

JOB DESCRIPTION / PROFILE

Job Title	Clinical Nurse Specialist / Night Manager
Pay band/Grade	Band 7
Directorate	Working Age Adults Inpatients, Mental Health Services
Job Description Reference	WAA-7-CNS/ NM

My job makes better lives by enhancing capacity and capability within multi-professional teams through clinical leadership, management, education and research. Improving clinical continuity, providing more patient-focused care, enhancing multi-professional teams, and helping to provide safe, accessible and high-quality care for patients.

Job Overview

- Support the MDT with the development of the clinical pathway of person-centered quality care plans which evidence assessment, formulation, and treatment plans designed to support recovery
- Ensure that the service meets the requirements of the CQC
- Improve and facilitate engagement of patients with specialist services to include people with ASD, and substance misuse.
- Improve the quality of care provided to patients by increasing the knowledge and skills of staff.

NHS Competency	Level
Communication	4
Personal and People Development	4
Health, Safety and Security	4
Service Improvement	4
Quality	4
Equality and Diversity	4
IT Skills	3
Statutory Requirements	
NMC Registered	

Personal Competencies	
Interpersonal Sensitivity	2
Courage	2
Teamwork	3

Values	
Treat People Well	
Create Respectful Places	
Involve not Ignore	
Open, Inclusive and Accountable	

Qualifications required

- A clinical nurse qualification at Diploma or degree level and membership of a professional body is required.

Experience required

- Sound experience of operating effectively as a team lead in a health and social care setting ;

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- Experience of leading and adapting to change within area of practice
- Experience of promoting excellence in practice and improvements in service delivery

- Proven track record to deliver on performance.

Suitable for someone who is passionate and committed to work in a multi-professional team supporting people who use our services and enjoys managing clinical changes– being encouraging and able to support the MDT with Complex Cases, Positive Risk Taking, Quality Improvement initiatives and driving up the clinical standards.

Key Responsibilities

- Work with the MDT and people who use services to develop person centered quality care plans
- Provide Clinical Supervision for the team
- Facilitate peer support sessions for the team.
- Complex Cases, PRT, QI initiatives and driving up the clinical standards
- Review incidents Provide clinical supervision to qualified nurses on the ward
- In partnership with ward and other clinical team, collaborate on improving the quality of health care responding to local and national policies and initiatives as appropriate.
- Support and participate in shared learning across the practice and wider organization.
- Critically evaluate and review innovations and developments that are relevant to the area of work.
- Work as an effective and responsible team member, supporting others and exploring the mechanisms to develop new ways of working.
- Use technology and appropriate software as an aid to manage in planning, implementing and monitoring of care, presenting and communicating information.
- Provide an educational role to patients, carers, students, families and colleagues in an environment that facilitates learning.
- Check Observation Sheets, SBARS, Daily Handover sheets are completed fully and correctly Check Care plans are followed, check fluid and food charts
- Encourage and support the principles of clinical governance.
- To provide excellent visible clinical leadership and develop support mechanisms for sharing good practice across Working Age adult's mental health service.
- Develop and support team to adopt health promotion strategies that would enhance adults service delivery standards.
- Support Team to embrace new ways of working and embed any new initiatives that would enhance clinical standards.
- Attend meetings as requested

- Attend monthly supervisions
- Ensure training is up to date
- Provide a point of contact for families and carers to support access to MDT meetings and any other relevant meetings
- Maintain and evidence standards of competence as defined by the NMC, to remain registered.
- Check Observation Sheets, SBARS, Daily Handover sheets are completed fully and correctly
- Audit Medication charts /CD books
- Check observation levels and ensure the paperwork is signed dated and correct.
- Check Section 17 leave paperwork is completed
- Check admission packs are completed and uploaded
- Audit medication charts to ensure they have been completed correctly.
- To undertake the alarm and fob count and to sign as per procedure at the beginning of the evening shift.
- To closely manage staff allocation, redeployments and daily numbers on the ward and additional use of premium rate staff to ensure budget is tightly controlled and effectively managed.
- Overseeing acute admissions and ensuring that all paperwork is completed under your supervision
- Overseeing reporting of incidents, 72-hour reports, Datix, Safeguarding and police involvement
- Responding to any emergencies/episodes of aggression and supporting staff
- Facilitating debriefs to staff and people who use services
- Attending Mandatory training/ training on days.
- Attending Managerial Meetings if required during the day.
- The post holder may be asked to work flexibly to meet the service needs.
- The post holder is required to build on existing key relationships with People who use services and Carers; the Clinical Commissioning Groups; Local Authority; internal social care staff, Working Age Adults Community Mental Health Teams and Acute Care Services and the Working Age Divisional Director; Associate Medical Director; Chief Nurse and Nursing Directorate; Chief Operating Officer Directorate and colleagues from other Trust Divisions and Directorates as required.

