**JOB DESCRIPTION**

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| **Post Title:** YOS Mental Health Wellbeing Practitioner | | **Director/Service/Sector:** Social Care Health & Wellbeing Northumberland Adolescent Service | | **Office Use** |
| **Grade: 8** | | **Workplace:** Northumbria House, Northumberland Adolescent Service | | **JE ref: 3499**  **HRMS ref:** |
| **Responsible to:** Operationally responsible to Team Manager Youth Offending Service & Community Clinical Manager | | **Date:** | **Manager Lever:** |
| **Job Purpose:**  Will manage caseloads using a systematic client based approach across Northumberland Adolescent Service. Case-work is designed to provide specialist clinical support and advice to children and young people, their carers and staff from other agencies. Individually, care coordinators are expected and supported to pursue special interests and skills and to share these across the locality. Post holders will be required to provide clinical leadership, participate in the ongoing training of staff within or seconded to the Service. This will include frontline practitioners across Northumberland Adolescent Service and others reporting to the post holder on a regular basis to discuss cases that are jointly working. | | | | |
| **Resources** | Staff |  | | |
| Finance | |  | | |
| Physical | |  | | |
| Clients | |  | | |
| **Duties and key result areas:**  **DIMENSIONS**  Autonomous responsibility to assess, plan, implement and evaluate evidence based interventions and discharge as appropriate. Children social care staff will report to the post holder on a regular basis to discuss cases that are jointly worked.  **ORGANISATIONAL**  The post holder will be accountable to the identified Associate Director in the Community CBU. Day to day operational management will be via the Youth Offending Team Manager/Deputy Manager who will manage such issues as reporting sickness / absence, annual leave, budgetary requests, performance, caseload supervision, working with students, identification of appropriate CPD/training, allocation of work in line with agreed job plan. Clinical supervision, oversight of maintaining registration will be provided by & Community Clinical Manager. Other areas such as, development and agreement of job plan, appraisals and authorisation of CPD will be administered jointly between the Pathway Lead and the YOS Team Manager/Deputy Manager. Ability to work within a matrix management structure, ability and willingness to work within an integrated CYP service and Children's Social Care setting.  **COMMUNICATIONS AND RELATIONSHIPS**  The post holder will possess excellent and highly developed relationship/interpersonal skills. The post holder will be frequently required to maintain a therapeutic process during periods of highly emotional disturbances, resistance to treatment or potential aggressive/threatening behaviour. The post holder will employ a highly developed sense of tact, along with persuasive, negotiating, empathic and motivational skills to manage situations where highly complex and highly sensitive material/information is being discussed. The post holder will be an alerter for Child Protection and initiate procedures. Must possess excellent communication skills, in order to positively develop a therapeutic relationship with clients and their carers/significant others.  **KNOWLEDGE**  The post holder will be RNLD/RMNH or equivalent first level qualified with significant post registration experience in Child & Adolescent Mental Health and/or Learning Disabilities. Must be able to demonstrate up to date knowledge in relation to CPA, Child Protection, Mental Health Act and mental health issues.  **ANALYTICAL**  Must be able to demonstrate a range of clinical approaches and skills, as identified in specific National Guidelines, in order to manage and direct a therapeutic course of treatment for clients; responding timely and flexibly to the complex needs of clients and their carers/significant others. The post holder will, in addition to normal assessment protocols, be responsible for assessment and recommend specific therapeutic interventions i.e. psychological intervention, family therapy, CBT, Person Centred Planning. Communicate and provide written reports to Case Managers and Court Officials regarding their analysis and interventions in order to ensure that young people’s health needs are effectively identified and addressed within the criminal justice system.  **PLANNING**  The post holder would be expected to participate in the Duty rota which can consist of the first point of contact for service users, offering support re ‘lone worker’ policy for staff carrying out unpredictable domiciliary visits and support for colleagues; decision making re suitability of the service for new referrals; telephone advice to service users and carers and crisis intervention. Also offer advice, in colleagues’ absence and for new referrals, to other services and their managers and to instruct junior staff who are dealing with crises or high profile situations. Would be expected to adhere to the implementation of the Care Programme  Approach and adopt Care Co-ordinator status where appropriate. Will review the effectiveness of the care provided by themselves and others and  initiate any remedial action and will work within an inter agency, multidisciplinary framework and environment. Will ‘signpost’ to appropriate services and facilitate service user access.  **PHYSICAL SKILLS**  The post holder will be responsible for the safe use of equipment within the sphere of responsibility and ensure that medical items, e.g. syringes, needles etc. are ‘in date’, appropriately stocked and safely stored.  **RESPONSIBILITY FOR PATIENT CARE**  The post holder, upon completion of comprehensive assessment, will develop and provide a specialised programme and/or programme of care, including to those with highly complex needs/challenging behaviours.  The post holder will be expected to provide specialist clinical advice and/or treatment to clients/carers and junior practitioners across other professional disciplines, voluntary organisations and the public. The post holder will monitor for therapeutic responses to medication and potential side effects, in a variety of environments e.g. client’s home and liaise with Prescriber to ensure optimum effects for clients. The post holder will develop therapeutic work based on sound research, empirical and evidence based practice and develop skills of junior staff in order for them to co-ordinate such work. The post holder will have working clinical knowledge of available therapeutic interventions. The post holder will be expected to recognise and anticipate situations that may be  detrimental to the health and well being of clients and their carers and advise and treat on the promotion of health and the prevention of physical/mental and  behavioural deterioration. Every employee has a responsibility for safeguarding and protecting adults and children from abuse, regardless of the setting in which the care takes place. It is every employee’s responsibility to be aware of relevant Trust Policies. All employees should take part in training to maintain their skills. Front line practitioners should access regular supervision and support in line with local procedures.  **POLICY**  The post holder will be expected to adhere to and comment on Trust policies and will be expected to participate in the exploration of potential service developments. The post holder will be expected to be involved in developing working policies within own clinical areas and take an active part in service and local development groups e.g. Essence of Care and Clinical Governance. The post holder will also contribute to annually reviewing and updating the Team’s  Operational Policy.  **FINANCE**  The post holder will be responsible for the safe use of equipment.  **HUMAN RESOURCES**  If appropriate, the post holder will provide teaching/training as required, in their own speciality, across a multi professional and multi disciplinary field. This may involve training outside of the Trust. The post holder will be actively involved in staff recruitment and retention, following Trust policies for management and disciplinary procedures where appropriate. The post holder will act as mentor on a regular basis for students/learners and includes accountability for ‘signing off’ learner competencies.  **RESPONSIBILITY FOR INFORMATION RESOURCES**  The post holder will be responsible, via paper and computerised methods, for maintaining accurate records and securely storing and retrieving necessary  information/documentation as per Trust policy. Also responsible for devising, evaluating and maintaining Care Plans, Risk Assessments and Care Programme approach (CPA) reports within recorded time frames, as per Trust policy. The post holder will be responsible for maintaining own knowledge of current  legislation i.e. Data Protection Act, Disability Rights, Human Rights, Ethnic Cultures and Racial Equality.  **RESEARCH AND DEVELOPMENT**  The post holder will be expected to contribute to the collection of data for compilation of a variety of audits and clinical returns. All clinical practice is research based and the post holder will apply current proven theory to clinical practice. The post holder will monitor service effectiveness via the Clinical Governance  Agenda in order to effect service development and client/carer satisfaction. The post holder will share any knowledge gained via specific sessions, ‘workshops’,  presentations etc. in order to develop and underpin good practice.  **FREEDOM TO ACT**  The post holder will work within the Trust policies and procedures, and on a daily basis, will be responsible for acting on his/her own initiative within their specialist  clinical role; whilst adhering to professional codes of conduct and accountability. The post holder will be responsible for independently using his/her own experience and judgement to make informed decisions, within their own area of work and take action based on their interpretations of their own clinical findings of situations. The post holder will assess and deliver interventions including specialist/specific interventions to meet health and social care needs and negotiate/review care plans with clients, their carers and other agencies as appropriate.  **PHYSICAL**  The post holder will be required to exert light physical effort for short periods, i.e. a combination of sitting, standing and driving, in addition to dealing with difficult to  manage behaviours which may require physical intervention or the employment of ‘Breakaway’ techniques.  **MENTAL**  The post holder will be expected to deal with frequent interruptions due to the unpredictability of the work and the client group. This is particularly evident whilst  responsible for allocated Duty work. The post holder will be frequently required to exert prolonged concentration during interviews, assessments and treatments of clients.  **EMOTIONAL**  The post holder will frequently work with clients, and their carers, who directly exhibit potentially severely challenging and emotional behaviours and will frequently be exposed to very distressing and very emotional circumstances e.g. dealing with issues which may compromise clinical practice. Frequent ‘lone’ travel is usual and can often lead to working in undesirable geographical areas.  **WORKING CONDITIONS**  The post holder will be required to frequently work in areas not subject to health and safety regulations e.g. clients’ homes with exposure to unpleasant working conditions such as dirt, dust, smells, and bodily fluids. Frequent exposure to passive smoking. Exposure to potential verbal and physical aggression from both clients and carers.  **SAFEGUARDING**  Every employee has a responsibility for safeguarding and protecting adults and children from abuse, regardless of the setting in which the care takes place. It is every employee’s responsibility to be aware of relevant Trust policies. All employees should take part in training in order to maintain their skills. Front line practitioners should access regular supervision and support in line with local procedures. This job description is not intended to be an exhaustive list of the duties and responsibilities of the post and the post holder may be requested to carry out other duties appropriate to the grade and post. The post may change over time to meet organisational requirements and this job description may be changed after consultation with the post holder at any time.  The duties and responsibilities highlighted in this Job Description are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and extent of the post and the grade has been established on this basis. | | | | |
| **Work Arrangements** | | | | |
| Transport requirements:  Working patterns:  Working conditions: | |  | | |

**PERSON SPECIFICATION**

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| **Post Title: Health & Wellbeing Community Nurse Practitioner/Community Practitioner** | **Director/Service/Sector: Social Care Health & Wellbeing/**Pathway Lead, Psychological Services | Ref: 3499 | |
| **Essential** | **Desirable** | | **Assess**  **by** |
| **Knowledge and Experience** | | | |
| Registration on part one or three of the NMC registers  Appropriate Degree relevant to Child health and equivalent experience working at degree level.  Evidence of continuing professional development and re-validation.  Significant post qualification experience in Child & Adolescent Mental Health and/or Learning Disabilities Training in CPA (Care Programme Approach), and Child Protection.  Up to date knowledge/experience of Mental Health issues and the Mental Health Act.  Awareness and understanding of professional accountability, NMC standards and other relevant Local and National initiatives. | Experience of working within a community team.  Understanding of difficult to manage/challenging behaviours.  Understanding of Trauma Based Practice and ACE impact on Children and Young People. | |  |
| **Experience and Education** | | | |
| RNLD/RNMH or equivalent first level qualification eg Social work, OT, clinical psychology, other nursing Mentor training |  | |  |
| **Skills and competencies** | | | |
| Must be able to meet the mobility requirements of the job.  Ability to demonstrate specific skills including a range of clinical approaches as identified in N.I.C.E. guidelines.  Professional organisational and leadership skills, (Self and others).  Excellent interpersonal skills.  Ability to work effectively with other professionals using a multi agency approach.  Ability to work autonomously and within a team.  Excellent time and case management. | Clinical leadership.  Good conflict resolution skills.  Training and induction of staff.  Delegational skills.  Debriefing skills. | |  |
| **Physical, mental and emotional demands** | | | |
| Able to maintain professional development.  Good, effective communication skills. |  | |  |
| **Other** | | | |
| The post holder should have the ability to move and handle safely without causing harm to themselves or others and to participate in relevant training in  relation to challenges that clients could present. | For the post holder to have been trained in ‘moving and handling’. | |  |

Key to assessment methods; (a) application form, (i) interview, (r) references, (t) ability tests (q) personality questionnaire (g) assessed group work, (p) presentation, (o) others e.g. case studies/visits