

**Maidstone and Tunbridge Wells NHS Trust  
Job Description**

<b>Job title:</b>	<b>Paediatric Mental Health Liaison Nurse</b>
<b>Band:</b>	<b>6</b>
<b>Directorate:</b>	<b>Women's and Children's</b>
<b>Site:</b>	<b>Tunbridge Wells Hospital</b>
<b>Hours:</b>	<b>37.5 hours per week</b>
<b>Reports to:</b>	<b>Acute Paediatric Matron</b>
<b>Accountable to:</b>	<b>Lead Matron for Paediatrics</b>

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**Job summary:**

Children and young people with mental health problems are often accommodated in the Emergency Departments, Ambulatory Units and Hedgehog ward whilst receiving medical care and/or awaiting a mental health assessment. An increasing number of these children and young people are then placed on a Section and detained under the Mental Health Act. This post will play a key role in supporting staff around the management of these patients.

Children and young people with mental health problems are often accommodated on Hedgehog ward whilst receiving medical care and/or awaiting a mental health assessment. An increasing number of these children and young people are then placed on a Section and detained under the Mental Health Act. This post will play a key role in supporting staff around the management of these patients. The post holder will provide relevant training, supervision / debriefing and support to staff and act as the interface between the Emergency departments, Ambulatory Units, Hedgehog ward, NELFT and the CAMHS Service

The purpose of this role is to provide a safe and timely assessment and ongoing support to children and young people who present in a mental health crisis. To develop and deliver robust educational interventions that promotes best practice in the management of patients experiencing, or at-risk of self-harm. To support staff within the units to appropriately risk assess, support care provision and attend MDT meetings to support the pathway of children and young people with mental health conditions within the acute trust.

**Working relationships:**

- Working within the paediatric unit and Emergency Department areas

- Liaise with NELFT, Camhs crisis, eating disorder teams, learning disabilities and safeguarding teams and social services
- Working within multidisciplinary and multi-agency care teams and relevant shared care/tertiary centres.
- Ensuring that clients and carers who face cultural and/or language barriers are helped to understand and make use of the services available.

**Budget responsibilities:**

- To ensure the effective use of all resources, supplies and equipment.
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**Key result areas:**

**Accountability**

- Deliver excellent patient care in conjunction with evidenced-based clinical standards within the speciality
- Contribute to the evaluation and development of the service provided
- Contribute to the development of multi -agency integrated care
- To establish close working links with NELFT, primary care colleagues, community paediatric service and tertiary/ shared care centres
- Work in partnership with all staff in ensuring excellent communication

**Clinical responsibilities**

- Working alongside the CAMHS crisis and eating disorder services : assess, plan, implement and evaluate nursing provision. Develop and implement specialist nursing protocols.
- To act as a resource of specialist advice for children, young people and families on the nursing care and management of specialism; including the provision of advice and management of acute complications.
- Review policies and procedures in relation to CAMHS and the management of these patients in the acute setting. Ensure these policies are kept up to date and are evidence based and are embedded into the patient journey.
- Assist in the development of agreed multi-agency care pathways for young people including the CAMHS Pathway and Single Trusted Assessment.
- Review the nursing documentation for CAMHS patients, and implement a comprehensive evidence based pathway for these patients.
- Act as an advocate for the young person and their family and where necessary refer to external agencies for identified support
- Undertake audits to facilitate the maintenance and improvement of patient care for CAMHS patients.
- Assess, plan, implement and evaluate holistic specialist nursing care in the hospital and ensure that any staff providing care for the children and young people with mental health related issue are aware of the care plan and their roles and responsibilities
- Daily review of ward in-patients admitted to the unit or attending the hospital with a mental health related issue

- To provide support for nursing staff roster, working clinically caring for children and young people with general paediatric needs where there are no CAMHS children on the units, shortfalls or sickness
- Provide ongoing counselling, support, information about the conditions, lifestyle changes and long-term implications to children, young people and families
- To work co-operatively with healthcare professionals from NELFT, safeguarding, members of the primary care team and other agencies including schools to provide holistic, co-ordinated packages of care for the child, young person and family
- To assess and manage clinical events to ensure safe and effective care
- Developing competency and skills to meet the needs of the service

### **Education**

- To provide support, advice and education to the emergency departments and Paediatric wards to build knowledge and skills of staff within these settings in the care and treatment of children and young people with mental health difficulties
- Assist in the application of, and develop guidelines for best clinical practice. Advise clinicians and colleagues on changes to practice.
- Promote positive attitudes towards children and young people with mental health illness across the ward and other departments where they are caring for children.
- Act as a resource to improve the management of risky and dependent and vulnerable young people e.g. Risk Assessments and management strategies
- Ensure staff compliance of Trust policies and procedures. Undertaking counselling as appropriate and report difficult cases to the Acute Paediatric Matron / ward manager for further action
- Ensure National and Safeguarding Children guidelines are adhered to at all times
- Responsible for own professional registration and Revalidation requirements, to attend courses relevant to specialism as deemed suitable at appraisal in the process of clinical supervision
- Attend relevant multi-agency training or education to develop one's own knowledge to ensure that current practice is implemented
- Support the development of skills and knowledge amongst students and junior members of the Paediatric team
- Attend safeguarding supervision and mental health supervision as directed / required

### **Professional**

- Act as an advocate for the young person and their family and where necessary refer to external agencies for identified support
- Adhering to the NMC (2015) Code of Professional Standards of practice and behaviours for nurses and midwives
- Maintaining own professional development in line with the requirements of Revalidation, identifying and acting on training needs and attending relevant lectures and courses as necessary to ensure best practice.

- Keeping up to date with current developments in patient care and evidence-based practice.
- Working within all policies, procedures and guidelines of Maidstone and Tunbridge Wells NHS Trust including those related to child protection.
- Ensuring that confidentiality is maintained at all times, including the storage of records and the transfer of verbal and written information.

### **Communication and relationship**

- Communicating with clients to explain clinical issues, using special communication techniques such as de-escalation when dealing with clients with high levels of anxiety, depression, suicide ideation/ suicidal thoughts.
- To attend relevant meetings as identified, providing and receiving complex, sensitive information where there may be barriers to understanding
- To be a proactive and positive member of the team.
- To create positive working relationships & networks with both internal & external stakeholders.

### **Planning and organisational**

- To develop clinical leadership in the delivery of specialist CAMHS liaison service for patients with mental health related problems. Promotion of positive attitudes and responses toward patients with mental health issues
- To establish mechanisms within the hospital and to manage identification and appropriate responses to adolescent mental health related issues.
- Monitor and evaluate clinical and service interventions, and practice as appropriate and deliver education to staff involved with caring for young people with a mental health illness.
- Advise on service activities and controlling risks as appropriate.
- Investigate complaints and untoward incidents in accordance with Trust policies and procedures. Provide accurate, timely and professional statements. Support the Ward Manager in improving systems to prevent recurrence.
- Maintain services to meet contract and quality standards, take corrective actions and inform the ward manager of unresolved problems
- Maintaining effective communication with stakeholder and other outside agencies and promote the image of paediatric services at all times
- To be able to work collaboratively
- To ensure the effective use of all resources, supplies and equipment etc.
- Undertake appropriate competencies relevant to the role, including specialist equipment

### **Responsibility for policy / service development**

- Possess a range of clinical experience and specialist knowledge within mental health services
- Must have knowledge of Mental Health and Capacity Legislation, including the Equality Act, Medical Records Act, Data Protection Act 1986 (updated by the 2007 Act) and Health and Safety at Work Act. Health Act and Mental Capacity Legislation.

- Be guided by broad occupational policies.

### **Management responsibility**

- Need to comply with all mandatory training some of which will be specific to the area of work.
- Act as a mentor to students on placement and provide support and supervision to junior staff.

### **Physical effort**

- Be required to use a combination of sitting, standing and walking throughout the day.
- Be required to concentrate for long periods on a frequent basis.

### **Mental and emotional effort**

- Prioritising tasks within a pressurised environment, and respond to unpredictable situations.
- Dealing with frequent distressing or emotional situations during the care of individual clients or whilst supporting client groups who express anxiety, distress and challenging behaviours.
- Dealing with distressing situations and challenging behaviour when dealing with serious mental health problems and needing to impart unwelcome news or intervene in a crisis.
- Dealing positively and effectively with conflict and confrontation.

### **Responsibility for R&D**

- To take responsibility for research and development: from audits and development programmes on a regular basis.
- Act as a resource providing clinical information for other areas, throughout the organisation where children are treated
- Deliver excellent patient care through continuous review of evidence-based clinical standards.
- Contribute to policy, standards and development of specialist care delivery strategies
- Implement and evaluate specialist innovations across the catchment area of their organisation

### **Working conditions**

- Exposure to hostile and aggressive clients, due to poor mental health episodes or highly emotive employment issues.
- Exposure to unavoidable hazards e.g. requirement to work in situations where verbal and/or physical aggression may occur.

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**General - none**

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**Job description agreement:**

Signature of post holder: \_\_\_\_\_ Date: \_\_\_\_\_

Name: \_\_\_\_\_

Signature of manager: \_\_\_\_\_ Date: \_\_\_\_\_

Name: \_\_\_\_\_

**Statement:**

1. This job description is a broad reflection of the current duties. It is not necessarily exhaustive and changes will be made at the discretion of the manager in conjunction with the post holder.
2. Time scales for achievement and standards of performance relating to the duties and responsibilities identified in this job description will be agreed via the annual appraisal process with the post holder.
3. As an employee of Maidstone and Tunbridge Wells NHS Trust, the post holder will have access to confidential information. Under no circumstances should this be disclosed to an unauthorised person within or outside the Trust. The post holder must ensure compliance with the requirements of the Data Protection Act.
4. As an employee of the Trust, the post holder will be required to adhere to all Trust policies including Equal Opportunities where all employees are expected to accept individual responsibility for the practical implications of these policies.
5. The post holder is required to take reasonable care for the health and safety of themselves and others that may be affected by what they do while at work.
6. This post may require the post holder to travel across the Trust sites in the course of fulfilment of their duties.
7. The Maidstone and Tunbridge Wells NHS Trust has a no smoking policy
8. Clinical Governance: You will be expected to take part in the processes for monitoring and improving the quality of care provided to patients. This includes risk management and clinical audit. If you engage in clinical research you must follow Trust protocols and ensure that the research has had ethical approval. You will be expected to ensure that patients receive the information they need and are treated with dignity and respect for their privacy.
9. All staff should be aware of their responsibilities and role in relation to the Trust's Major Incident Plan.
10. **INFECTION CONTROL AND HAND HYGIENE** - All Trust employees are required to be familiar with, and comply with, Trust policies for infection control and hand hygiene in order to reduce the spread of healthcare-associated infections. For clinical staff with direct patient contact, this will include compliance with Trust clinical procedures and protocols, including uniform and dress code, the use of personal protective equipment policy, safe procedures for using aseptic techniques, and safe disposal of sharps. All staff are required to attend mandatory training in Infection Control and be compliant with all measures known to be effective in reducing healthcare-associated infections.
11. All staff are required to fully participate in learning and development opportunities and ensure they remain compliant with statutory and mandatory training requirements throughout their employment with the Trust
12. All staff are required to fully comply with the NHS Code of Conduct.



13. **SAFEGUARDING CHILDREN** - Everyone employed by the Trust regardless of the work they do has a statutory duty to safeguard and promote the welfare of children. When children and/or their carers use our services it is essential that all child protection concerns are both recognised and acted on appropriately. You have a responsibility to ensure you are familiar with and follow the child protection procedures and the Trust's supplementary child protection guidance which is accessed electronically on the Trust's Intranet site. You have a responsibility to support appropriate investigations either internally or externally. To ensure you are equipped to carry out your duties effectively, you must also attend child protection training and updates at the competency level appropriate to the work you do and in accordance with the Trust's child protection training guidance.
14. **SAFEGUARDING ADULTS** - Everyone employed by the Trust regardless of the work they do has a duty to safeguard and promote the welfare of vulnerable adults. When patients and/or their carers use our services it is essential that all protection concerns are both recognised and acted on appropriately. You have a responsibility to ensure you are familiar with and follow Trust policies in relation to safeguarding vulnerable adults. You have a responsibility to support appropriate investigations either internally or externally. To ensure you are equipped to carry out your duties effectively, you must also attend vulnerable adult protection training and updates at the competency level appropriate to the work you do and in accordance with the Trust's vulnerable adult protection training guidance.
15. All staff are required to provide the highest levels of service in their work and to adopt the highest standards of behaviour as stated and implied in the Trust Values of PRIDE.



**Maidstone and Tunbridge Wells NHS Trust**

**Paediatric Mental Health Liaison Nurse  
Person specification**

AREA	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Degree or equivalent or experience</li> <li>• RSCN/RN Child</li> <li>• Evidence of a relevant post-registration professional development</li> <li>• Teaching/ Assessing Qualification.</li> </ul>	<ul style="list-style-type: none"> <li>• Specialist course relevant to post</li> </ul>
<b>Experience/ Knowledge</b>	<ul style="list-style-type: none"> <li>• Must have proven experience at appropriate level involving care of acute paediatrics</li> <li>• Must have post qualification experience / knowledge base of working with children and young people who have a mental health illness</li> <li>• Must have knowledge of Mental Health Legislation, including the Equality Act, Medical Records Act, Data Protection Act, Mental Health Act 1983 (updated by the 2007 Act)</li> <li>• Proven management and safeguarding experience</li> <li>• Knowledge and understanding of clinical governance</li> <li>• Knowledge of local community and understanding of a multi-cultural, racially diverse population</li> <li>• Knowledge of current professional issues relating to nursing</li> <li>• Understanding of equal opportunities</li> <li>• Understanding of patient confidentiality</li> </ul>	<ul style="list-style-type: none"> <li>• Experience working for CAMHS within an acute mental health team – community or inpatient service</li> <li>• Post registration study</li> </ul>

<b>Skills</b>	<ul style="list-style-type: none"> <li>• Ability to support and manage a case-load of patients including assessment, planning, monitoring and evaluation, including providing health promotion and education to patients and carers</li> <li>• Ability to organise and deliver a high standard of evidence based clinical nursing care</li> <li>• Ability to demonstrate effective written and verbal communication skills</li> <li>• Excellent inter-personal and counselling skills</li> <li>• Ability to liaise effectively with members of the Primary Health Care team, shared care teams and tertiary centres</li> <li>• Ability to work on own initiative and prioritise work</li> <li>• Proven teaching /presentation skills</li> <li>• Computer skills</li> </ul>	<ul style="list-style-type: none"> <li>• De-escalation management of situations</li> <li>• Implementation of staff training packages / sessions</li> </ul>
<b>Attributes</b>	<ul style="list-style-type: none"> <li>• Excellent interpersonal &amp; communication skills.</li> <li>• Demonstrate an understanding of the need to work flexibly across a variety of organisational cultures.</li> <li>• Work as a team player with the ability to motivate staff and facilitate effective team working.</li> <li>• Confident decision – maker</li> <li>• Work flexibly to facilitate and encompass change.</li> <li>• Ability to work under own initiative</li> <li>• Ability to work under pressure</li> <li>• Positive ‘can do’ attitude</li> </ul>	
<b>Additional requirements</b>	<ul style="list-style-type: none"> <li>• Commitment to working as part of a multi-disciplinary team.</li> <li>• Ability to adapt to the changing needs of the service and explore alternative working practices</li> <li>• Ability to work across sites</li> </ul>	