

JOB DESCRIPTION / COMPETENCY PROFILE

Job Title	Mental Health Nurse Practitioner for Hope Service
Payband/Grade	Band 7
Directorate	CYPS
Job Description Reference	

My job makes better lives by Providing intensive support to children and young people (CYP) and their families/carers to remain in the community. We work to prevent CYP being admitted to MH adolescent hospitals or being placed out of county.

Service overview follow this link [Hope Service :: Mindworks Surrey \(mindworks-surrey.org\)](https://mindworks-surrey.org)

Job Overview

This service is county-wide and during the hours of operation, 9am-5pm, Monday to Friday operates from Epsom or Guildford site. Assessment, support and treatment are offered to CYP known to CYPS community teams and/or Surrey Families' Directorate. There is a structured Day Programme as well as the Outreach provision working in community settings. The Service also provides transitional support for those CYP in hospital (acute or T4 adolescent provisions) and who are returning to their local community. The Service considers referrals to avoid hospital admission or facilitates early discharge from hospital. Referrals may also be received from the CYPS Community Teams SCC Families Directorate.

NHS Competency	Level
Communication	4
Personal and People Development	3
Health, Safety and Security	3-4
Service Improvement	3-4
Quality	4
Equality and Diversity	3-4
IT Skills	3-4
Statutory Requirements	
NMC Professional Registration (Mental Health)	

SABP Personal Competency	
Interpersonal Sensitivity	3-4
Courage	3-4
Teamwork	3-4
Values	
Treat People Well	
Create Respectful Places	
Involve not Ignore	
Open, Inclusive and Accountable	

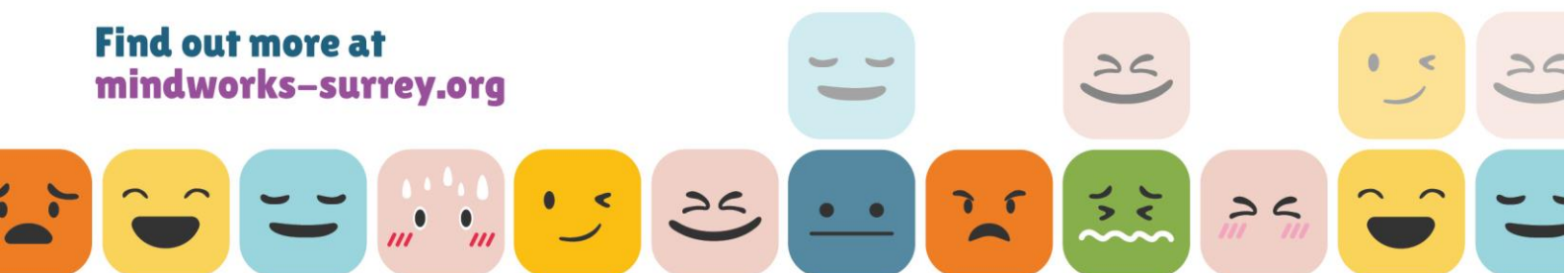
Qualifications required

RMN qualification (degree/diploma)
 NMC registration

Experience required

2 years post qualification experience
 1 years' experience working with CYP with mental health needs preferably within crisis pathway provisions

Find out more at
mindworks-surrey.org



Suitable for someone who is passionate and committed to working with CYP and families during periods of crisis and who can work in a multi-professional/agency team supporting people who use our services.

Main base may be in Epsom or Guildford however you can be expected to travel within the county so *car driver is essential with use of car for work purposes*

Key Responsibilities

Leadership

- Lead on the setting, monitoring, and maintaining of standards of care and advise on clinical issues which may have a negative effect on the standards of clinical practice being delivered
- Responsible for your own practice in accordance with your professional body and you will take every reasonable opportunity to sustain and develop your professional competence
- Be a mentor and adviser for students and will work closely with the Clinical Placement Facilitator to ensure that the learning objectives are consistent with the requirements of their educational programs
- Provide clinical leadership for a range of clinicians in their specific area of practice, providing advice on all clinical issues within that service; support clinician's with updating their relevant knowledge and skills
- To develop and maintain effective relationships with partnership agencies.
- To lead CPA or other professional meetings required to meet the needs of CYP and reviews of those plans.
- To be a resource for specialist advice and information to other colleagues, agencies and organisations regarding CYP with complex mental health issues.
- Be a champion for CYP's mental health and an effective role model for other team members supporting and promoting a learning environment.

Clinical Duties

- To clinically undertake mental health/risk assessment, which can be used to inform the care planning of the CYP whilst they are considered for or are receiving a service from Hope.
- To maintain accurate contemporaneous records during assessments, complying with the Trust documentation policy and that of your professional body
- To have excellent verbal and written communication skills so that professional advice or care guidance and instructions are well understood by CYP, their family/carers and others involved with their care and treatment. This may involve imparting information that may not be well received by the CYP and their family/carers
- To manage clinical situations that may be challenging and distressing for staff, ensuring the needs of the CYP and family/carers are paramount
- To ensure effective discharge planning so that individual CYP needs are met with an appropriate plan of action involving all involved with the treatment and care of the CYP.
- Function as an effective role model demonstrating the application of breadth and depth of knowledge and skills pertaining to mental health in CYP, and in advising and supporting members of the team.
- Support and mentor junior colleagues
- To work collaboratively with the Service Manager and other Leads to ensure that clinical governance processes encompass measures to ensure the quality of the fundamental and essential aspects of care are met.
- To participate in service reviews – Foundation Standards Reviews, Ofsted and CQC reviews.
- To improve the experience for CYP and their families/carers.

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- To work collaboratively with the Emergency Duty Team and other emergency services to develop joined up relationships to benefit CYP.
- To provide assertive outreach to young people and their families/carers to monitor mental state and risk and help re-integrate into an educational setting.
- To develop strong relationships with Mindworks Partnership (aka CAMHS community provisions) and Children Social Services, as well as other statutory and non-statutory agencies.
- To assist with the management of behaviours that can be challenging; CYP who at times may be physically and verbally aggressive towards other members of family/carers and staff.
- To participate in responding to crisis referrals including consultation, assessment, monitoring of mental state, medication side effects, and liaising closely with others involved with the C/YP.
- To work collaboratively with colleagues within acute settings, Assessment Suite and other community bases where assessments and reviews may be carried out.
- To conduct accurate risk assessments and management plans, involving CYP, families/carers and other agencies involved with the C/YP.
- To critically analyse risk assessments to prioritise care and management of CYP.
- To provide consultation to other professionals.
- To engage in regular professional supervision from Service Manager and attend action learning sets for multi-agencies networking.
- To maintain knowledge of relevant legislation in relation to CYP including safeguarding CYP and adults, child protection procedures and policies.

Management Responsibility/Professional Leadership

- To effectively manage the pathway from referral until discharge for CYP to home or other care environment including transition to other services such as Working Age Adult, CMHRS (community mental health recovery service).
- To work alongside and support staff when a C/YP presents in crisis or displaying violent or aggressive outbursts. Able to use techniques to diffuse behaviour
- Provide positive effective leadership and act a role model. Delegate appropriately and empower staff to problem solve effectively with their daily clinical workloads.
- Use of leadership styles appropriate to the changing circumstances/landscape
- To participate in nursing research/clinical audit where appropriate to demonstrate impact of service delivery on length of stay, improving outcomes for CYP and improved satisfaction feedback and assist in development of the service
- To be responsible for the self- development of skills and competencies through participation in learning and development activities, and to maintain up to date technical and professional knowledge relevant to the post

Education Training and Personal Development

- Act as a role model to junior nurses and students rotating to the area
- Provide information, referral and/or appropriate “sign-posting” for CYP and families/carer’s.
- To undertake a recognised assessor training and subsequently participate in the formal assessment of learner nurses.
- To undertake a regular teaching /training session to other members of the Extended Hope Team to enhance their knowledge and skills in an agreed subject
- To stay in date with all Stat and Mand training courses