

Job description

PSG career grouping	Policy		
Job title	PROFESSIONAL ADVISOR MENTAL HEALTH NURSING		
Grade	Band 8D	Number of posts	1
Directorate	DEPARTMENT OF HEALTH – CNO DIRECTORATE		
Division/Team	Professional Leadership Team		
Location	Skipton House, London.	Flexible working (give details)	
Travel requirements	National travel required		
Line manager	Viv Bennett - Deputy Chief Nursing Officer	Room/ Building Telephone	

Role purpose

SUMMARY

Provide effective leadership to all nurses working in mental health and learning disabilities services in England

To take the lead nursing role in the development, implementation and evaluation of mental health and learning disability related government policy.

To provide expert, informed, objective and pragmatic nursing advice to Ministers, the Chief Nursing Officer, other senior Department of Health, Care Service Directorate and Care Service Partnership officials on all matters relating to mental health and learning disability.

Contribute to the professional and corporate responsibilities of the CNO directorate and the Nursing Professional Leadership Team

OUTLINE OF CORE KEY TASKS

Professional leadership

- Provide professional leadership, advise and engage with nurses in the NHS and academic institutions and non-statutory sector.
- Follow up 'Values to action. CNO Review of Mental Health Nursing' - Working with the DH funded evaluation that is currently taking place (led by Nottingham University). Including a meeting of stakeholders to reflect on progress and any further action needed and utilising the evaluation data

- Promote the implementation of “Good practice in learning disability nursing”, working in all specialities and with all age groups in England on behalf of the Chief Nursing Officer.
- Working with the outcomes of the NMC pre registration review for MH and LD nursing and DH post registration review

Key accountabilities (including dimensions of role)

Providing expert advice

- Provide expert nursing advice and briefing to Ministers, Chief Nursing Officer and senior Department of Health/Care Services Improvement Partnership officials on all aspects of mental health and learning disabilities nursing.
- Contribute to planning and discussion of other national mental health and learning disabilities issues within the Department of Health and associated arm’s length bodies.
- Respond at short notice to urgent information requests from Ministers, CNO or senior Department of Health officials
- Form positive working relationships and networks and provide expert advice as required to NHS and academic organisations via Executive Directors of Nursing, Professors/Heads of Programme, Strategic Health Authority Lead Nurses and others in key leadership positions
- Provide expert advice on the Mental Health Act 2007 and its implementation including contribution to regulations, Code of Practice and implementation issues, workforce planning, working with CSIP supporting services with the process, particularly focusing on new statutory roles that will become open to nurses for the first time.

Communication

- Disseminate/communicate information through the media and other routes as required (in liaison with the Department of Health Press Office), e.g. via articles for the professional or non-professional media, public speaking at national and local conferences, providing media interviews.
- Raise the profile of mental health and learning disability issues in all general /non specialist settings and services, e.g. via national nursing networks, Strategic Health Authority Lead Nurses.
- Engage and inform mental health nursing and learning disabilities nationally, to support the development of New Ways of Working and responding to national policy priorities.

Developing and implementing national policy

- Working with the CSIP inpatient programme ensuring active input into their range of activities.
- Contributing any ongoing work on ‘Privacy and Dignity’ from a mental health and learning disabilities perspective
- Supporting New Ways of Working in mental health and learning disabilities through membership of the National Steering group for New Ways of working and supporting specific legal developments e.g. the new legal permission for independent nurse prescribing in addictions
- Maintain and develop networks and work closely with the Nursing and Midwifery Council, Professional Nursing organisations, NHS Managerial Organisations and other professional organisations, such as the Royal College of Psychiatrists and groups, such as service user and carer organisations, to inform policy development.
- Liaise with Department of Health Nursing Officers regarding issues pertaining to mental health and learning disability nursing and policy development, For example, for Older People’s services

and Child and Adolescent Mental Health Services.

- Promote the development and implementation of innovative mental health and learning disability care.
- Nationally promote the implementation of nursing related policy throughout the NHS, e.g. nurse prescribing and modern matron roles, e.g. through conferences, consultation to individual organisations, publication and developing networks
- Provide the lead nursing role to promote national implementation of mental health and learning disability related policy throughout the NHS, i.e. support NHS Trusts in meeting the requirements of the NSF for Mental Health and new policy as it emerges
- Contribute to service policy development related to all mental health client groups including older people, CAMHS, Learning Disability and substance misuse.
- Promote the involvement of users and carers in the development of practice, education and services.
- Contribute expert advice to support CNO's international commitments and the work of the Mental Health Branches and International Division on international mental health issues.
- Actively link and liaise with mental health nursing officers in 3 other UK countries.

Workforce issues

- Lead on the workforce agenda for mental health and learning disability nursing, including scoping future workforce numbers in conjunction with the national Workforce Review Team, ensuring that future planning of services maximises the contribution available from nurses
- Lead the nursing contribution to the multi-disciplinary and multi-agency development of New Ways for Working nationally and work closely with the Director of Workforce Development for Care Services Improvement Partnership (CSIP)
- Lead the development of a national strategy for the recruitment and retention of mental health and learning disability nurses in conjunction with the CSIP Workforce Programme.

Developing clinical practice

- Liaise with the National Director of Mental Health and the Department of Health Research and Development division regarding developing an appropriate research base. Commission research via DH R and D as required.
- Seek to promote knowledge based practice and inform the clinical effectiveness/quality development programmes
- Support the development of good practice through:
 - visiting Trusts around the country as negotiated with Chief executives/Executive Directors of Nursing
 - dissemination through conference presentations
 - developing formal and informal networks
 - including in the implementation/evaluation of the CNO Review

Analysis

- Analyse data and issues arising from varied sources to inform the advice given and work priorities, e.g. from developing policy, national statistics, untoward incidents, research findings, emerging professional issues

Decision making

- Independently prioritise work plan responding to existing and developing national policy and professional issues
- Identify future trends and demands requiring action
- Liaise with line manager, Chief Nursing Officer and National Director of Mental Health to integrate work plan into wider developments

PERSON SPECIFICATION

Essential

Communication

- Public speaking skills
- Excellent inter-personal and written skills.
- Ability to communicate and disseminate strategic vision and operational agendas.
- Ability to relate to, negotiate with and influence diverse groups
- Ability and willingness to work in a team.

Leadership

- Highly developed leadership skills
- A clear vision of the future and potential of mental health and learning disabilities services and nursing within them.
- Ability to think strategically.

Analysis

- Analytic skills and ability to synthesise data and issues arising from varied sources, e.g. policy, statistics, untoward incidents, research findings, professional issues

Qualifications

- Current registration on the NMC professional register and evidence of continuing professional development.
- A Master's degree

Experience

- Senior management (Board level or equivalent), leadership, and professional experience in the NHS, independent or voluntary sector, in academia or Government.
- Experience in a senior nursing professional leadership role

Planning/decision making

- Ability to initiate action, operate independently and set priorities
- Time management skills

Knowledge

- Knowledge and practical understanding of the range of mental health and learning disabilities related National Health and Social care policy
- Sound practical understanding of mental health legislation.
- Political awareness.
- Research understanding
- Understanding of the range of mental health and learning disabilities interventions and the roles of professionals and agencies working in mental health and learning disabilities care

Other specific skills

- Group facilitation/chairing skills
- Negotiation skills
- Conflict resolution skills

Personal qualities

- Resilience
- Self awareness and ability to acknowledge own strengths and weaknesses.
- Ability to take on new challenges/flexibility

Desirable

- Well developed IT skills.
- Experience of, both, senior operational and strategic roles
- Experience of initiating, undertaking or contributing to research in mental health and learning disabilities or an associated field.
- Evidence of a national contribution to mental health and learning disabilities nursing.
- Publications
- Varied experience in a range of mental health / learning disabilities speciality settings