

Job Description

Job Title:	Clinical Nurse Specialist for Physical Health and Well-being
Band:	7
Responsible to:	Team Manager
Department:	Clare Lodge
Directorate:	Children, Young People and Families

Our Values

	Behaviour	How we will demonstrate this behaviour
Professionalism	We will maintain the highest standards and develop ourselves and others	By demonstrating compassion and showing care, honesty and flexibility
Respect	We will create positive relationships	By being kind, open and collaborative
Innovation	We are forward thinking, research focused and effective	By using evidence to shape the way we work
Dignity	We will treat you as an individual	By taking the time to hear, listen and understand
Empowerment	We will support you	By enabling you to make effective, informed decisions and to build your resilience and independence

Job Purpose

The Post Holder will be part of the Clare Lodge Healthcare In-Reach team providing clinical leadership in physical health care with young people in a welfare secure placement.

The Post Holder will provide evidence based assessment and treatment to the Young People that meet the Trust's threshold for care.

The Post Holder will work closely with the Clare Lodge leadership team to supervise and support clinical members of the team who provide mental health care and treatment.

Key Responsibilities

Clinical / Service Specific

1. Provide weekly health clinics for young people to assess, treat and refer acute conditions as they arise.
2. Provide management plans and patient education around long term health issues as required.

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A member of Cambridge University Health Partners

3. Lead on physical health within the secure unit.
4. Advise on issues of policy around physical health needs of the young people.
5. Engage with outside agencies to enable young people to access full health care provision as every other young person in the area.
6. Provide in house education and clinical guidance on physical health issues for the onsite health team.
7. Develop protocols and procedures for the in reach health team around physical health interventions.
8. Promote the work of the health team in the secure unit within CPFT and to external organisations.
9. Work with the lead for mental health provision to create a holistic health focus for the young people within the secure unit.
10. Work across teams within the secure unit to promote healthy lifestyle initiatives and create opportunity for the young people to make better health choices.
11. Support care staff to manage low level physical health interventions and identify when conditions need to be escalated by working with the First Aid trained staff in Clare Lodge.
12. Ensuring synergy between all strategy milestones and objectives.
13. Ensure an appropriate stakeholder engagement strategy is in place defining how the strategy will engage with all stakeholder groups and what information flows will be established and maintained.
14. To model a collaborative and influencing style of working, negotiating with others to achieve the best outcomes ;embedding this approach across the health team.

Research & Service Evaluation

1. Audit efficacy of health promotion initiatives.
2. Ensure interventions are evidence based.
3. Promote research initiatives and service improvement.
4. Lead on the health needs assessment and plans in the setting.
5. Evaluate the service with the young people and stakeholders to improve practice.

Information Technology

1. Work to improve current information gathering system and develop new methods of data capture to aid with clinical audits and reporting to stakeholders.

Financial Responsibility

1. Responsible for ensuring adherence to the directorate budget, ensuring appropriate documentation is available for scrutiny.
2. Constantly striving for value for money and greater efficiency.
3. Responsible for providing guidance, management and assurance on the procurement of identified products, equipment, services and facilities for assigned clinical area.
4. Responsible for making recommendations, providing advice and able to prepare strategic reports/briefings as required.

Human Resources

1. To be involved with the interviewing and recruitment of new health team members.
2. To support the Team Manager with HR issues in the team e.g sickness absence/roster management

Training & Development

- To participate in regular supervision in accordance with good practice guidelines and Trust policy.
- To participate in the Trust's annual Appraisal process.
- To attend all relevant mandatory training
- To maintain CPD to ensure revalidation to NMC register.

Quality & Patient Safety

- Protection of Children & Vulnerable Adults – To promote and safeguard the welfare of children, young people and vulnerable adults.
- Implementation of NICE guidance and other statutory / best practice guidelines. (if appropriate)
- Infection Control - To be responsible for the prevention and control of infection.
- Incident reporting - To report any incidents of harm or near miss in line with the Trust's incident reporting policy ensuring appropriate actions are taken to reduce the risk of reoccurrence.
- To contribute to the identification, management and reduction of risk in the area of responsibility.
- To ensure day to day practice reflects the highest standards of governance, clinical effectiveness, safety and patient experience.
- To ensure monitoring of quality and compliance with standards is demonstrable within the service on an ongoing basis.
- To be aware of the responsibility of all employees to maintain a safe and healthy environment for patients/ clients, visitors and staff.

General

- To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
- To comply with the Professional Codes of Conduct and to be aware of changes in these. To maintain up to date knowledge of all relevant legislation and local policies and procedures implementing this.
- To ensure that all duties are carried out to the highest standard and in accordance with currently quality initiatives within the work area.
- To comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information and to be aware of any changes in these.
- To comply at all times with the Trust's Information Governance related policies. Staffs are required to respect the confidentiality of information about staff, patients and Trust business and in particular the confidentiality and security of personal identifiable information in line with the Data Protection Act. All staff are responsible for ensuring that any data created by them is timely, comprehensive, accurate, and fit for the purposes for which it is intended.

Equality & Diversity

The Trust is committed to equality and diversity and works hard to make sure all staff and service users have access to an environment that is open and a free from discrimination. As a Trust we value the diversity of our staff and service users, and therefore recognise and appreciate that everyone associated with the Trust is different and so should be treated in ways that are consistent with their needs and preferences.

Therefore all staff are required to be aware of the Trust's Equality and Diversity Policy and the commitments and responsibilities the Trust has to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

We firmly believe that it makes good business sense to have a workforce representative of the communities we serve and so encourage applications from all sections of the community.

To be noted:

- This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties, which fall within the grade of the job, in discussion with the manager.
- This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.
- This post is subject to the Rehabilitation of Offenders Act 1974 (Exemption Order 1975) and as such it will be necessary for a submission for disclosure to be made to the Criminal Records Bureau to check for previous criminal convictions. The Trust is committed to the fair treatment of its staff, potential staff or users in line with its Equal Opportunities Policy and policy statement on the recruitment of ex-offenders.

Person Specification

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Criteria	Essential	Desirable
Education / Qualifications	<ul style="list-style-type: none"> Registered Nursing Qualification (General and/ or Children's) NMC Registration Degree or equivalent experience 	<ul style="list-style-type: none"> NMP qualification Post Grad advanced practice course/s
Experience	<ul style="list-style-type: none"> Post-Registration experience at Band 6 or above Experience of working with Children, Young People and Families Experience of working in an autonomous role Health promotion experience Safeguarding experience Experience of working with other professionals 	<ul style="list-style-type: none"> Acute nursing experience Experience of working in a secure setting Previous leadership or management role.
Skills & Abilities	<ul style="list-style-type: none"> Phlebotomy (or willing to complete training) Advanced assessment and care planning of physical conditions Ability to handle complex and difficult situations competently with patients, carers, staff, and external agencies 	<ul style="list-style-type: none"> BLS trainer Evidence of advanced interpersonal skills Evidence of developing systems and processes Evidence of significant contribution to meetings outside the team Evidence of using research

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	<ul style="list-style-type: none"> • Ability to manage own workload and supervise the work of others • Ability to prioritise to meet deadlines • Ability to develop systems and processes to monitor and improve patient care and services • Ability to chair meetings and lead discussions with senior staff and external agencies • Evidence of presenting factual information logically, verbally and in writing • Evidence of production of policies and guidelines • IT skills/email • Ability to use generic IT packages to support report writing • Record Keeping in accordance with NMC guidance 	<p>findings to improve services</p> <ul style="list-style-type: none"> • Evidence of effective leadership and management skills and abilities
Knowledge & Understanding	<ul style="list-style-type: none"> • In depth knowledge of the physical health care requirements for this role. 	<ul style="list-style-type: none"> • Participation in Research • Development of multidisciplinary working practices • Demonstrates experience of clinical risk management
Physical Requirements	<ul style="list-style-type: none"> • Occupational Health cleared to perform the duties of the role. • Ability to perform a wide range of duties according to the Job Description. • Ability to travel across the Trust site, when required 	
Other	<ul style="list-style-type: none"> • Must be willing to act as a role model. • Must be willing to take 	

	personal responsibility. <ul style="list-style-type: none"> • Must have the courage to speak up. • Must value and appreciate the worth of others. • Adhere to NMC Code of Conduct • Revalidate according to NMC Guidance • Enhanced DBS Clearance. 	
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The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The Trust believes in treating everyone with dignity and respect and encourages applications from all sectors of the community. We guarantee an interview to candidates with disabilities who meet the minimum essential criteria.