary team, patients and families to increase uptake and encourage a culture of physical health care promotion.
- Lead on all matters pertaining to infection prevention and control within the service, ensuring best practice is adhered to at all times (with the Band Nurses as Infection Control Champion)

Quality

- Lead on quality governance for the pathway and oversee key quality indicators
- To work in collaboration with the Lead Nurse for MK Mental Health in ensuring the implementation and delivery of nursing and clinical excellence.
- Lead and contribute to clinical audits, quality improvements and NICE benchmarking activities and ensure that service development is planned in accordance with local and national priorities.
- Support the Trust's commitment to service user, carer and public involvement in the way services are planned, developed and provided and to incorporate this approach in a way which respects issues of equality and diversity in all aspects of work.
- Work with CAMHS (directorate) Leadership Team to ensure systems for clinical supervision are embedded within the service in line with Trust policy.
- Be responsible for ensuring that all required reports are prepared to a high standard and submitted within the agreed timescales.

Education

- Provide expert education and training to colleagues related to specialist area/expertise
- Support new registrants and new starters ensuring effective preceptorship and induction
- Work with the trust Lead Nurse/ education leads to ensure learning needs identified and access to education as appropriate
- Take leadership responsibility for the ongoing development and sustainability of high quality and innovative practice development and education within the service.
- Promote innovative ways of developing practice and enhancing learning, to foster a culture of continuous quality improvement and ensure new policy and clinical guidelines are embedded in practice
- Work alongside CAMHS (directorate) Leadership Team to ensure staff are capable and competent to undertake clinical skills within a defined competency framework.
- Identify and share best practice and lead on internal and external educational peer audit reviews. This will include working with local HEI's on student placements. □ Develop a culture of learning that supports staff and students in practice.
- To support the development of pathways and new ways of working within the workforce.

Research, evidenced based practice and quality improvement

- Provide clinical leadership which fosters a spirit of enquiry, promotes research awareness and ensures evidence-based practice
- Contribute to the development and implementation of policies and procedures, ensuring that policies, procedures are based on best evidence, and provide the appropriate quality and governance assurance.

- To promote the Eating Disorders team, CAMHS, mental health service, Trust and the work of individuals and teams through publications or presentations, contributing to regional and national work as indicated, representing the service and Division at local and national forums
- Initiate and Lead Quality Improvement projects as indicated

Leadership and Management

- To be a visible and credible clinical Nurse leader, and promote an embedded culture of learning and continual professional development within the service.
- To work in collaboration with Lead Nurse for MK Mental Health in ensuring the implementation and delivery of nursing and clinical excellence in the Eating Disorders field.
- Provide professional leadership and supervision to nurses
- Represent Eating Disorders and mental health services as a senior nurse within the Division, working with the Lead Nurse to further nursing initiatives and contribute to Divisional/ Trust nursing programmes as required
- Work collaboratively with the leadership team to motivate staff to ensure a high standard of professionalism, efficiency and effectiveness in the delivery of high-quality care.
- To line manage assigned staff within the team, ensuring that supervision, appraisal systems and professional development plans are in place.
- Contribute to reviews of the outcomes of any staff surveys and develop innovative methods for ensuring staff feel involved and engaged in all elements of their working lives.
- Contribute to promoting a culture that enhances staff's well-being, engagement and empowerment
- Motivate, encourage, engage and empower the service to achieve and embrace organisational objectives, key performance indicators, new ways of working etc
- Encourage people they work with to feel confident about:
 - presenting their own ideas and suggestions
 - engaging with change
 - developing new ways of working within agreed boundaries
- Actively promote equality, diversity, rights and responsibilities.
- Contribute to the development and implementation of Trust policies and strategies that help to achieve greater integration and empowerment.
- To contribute to the recruitment and retention strategy within the service.

Communication & Relationship skills

- Establish and maintain an effective communication network within Eating Disorders, the mental health service and with key stakeholders across the Trust and externally.
- Present information and service developments to colleagues, patients & carers where acceptance of and delivery of content is critical to quality and assurance.
- Maintain confidentiality during communication, consistent with agreed local and national standards.
- Contribute to the development plans to underpin key work streams.

Personal Responsibilities

- To work in ways that promote and demonstrates respect for services users, colleagues and carers.
- To participate in supervision, annual appraisal and Personal Development Planning.
- To identify own training and educational needs through this process.
- To ensure an up to date and contemporary knowledge of mental health policy and legislation.
- To be registered with the relevant professional body and ensure that requirements of registration are maintained.

This is an outline of the post-holder's duties and responsibilities. It is not intended as an exhaustive list and may change from time to time in order to meet the changing needs of the Trust and Department.

Supplementary Information:

Job Flexibility

The post-holder will be required to work flexibly, providing assistance as and when necessary, which may involve them in a developing role.

Working Relationships

The working relationship between all members of staff should be mutually supportive, with staff deputising and covering for each other when appropriate.

Health and Safety

Central and North West London Mental Health NHS Trust has a Health and Safety Policy applicable to all employees. Employees must be aware of the responsibility placed on them under the Employment Rights Act 1996, to ensure that agreed safety procedures are carried out, and to maintain a safe environment for employees, patients and visitors.

Infection Control

The prevention and control of infection is the responsibility of everyone who is employed by Central and North West London Mental Health NHS Trust. Employees must be aware of infection control policies, procedures and the importance of protecting themselves and their clients in maintaining a clean and healthy environment.

Improving Working Lives

Central and North West London Mental Health NHS Trust is committed to the principles of Improving Working Lives and all managers are encouraged to follow Improving Working Lives practices. Consideration will be given to all requests for flexible working in line with Trust policy.

Staff Involvement

Central and North West London Mental Health NHS Trust is committed to involve staff at all levels in the development of the organisation.

Managers should ensure that staff are encouraged and involved in organisational and service developments including business planning and they are able to influence discussions, which affect them and their working conditions.

All managers should engender a culture of openness and inclusion so that staff feel free to contribute and voice concerns. They should develop and implement communication systems that ensure staff are well informed and have an opportunity to feedback their views.

Smoking

Central and North West London Mental Health NHS Trust acknowledges its responsibility to provide a safe, smoke free environment to its employees, patients and visitors. In expressing its commitment to the prevention of smoking related diseases, the Trust has a 'Non Smoking Policy' and all Trust buildings and vehicles are designated as smoke free areas.

Alcohol

Employees are expected to be aware of and understand that Central and North West London Mental Health NHS Trust has a policy on alcohol and the consumption of alcohol. Alcohol is not permitted whilst on duty.

Confidentiality

Employees should be aware that the Trust produces confidential information relating to patients, staff and commercial information. All employees have a responsibility for ensuring the security of information and to comply with the Data Protection Acts, Access to Health Records and Computer Misuse Act.

Disclosure of personal, medical, commercial information, systems passwords or other confidential information to any unauthorised person or persons will be considered as gross misconduct and may lead to disciplinary action which may include dismissal.

Equal Opportunities

All employees of Central and North West London Mental Health NHS Trust are expected to be aware of, and adhere to, the provision of the Trust's Equal Opportunities Policy, and to carry out their associated duties and responsibilities under this policy. As users of the disability symbol, the Trust guarantees to interview all disabled applicants who meet the minimum essential criteria for a vacant post.

Grievances, Disputes, Disciplinary and Other Industrial Relations Procedures

Central and North West London Mental Health NHS Trust has grievance, disputes, disciplinary and other industrial relations procedures. Employees are required to make themselves aware of these procedures, copies of which are available on the Trustnet, from your manager and the Human Resource Directorate.

Personal Development

The postholder is expected to co-operate in activities which line management believes will contribute to personal and/or to team growth. This includes attending supervisory sessions and training modules, both at their work base and other selected venues of instruction.

Conflict of Interest Employees are expected to declare any private 'interest or practice', which might conflict with their NHS employment, and be perceived to result in actual or potential financial or personal gain.

Working Time Regulations

The Working Time Regulations 1998 require that you should not work more than an average of 48 hours each week i.e. no more than 816 hours in a 17-week period. To work more than 48 hours you must have management authorisation and you will be required to sign an opt out agreement.

The Trust policy has a limit of 60 hours per week and all staff must ensure a 24-hour rest period is taken in every 7 days.

Conditions of Employment

The Trust will screen all staff who will be working with children and police checks will be carried out on all staff appointed to posts which have access to children.

This will also apply if role develops to include access to children.

Terms and Conditions

The terms and conditions of service associated with this position are those agreed by the Trust.