

CHILDREN AND FAMILY COMMUNITY SERVICES

MENTAL HEALTH NURSE – MATERNAL EARLY CHILDHOOD SUSTAINED HOME VISITING (MECSH) PROGRAMME FOR HEALTH VISITING / SCHOOL NURSING

BAND 6

JOB DESCRIPTION

JOB SUMMARY:

The post holder will work as a Community Nurse within the School Nursing Team and the Health Visiting Team on a 50/50 basis.

The post holder will be working with clients in a variety of community settings, providing interventions and programmes of care to meet their mental health needs. The postholder will also offer support and supervision as required to the health visiting and school nursing teams.

As a Mental Health Nurse in this area you will work closely with Health Visitors and School Nurses to support clients with their mental health needs, this may be on a one-to-one or group basis and may involve client's homes, or other community settings

RELATIONSHIPS:

REPORTS TO: Team Manager: Health Visiting & School Nursing Services

RESPONSIBLE TO: Head of Public Health, Women and Children's Services

ACCOUNTABLE TO: Director, Children's Services

MAIN DUTIES AND RESPONSIBILITIES:

- In close consultation with the MECSH Coordinator, identify and undertake the assessment of clients with perinatal mental health problems who are in receipt of the MECSH programme.

- Develop, implement and evaluate short term early intervention programmes of care to meet those needs of MESCH clients.
- Guide and advise Health Visitors and Health Visitor Staff Nurses in the assessment, planning and evaluation of minor/moderate perinatal mental health problems.
- To initiate risk assessment processes to determine risks to health and well-being of clients with perinatal mental health issues, taking relevant action to minimise these risks.
- To deliver interventions and negotiate care plans with clients, family members and other professional to ensure that a quality and timely service is delivered.

Communication:

- To communicate effectively with clients and their significant others, taking into account their cultural background and cognitive functioning.
- To communicate clearly with all members of the multi-disciplinary team demonstrating sensitivity to cultural and language differences.
- To manage conflict between individuals including staff, clients and others.
- To act as an advocate for clients and their children.
- To ensure written communication complies with organisational and professional standards.

Clinical responsibilities for the MECSH programme:

- Assess the mental health needs of families receiving the MECSH programme, identify and undertake the assessment of clients with perinatal mental health problems.
- Develop implement and evaluate short term early help programmes of care to meet those needs of MECSH clients with moderate mental health needs.
- Guide and advise Health Visitors and Health Visitor Staff Nurses in the assessment, planning and evaluation of minor/moderate perinatal mental health problems.
- To initiate risk assessment processes to determine risks to health and well-being of clients with perinatal mental health issues, taking relevant action to minimise these risks.
- To deliver interventions and negotiate care plans with clients, family members and other professional to ensure that a quality and timely service is delivered .
- Refer appropriately to other agencies as necessary.
- Be aware of the need to safeguard children and have a working knowledge of the processes and procedure in place to protect children.

SCHOOL NUSRING MAIN DUTIES AND RESPONSIBILITIES

- Assess the mental health needs of young people when referred.
- Offer a range of support to young people in line with assessed need and outcomes of regular reviews.
- Work collaboratively with staff and colleagues in developing referral pathways into the service.

- Develop good relationships with school staff so they are clear about the access routes into the service.
- Continue to work to develop a service that is accessible and inclusive to all young people.
- Liaise as required with staff within the wider Mental Health Support Team, groups, agencies and individuals who may be in contact with young people, e.g. GPs, parents and carers.
- Play a role in developing shared best practice in responding to the needs of young people.
- Be active in developing this service to ensure that it continues to be responsive to the needs of young people.
- Support the participation of young people in the development of the service.
- Support the administration of the waiting list for counselling, ensuring that young people (and teachers, where appropriate) are kept aware of how long they may have to wait.
- Provide outcome measures to assess the quality of service provision.
- To provide ongoing support and supervision for school nurse service.
- To offer some preventative work for school age children in order to promote their resilience in conjunction with wellbeing staff in schools.
- To support referral process to CAMHS where needed.

LEADERSHIP

- To participate in team meetings, external team consultations and other multi-disciplinary working.
- The post holder will liaise closely with the named Health Visitor/ School Nurse for the family and work collaboratively with all colleagues.
- To maintain awareness of any evidence based research that may cause changes within their clinical practice.
- Play a key role in developing a multi-disciplinary perinatal pathway.
- To work with colleagues in education, health and third sector agencies to develop a coordinated approach to mental health and wellbeing in school aged children and young people.
- Work to adhere to the NMC guidelines.

MANAGEMENT

- Take part in clinical supervision with manager and CAMHS and also safeguarding supervision
- Have input in future planning of services.
- Where applicable, participate in recruitment of new staff and organise and participate in induction of new staff.
- Participate in discussions relating to budgeting and policy planning.
- Ensure resources and equipment are maintained to a safe standard.

- Be aware of procedures and ensure necessary documentation is completed regarding accidents, incidents and complaints.

AUDIT/INFORMATION TECHNOLOGY/RESEARCH ACTIVITY

- In conjunction with the Audit department, initiate and undertake clinical audits to monitor and maintain standards of practice.
- To utilise the incident reporting system to document potential or actual risks impacting on the quality of client care.
- To actively promote evidence based practice in own and the practice of other members of staff involved in the care of the client.
- To take a professional lead for mental health within the School Nursing and Health Visiting Teams, ensuring new initiatives are incorporated into the working practices of all staff.
- With training, access organisational electronic health and social care records relevant to the role.

TRAINING

- To take a lead in the promotion of good mental health and well-being to clients and their families, ensuring that health promotion is incorporated into the planning and delivery of care.
- To act as a mentor to students and other learners.
- To promote an environment that is conducive to quality learning and assessment.
- To work to update Health Visitors and School Nurses regarding any new issues within perinatal or young people's mental health issues.
- Maintain own continuing professional development needs. The post holder should be willing to work towards graduate status.
- To maintain and develop competence in the additional skills related to the needs of the clients.
- To undertake in-house annual mandatory training in manual handling, basic life support, fire safety and AED training.

KEY CRITERIA

Essential:

1. Portfolio evidence to meet agreed competence criteria level Band 6
2. Evidence of teaching/supervisory skills and experience
3. Evidence of Working with a wide range of Professionals, and ability to work Autonomously & Independently
4. Evidence of effective Communication / Interpersonal skills
5. Evidence of Enthusiasm / Motivation/ Knowledge for this role and use of initiative
6. Demonstrate Flexibility & Adaptability; be willing to work Out of Hours

7. Be able to demonstrate good Time Keeping and Time Management skills
8. Demonstrate the importance of accurate record keeping
9. Demonstrate a good level of IT skills
10. Car driver with clean driving licence
11. Excellent communication skills, IT, written and oral
12. High levels of clinical skills with the ability to identify, respond to and evaluate health needs, including the delivery of early intervention mental health programmes
13. Knowledge of current legislation and national guidance
14. Ability to apply research to practice
15. Understanding of the safeguarding process and child protection procedures, clinical governance arrangements and the ability to make decisions in these areas
16. Evidence of continuing professional development

DESIRABLE:

17. Evidence of working in a mental health capacity with children
18. Experience of supervision or mentoring

REVALIDATION:

- In accordance with States of Guernsey legislation and the HSC procedure the Registration of Health and Social Care Professionals (COR001), all nurses and midwives who are States of Guernsey employees, contractors, agency workers or in any other capacity are practising as a nurse or midwife are required to have effective registration with the (UK) Nursing & Midwifery Council (NMC).
- In order to maintain effective registration with the NMC you must adhere to the Council's requirements for Revalidation.
- You must proactively manage all aspects of your Revalidation requirements including keeping an up to date portfolio and proactively seeking out opportunities for reflection, continuing education and professional growth. You must be proactive and cooperative in the appraisal and confirmer processes
- You must assist colleagues with relevant aspects of their Revalidation. This includes but is not limited to teaching, providing support and opportunities for Facilitated Reflective Practice, participating in professional discussions and providing constructive feedback. Depending on your level of experience and seniority the organisation may also require you to act as a Confirmer.
- If you are unable to meet any aspect of the Revalidation requirements or this element of your Job Description or you require additional support it is your responsibility to escalate this immediately to an appropriate senior nurse or midwife.