**JOB DESCRIPTION**

Job Details: Full Time-Flexible Working

Job Title: **CPN/Mental Health Nurse**

Grade: Equivalent to NHS Band 6 position

Department: Supporting veterans in NI

Location: Based in Belfast but province wide.

**Job Purpose**:

The CPN/Mental Health Nurse will be responsible for contributing to the development of both the mental health and psychological support strategy team and to the effectiveness of the wider project aims. They must establish rapport with all colleagues on the multi-disciplinary team and agree a baseline modus operandi for or with each patient and service user.

A complex role, the candidate will be able to work collaboratively within the NI veterans’ structure whilst remaining a DMWS Health and Wellbeing Professional.

**Knowledge, Skills, Training and Experience:**

* Current, unrestricted, professional registration with the NMC: Registered Mental Health Nurse.
* The post holder will have the knowledge, experience, and abilities comparable to that of a Community Psychiatric Nurse/Mental Health Nurse, to include Cognitive Behavioural Therapy, Trauma informed practice.
* Assessment and delivery of treatment and interventions will form part of this role, therefore there will be significant experience of undertaking assessment, care planning, risk assessment and positive risk management.
* Evidence of post registration training and/ or development in particular cognitive and behavioural approaches, brief solution focussed interventions, motivational interviewing and/ or psychosocial interventions. A specific CBT qualification would be desirable, as would experience or qualification in trauma focussed working.
* This role will need to be cooperative, discrete and have clear boundaries.

• Ability to communicate clinical formulations and interventions to the OHU staff in an understandable manner based. To enable the individual guided discovery regarding their mental wellbeing and encourage them to seek formal help if required via the already in place medical services. This will also inform the OHU team in the formulation of their recommendations to HR.

• Ability to advocate on behalf of the service user with a range of services ensuring that services, as far as possible, reflect their needs and wishes.

• Ability to understand and contribute to statutory issues which impact on service usersand their family ensuring that the current Occupational Health provision is not undermined.

* Performing statutory duties, subject to having received the appropriate training. This may include Multi Agency Public Protection Arrangements (MAPPA) and Safeguarding Adults/Children policies and procedures.

**Communication and Relationships:**

* Reports, and is accountable directly to the Complex Cas Manager (day to day) / DMWS Head of Region (contract oversight / delivery).
* The post holder will work collaboratively with colleagues directly involved in the delivery of mental health care, both in the community as well as in hospital inpatient settings and will develop good working relationships and networks with the NIVSO, VWSNI and other community resources and providers, both statutory and non-statutory.
* The post holder is required to have effective and accurate written and verbal communication skills.
* Data capture via Surface Pro, a confidential and discreet data management system.
* Ability to demonstrate high level interpersonal and communication skills that promote and maintain therapeutic relationships with squadron members, their family and to help the individual overcome any barriers to communication.
* The post holder will utilise communications in accordance with Caldicott Principles, Data Protection, Freedom of Information Act and DMWS policy and procedure.

**Analytical and Judgemental Skills:**

* Ability to assess and manage risks presented by service users and others who are involved in working in challenging operational environments.
* Ability to undertake assessments, planning, implementation and evaluation using a variety of methods, in accordance with the Nice Guidelines and relevant policies.
* Ability to exercise clinical and professional judgement, and be aware of appropriate boundaries when interacting with other professionals or the squadron member, and to understand and ensure that OHU policies and procedures are met.

**Planning and Organisational Skills:**

* Ability to work independently to meet the needs of veterans in NI.
* The post holder is expected to manage their own time and to prioritise their caseload and workload effectively, whilst supporting the changing needs of the service.
* Ability to meet deadlines for reports in accordance with the OHU and DMWS requirements.
* Ability to convene and, at times, chair meetings relating to their caseload and the needs of the service.

 **Physical Skills**:

* With reasonable adjustments, the post holder may be required to use a car or other forms of transport to travel to meetings and service delivery locations.

• With reasonable adjustments made, the post holder will be required to use a keyboard and computer screen.

**Professional Care Standards:**

* The post holder will be expected to carry out assessments autonomously using DMWS procedures and documentation. This will be subject to appropriate risk assessments to ensure safety at work and in line with the Lone Worker policy.

• The ability to formulate support plans in partnership with the squadron member. This process requires awareness and adoption of a philosophy of care focused on reducing stigma, promoting social inclusion and recovery using a range of evidence-based tools and interventions.

* The post requires a working knowledge of evidence-based interventions in accordance with NICE and other DOH guidance, and a commitment to develop and apply these skills, including providing education and advice.
* The post holder is responsible for ensuring their records are contemporaneous and are of a high quality.
* The post holder is required to have an awareness of Safeguarding Adult and Children and Young Person issues and be able to recognise signs of physical, emotional, or financial abuse. Ongoing Safeguarding training will be provided.

 **Policy and Service Development**:

* Adhere to NMC code of professional standards and conduct, Trust policies and requirements of the Mental Health Act and other legislation.
* To support the development of local services considering national and local best practice, policies and procedures, which influence the local and national agenda.
* To support senior staff and actively contribute to the decision-making processes, which directly affect the service provision within the OHU and DMWS Team.
* To participate fully in the effective monitoring, review and evaluation of the service provided.
* To be involved as required in any work representing the DMWS and its activities as delegated by the Regional Manager.

**Research and Development:**

* The post holder will be required to participate in audit relating to the psychological Innovation Service within an integrated governance framework, and to participate in workshops or exercises, which examine and evaluate service delivery.
* The post holder will be expected to understand new research and literature particularly within the sphere of operation.

 **Freedom to Act:**

* Post holder will be expected to carry out assessments and interventions as a lone practitioner subject to the Terms of Reference and the appropriate risk assessments but will have access to planned and ad hoc supervision in line with DMWS Policy.
* Post holder will be responsible for their own time management ensuring they are seamlessly embedded within the Squadron, are readily available to squadron members and well organised.
* All of the above duties allow the post holder a degree of Freedom to Act but within the context of DMWS policies, Line Management Accountability and DMWS Welfare Competency Framework, DBS clearance and NPPV

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|  | **Essential**  | **Desirable**  |
| **Qualification**  | * First Level qualification – RMN or similar
 | * Further relevant Post Qualifying Training i.e. CBT, PSI
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| **Experience** | * Minimum of 2 years post basic qualification experience of working in clinical Mental Health arena
* Evidence of MDT / Team working
 | * Experience of involving clients in the decision making process
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| **Knowledge** | * Knowledge of Military environment / culture
* Knowledge of Risk Assessment and Risk Management
* Knowledge of statutory requirements and legislation i.e. Mental Health Act, Safeguarding
 | * Experience of working in a Coordination roles
* Experience of working with Multiple Stakeholders
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| **Skills and Abilities** | * Ability to provide comprehensive assessment
* Risk assessment skills
* Risk management skills
* Ability to demonstrate effective written and verbal communication skills
* Time management skills
* Ability to work in a pressured environment
 | * Cognitive behaviour therapy skills
* Research and Evaluation
* Information and Technology skills
* Leadership skills
* Teaching skills
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| **Additional Qualities**  | * Flexible and adaptable
* Able to work as part of a team
* Friendly disposition
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| **Other**  | Capability to meet the mobility and geographical requirements of the post | Full UK Driving Licence |

**CPN Person Specification**