

## Person Specification

<b>Post Title</b>	Senior Mental Health Nurse Practitioner
<b>Band</b>	7
<b>Directorate</b>	Urgent Care
<b>Location/Base</b>	GMMH All age 24/7 Crisis Helpline
<b>Responsible to</b>	Team Manager
<b>Accountable to</b>	Strategic Lead for Urgent Care

<p><b>Job Summary/Purpose</b></p> <p>The post holder will be required to work as part of the GMMH 27/7 All Age Crisis Helpline based at Old Trust HQ, Prestwich Hospital, Bury New Road, Prestwich, Manchester.</p> <p>The post holder will be expected to co-ordinate and prioritise the day-to-day clinical workload.</p> <p>A key role will be to ensure the smooth running of their allocated shift.</p> <p>The post holder will be expected to be responsible for the clinical practice of the helpline staff, developing their skills and supporting identified training needs through supervision and annual appraisal.</p> <p>The post holder will also be a source of specialist knowledge and advice to professionals at all levels within the helpline/ EOC around care and management of service users presenting with primary and secondary mental health needs.</p> <p>The post holder will be expected to manage and lead the service in the absence of the team leader when appropriate.</p> <p>The post holder will also be expected to contribute to and work to develop the educational and training input provided to stakeholders.</p> <p>The post holder will be expected to supervise Band 6, Band 5 &amp; Band 4 colleagues in their assessments, care planning, management.</p> <p>The post holder will be expected to work days, nights and weekends.</p>
---

<p><b>Essential Criteria</b> - The qualities without which a post holder could not be appointed.</p>	<p><b>Desirable Criteria</b> - Extra qualities which can be used to choose between candidates who meet all the essential criteria</p>	<p><b>How Assessed –</b>  <b>AP</b> = Application form  <b>IN</b> = Interview  <b>OA</b> = Other Assessment</p>
<p><b>Education / Qualifications</b> - to be able to complete the duties as laid out on the Job Description</p>		
<ul style="list-style-type: none"> <li>• RMN Certificate</li> </ul>		<ul style="list-style-type: none"> <li>• Show certificate at interview</li> <li>• AP</li> </ul>

<ul style="list-style-type: none"> <li>• Masters / Degree or equivalent experience/qualification</li> </ul>		
<b>Experience</b> - to be able to complete the duties as laid out on the Job Description		
<ul style="list-style-type: none"> <li>• The post holder should:</li> <li>• Have RMN Certificate</li> <li>• Masters/Degree or equivalent experience/qualification</li> </ul>		<ul style="list-style-type: none"> <li>• Show certificate at interview</li> <li>• AP</li> </ul>
<b>Knowledge</b> - to be able to complete the duties as laid out on the Job Description		
<p>The post holder should:</p> <ul style="list-style-type: none"> <li>• Have a sound knowledge of the social factors involved in the development of mental ill health and key features of relapse prevention.</li> <li>• Be able to demonstrate a good understanding of the co-morbidities on both mental and physical conditions.</li> <li>• Have knowledge of the background, range of services within the GMMH footprint.</li> <li>• Show motivation to learn and actively participate in training and learning of self and others.</li> <li>• Have a sound knowledge of Mental Health Act legislation.</li> <li>• Demonstrable knowledge in relation to best practice in the care of patients presenting with acute confusion and behaviours that challenge.</li> </ul>	<ul style="list-style-type: none"> <li>• Understand the value of research/audit activities and their application in practice.</li> <li>• Have experience of assessing people with illness associated with later life or will develop competence in this area.</li> <li>• Have a knowledge of Younger Persons Assessments</li> </ul>	<ul style="list-style-type: none"> <li>• IN</li> <li>• AP</li> </ul>
<b>Skills and Abilities</b> - to be able to complete the duties as laid out on the Job Description		
<p>The post holder should:</p> <ul style="list-style-type: none"> <li>• Will be able to undertake autonomous risk assessments and plan appropriate care packages for clients. Including formulation of risk management plans including supporting patients who self-harm or are in a neglectful state.</li> </ul>	<ul style="list-style-type: none"> <li>• Will be able to demonstrate conflict resolution skills</li> <li>• Be able to utilise the current IT systems within GMMH such as the electronic patient records and Datix.</li> </ul>	<ul style="list-style-type: none"> <li>• AP</li> <li>• IN</li> </ul>

<ul style="list-style-type: none"> <li>• Will be able to demonstrate in depth knowledge of the 1983 Mental Health Act and CPA</li> <li>• Will be able to demonstrate a clear and in depth knowledge of Common Law principles</li> <li>• Will be able to demonstrate in depth knowledge of the Mental Capacity Act (2005)</li> <li>• Will be able to demonstrate high quality communication skills</li> <li>• Must be able to communicate clearly both verbally and in writing</li> <li>• Will be able to demonstrate a knowledge of the concept of evidence based practice and how this is applicable to this area of practice</li> <li>• Knowledge of evidence based interventions used within this setting</li> <li>• Will be able to demonstrate up to date knowledge of current good practice in evidence based mental health practice</li> <li>• Good general knowledge of current local and national policy around mental health</li> <li>• Will be computer literate and able to input data</li> <li>• Will be able to demonstrate an ability to work with service users and carers with the focus on individual strengths and recovery orientated practice</li> <li>• Have IT literacy skills.</li> <li>• Have evidence of good time management and organisational skills and be resilient when under pressure.</li> </ul>		
<p><b>Other Requirements</b> - to be able to complete the duties as laid out on the Job Description</p>		
<ul style="list-style-type: none"> <li>• Must be reliable and flexible in their response to changing service needs</li> <li>• Must be able to demonstrate clear leadership skills</li> </ul>		<ul style="list-style-type: none"> <li>• IN</li> <li>• AP</li> </ul>

<ul style="list-style-type: none"><li>• Must be able to demonstrate initiative and assertiveness whilst also working as part of an effective team</li><li>• Ability to prioritise workload and manage conflicting demands placed on post holder</li></ul>		
---	--	--

The Trust will consider any reasonable adjustments to the recruitment and selection process and to employment for applicants who have protected characteristics under the Equality Act 2010.