

Mental Health Nurse

Recruitment &
information pack

www.mentalhealthconcern.org



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Welcome

Mental Health Concern began as a single nursing home for people living with dementia; over the last 30 years we have grown and are now one of the largest non-statutory providers of mental health services in England.

We are predominantly commissioned by the NHS and local authorities, so we look to collaborate with our health and social care colleagues whenever possible, to ensure that we play an important and relevant role in local services.

We are proud that, whilst Mental Health Concern has developed and grown considerably over 30 years of operation, we still work to our strongly-held values, ensuring that the people we serve remain at the centre of what we do. You will find out more about our values and aspirations as you read through this booklet, and certainly as you meet our members of staff.

Our team of mental health nurses are specialists and are passionate about what they do. We believe that our staff and the organisation should never stop learning, so we look for people who are keen to develop and innovate.

We specifically select our staff not just for their skills, but for their personal qualities such as warmth, optimism, and a natural desire to help others.

We offer free on-site parking & staff uniform, NHS Pension (subject to eligibility) or an enhanced pension scheme, 27 days annual leave plus bank holidays (rising with length in service) and the opportunity to purchase more. A comprehensive induction with ongoing training, development and supervision, access to Employee Assistance Programme and Access to LifeWorks, which provides excellent discounts & cashback on shopping, cinema tickets and restaurants.

In addition we offer £1,000 welcome bonus payable upon successful completion of 6-month probationary period and we offer an enhanced Refer a Friend payment scheme.

If you are looking to work in a supportive but professionally challenging environment, and interested in joining a growing and innovative third sector NHS partner, then we may just be the organisation for you. If our vision and values inspire you, then we do hope you will join us.

Meet key members of our executive team



Adam Crampsie, Chief Executive

Adam is a mental health clinician by background and his experience spans the public, private, and charity sectors. He is passionate about creating an empowered workforce of motivated people who do amazing things for service users, all underpinned by a simple system that lets them do what they do best.

Scott Vigurs, Chief Operating Officer

Having worked in the mental health sector since 1991, Scott has in-depth, hands-on experience across both statutory and non-statutory organisations. He is responsible for the overall delivery and performance of our services, focused on best practice and a values-driven approach.



Sarah Dewar, Chief People Officer

Sarah joined us in March 2021, coming from her role as Director of People at an independent provider of integrated community health services. She is passionate about supporting and valuing our amazing people, creating opportunities for development, recognition, and empowerment.

Emily Evans - Chief Commercial Officer

Emily has extensive experience of working in healthcare charities. During her career she has supported teams through periods of change and led the development and delivery of high-performing and impactful mental health services. Emily is focused on how our services can make the biggest impact on the people we support, bringing the greatest social value in the most sustainable way.



Our values

Innovation

- We think creatively and dynamically to give opportunities and the right support to people and our colleagues.
- We work collaboratively to create new ideas and ways of working.
- We challenge norms and always look to improve the way we deliver the best social values.

Compassion

- We act with humility and kindness.
- We are hopeful for people even when they struggle to be hopeful for themselves.
- We show empathy to our colleagues and those we support, to ensure we understand and meet their needs.

Accountability

- We deliver on our promises.
- We hold ourselves and our partners to account in all that we do.
- We listen and act upon what the people we support tell us is important to them.

Respect

- We act with consideration towards others.
- We are open, approachable, and fair.
- We act in a way that is inclusive of others and respectful of their dignity.

Excellence

- We use our experience and expertise to deliver a measurable impact for our communities.
- We go the extra mile to deliver the right outcomes for people and we're proud of what we do.
- We work together to ensure we deliver joined-up services, where there is no 'wrong door' to getting help.



Our Services

We support many people with a wide range of mental health-related needs, including:

- people taking their final steps away from specialist mental health services and striving to get into work, education, or training
- people recovering from severe mental ill-health, who require support over long periods of time
- people with severe dementia and complex, challenging needs

We believe that our innovative approach to developing services, coupled with close partnerships between us and the people who use our services, enables us to provide high quality care and support that help people move on in their lives. Our services are clinically-led, providing a range of person-centred support with a focus on recovery.

Our services are mostly commissioned by the NHS and regulated by the Care Quality Commission (CQC), which means that we can provide high levels of specialist support and can help those people that many other organisations cannot.

Please note: as our roles are based in CQC registered care homes, we require all employees to be fully Covid-19 vaccinated with both doses unless they have a medical exemption. Evidence of vaccinations or medical exemption letter will be required prior to interview.

As we are sure you will appreciate, we fully support this approach and will follow this legislation in order to keep our service users, their families and our staff as safe as possible.



We provide two kinds of services for older people: caring for those with dementia, and supportive rehabilitation for those who have other complex mental health problems.

Dementia Care

We have provided specialist dementia services for over 30 years and have learned that enabling people with dementia to live well can be demanding, but very rewarding. This is why all of our dementia services work to a strong set of values that have a clear person-centred focus.

We have several different dementia care services as we believe passionately in providing good care to people with dementia and their families. We also believe that it is entirely possible to live a good quality and meaningful life.

Our dementia care services include:

- Alderwood: Respite & Assessment
- Community Challenging Behaviour Service
- Briarwood: Meadows – 24-hour care
- Pinetree Lodge – 24-hour care

Supportive Rehabilitation

Our Supportive Rehabilitation service help older people with complex mental health problems to live well and independently. We work with people to understand and manage their mental health condition, as well as to develop and practise the skills which are important to live independently.

Our services include:

- Alderwood: South Riding – 24-hour care
- Briarwood: Mill View – 24-hour care

For more information on our Older Person's Services visit: www.mentalhealthconcern.org/our-services/older-peoples-services/

Adult Services

In our Adult Services, we support people recovering from mental ill-health including personality difficulties, psychosis, substance misuse, and forensic histories, who are often taking their first steps away from hospital.

We work with people to understand and manage their mental health condition, as well as to develop and practise the skills which are important to live a good and satisfying life with meaning and purpose.

Our nursing services are responsive and effective and work flexibly to support people to transition into a community setting. We have a skilled workforce of mental health nurses and support workers, who work with people at all stages of their recovery journey.

Our services include:

- Coalway Lane – 24/7 specialist mental health support
- Jubilee Mews – 24/7 specialist mental health support

For more information on our Adult Services visit:

www.mentalhealthconcern.org/our-services/adult-services/

Your Role

Working at Mental Health Concern is varied, person-centred, and recovery-focused. Our values are held at the centre of every decision we make, and we are passionate about improving the mental health and wellbeing of the people we serve.

We work with people to understand and manage their mental health condition, as well as to develop and practise the skills which are important to live a satisfying life. We focus on 'recovery' – wellbeing as well as good physical health.

As a Mental Health Nurse within our services, you will lead on efficiently coordinating and controlling day-to-day care, both in conjunction with, and in the absence of, the Service Manager and Clinical Team Lead.

As a vital member of the team, you will also work with service users, their families, and other carers to assess client need, develop support plans, implement planned interventions, promote positive risk taking and empower the client group to maintain their skills.

In order to provide the best care for our residents; we have highly trained staff available 24 hours a day, and our nurses are supported by dedicated Support Workers.



Your development

We are committed to providing the highest standards of care to the people that we serve. We recognise that the training and development of our mental health nurses plays an important part in achieving this.

Enhanced Restorative Supervision

Enhanced Restorative Supervision (ERS) is a key form of support. ERS is an evidence-based approach which allows staff to explore and process the emotional challenges of working consistently and compassionately with people who have faced significant trauma and adversity in their lives.

Our supervision processes can help our staff to manage the personal and professional demands created by their day-to-day work.

As a supervisor, you will be trained in ERS and join a network of qualified staff who provide supervision to peers in other MHC services using your listening, reflective and problem-solving skills. As a supervisee, you will receive regular supervision from a trained peer, external to your service in a confidential setting.

Personal and service development

We also offer support to individuals who have identified an interest in other training to meet clinical need and service development. All requests are considered on an individual basis in conjunction with the Service Manager.

Organisational training

We provide organisational training throughout the year in areas of health and safety and clinical practice development, to help to maintain and develop your skills, knowledge, and expertise.

Support and supervision

You will be supported by the Service Manager and Clinical Team Lead. You will receive regular supervision, which will provide opportunities to reflect and review your practice, to support your ongoing development.

What's it like to work with Mental Health Concern?

"The team that I work in are all very supportive and will always help when needed.

As a nurse you will be supported in your role and will be allowed allocated time to spend with residents such as going out for coffee, activities and even assessments that need to be completed."

Mental Health Nurse



Application process and important information

To apply, please visit www.mentalhealthconcern.org/work-for-us to download a recruitment pack. Alternatively, please request a pack via email to recruitment@concerngroup.org

Covid-19

As our Nursing roles are based within CQC registered care settings, we require all employees to be fully Covid-19 vaccinated with both doses unless they have a medical exemption. Evidence of vaccinations or medical exemption letter will be required at interview stage.

If shortlisted, you will be invited to interview at the service and will be required to provide evidence of a negative Lateral Flow Test taken the morning of the interview.

As we are sure you will appreciate; we fully support this approach and will follow this legislation in order to keep our service users, their families and our staff as safe as possible.

If successful, you will receive an offer of appointment, subject to pre-employment checks.

We look forward to warmly welcoming you to Mental Health Concern!

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