
JOB DESCRIPTION

DATE: August 2016**REF NO:** MH003

JOB DETAILS**JOB TITLE:** Community Mental Health Nurse**BAND:** 5**HOURS:** 37.5 (Full Time)**DEPARTMENT:** Adult Mental Health – Integrated Mental Health Team
IMHT Stafford and Seisdon**LOCATION:** As per contract of employment**REPORTS TO:** Neighbourhood Manager**ACCOUNTABLE TO:** Locality Manager**RESPONSIBLE FOR:**

1. Working in an identified adult community mental health pathway, with the flexibility of working across pathways, dependent on skill and service need.
2. Delivering a high quality clinical service to patients and their families.
3. Care coordination of an identified caseload with access to regular and robust supervision.
4. Delivering nursing interventions, in accordance with an agreed care plan, to an identified group of people experiencing mental health related difficulties.

WORKING RELATIONSHIPS**INTERNAL:** Multi-disciplinary team members, adult mental health pathway team members.**EXTERNAL:** Service users, carers, relatives, local authority, police, primary care staff, charitable and voluntary organisations and other healthcare providers, employment and education providers.

JOB PURPOSE

The post holder is responsible for the assessment of care needs and contributing to; the formulation of the person's needs and the development of a relevant plan based upon the

person's negotiated goals and relevant evidence based interventions. The post holder, in conjunction with the multi-disciplinary team, will provide nursing interventions to support the person to meet their agreed goals and coordinate and/ or participate in the review of progress towards those goals, utilising recommended outcome measures, involving the service user and any identified carer throughout the clinical pathway.

ORGANISATIONAL STRUCTURE



KEY RESPONSIBILITIES

Main duties and responsibilities

- Take responsibility, with supervision of the Band 6 Nurse, for the management of a complex caseload, which includes, specialist assessment (within service specification), care planning in conjunction with service user and carer, evaluation of individual treatment plans (Care Programme Approach and Single Assessment Process).
- Responsible for participating in the setting of quality standards, including the auditing, monitoring and reviewing of practice in line with current clinical guidance practice and policy.
- Administer medication, complying with relevant Trust procedures and NMC Guidance.
- Assess patient's individual care needs, develop, implement and evaluate programmes of care.
- Deliver a range of interventions in accordance with the agreed plan of care and Pathway guidance including; pharmacological and psychologically informed interventions.
- Complete and contribute, where appropriate to robust risk assessments and risk management plans. Deliver and promote positive risk taking, where appropriate, to improve quality of life and maximise occupational performance/independence.
- Maintain an effective reporting system by observing and reporting verbally and in writing on patient conditions.

- Utilise agreed outcome measures to review the effectiveness of interventions, as part of the care planning and evaluation process.
- Support in the provision of formal and informal training of pre/post registration students, staff members, carers and service users.
- Participate in the development of the service to ensure clinical governance processes are actively implemented at team level.
- Assist in ensuring that the aims and objectives of the ward/department (as set by the responsible nurse) are fulfilled and to identify factors which may inhibit these from being achieved.
- The post holder will be required to work within the NMC Code of Practice and professional guidelines.
- Maintain an up-to-date level of professional competence within the specific environment.
- Assist in the implementation of evidence-based nursing practice and participate in research and other projects as required.

Systems and equipment

- Maintain timely data collection and regular inputting of information through the use of data collection systems e.g. daily diaries/RIO, Safeguard, ensuring that confidentiality is maintained at all times in accordance with legislation and Trust policy.
- Return accurate Mental Health Minimum Data Set (MHMDS) data to Planning and Information Department as required. Ensure all key targets are met and entered on the computer system as per Trust policy.

Decisions and judgements

- Undertake assessments, as part of the Single Assessment Process, culminating in an agreed plan of action and/or care and intervention. Make clinical judgements backed up by clinical reasoning and recommendations regarding appropriate actions/sign posting in consultation with multi-disciplinary staff and in accordance with the clinical pathway and service specification.
- Assess patients with complex mental health, physical health and social problems to ensure appropriate treatment support and management.
- Undertake a comprehensive assessment in conjunction with more senior members of the team, resulting in an individualised care plan.
- Facilitate the safe and timely discharge or transfer of the service user to other services where appropriate.
- Ensure that practice is evidence-based paying particular attention to the Trusts guidelines, policies, protocols and pathways.
- Be available for individual supervision with agreed clinical supervisor in line with Trust policies.
- Implement, review and maintain Trust Policies and Procedures.
- Ensure that the requirements of the Mental Health Act (1983) are observed, adhered to and implemented.
- Plan and organise own daily activities in line with service need.

Communication and relationships

- Communicate sensitive diagnosis and treatment related information with patients, utilising highly developed communication skills to overcome barriers to understanding.

- Establish therapeutic relationships with service users, and implement evidence based therapeutic interventions with appropriate boundaries in accordance with professional code of conduct.
- Ensure that all members of the multi-disciplinary team, their colleagues, service users and appropriate others are informed/updated of changes involving current care plans, progress, mental state and psychosocial factors in line with best practice.
- Liaise with and advise service users and carers, local authority and other statutory bodies and third sector agencies.
- Communicate sensitive information to carers and relatives.
- Use a range of communication styles and channels as appropriate to the task.

General

- Responsible for the promotion of carer and service user involvement within the service and for its provision.
- Responsible for participation in the Trust appraisal process, identifying own/others mandatory professional, supervisory, personal development and training needs and in supporting the provision of induction, mentorship, appraisal and clinical supervision to colleagues as appropriate.
- Responsible for the effective utilisation of clinical/financial resources to ensure adequate clinical care is provided with a requirement that all incidents, which may compromise care, are reported immediately to a senior manager, and clinicians involved in their care as appropriate.
- Responsible for accessing and participating in clinical, managerial and caseload supervision.
- Responsible for understanding and meeting own professional responsibilities under Child Protection legislation and Adult Safeguarding policies.

Physical demands of the job

- *The post holder will be expected on a daily basis to implement highly developed physical skills pertinent to the area of specialism, for example, injection administration, manual handling, de-escalation skills and driving.*
- *Standard keyboard skills required for inputting data onto RiO.*

Most challenging/difficult parts of the job

- *The nature of the client group is such that the post holder will be required to concentrate when assessing / implementing programmes of care and will need to be able to address interruptions from other patients / staff as necessary.*
- *The post holder will be frequently exposed to emotional or distressing circumstances.*
- *The post holder will frequently be exposed to potential incidents of physical and nonphysical assault.*

JOB STATEMENT

Infection Control

Maintain an up to date awareness of the infection control precautions relevant to your area of work and implement these in practice. As a minimum, this must include hand hygiene, the use of personal protective equipment, the use and disposal of sharps and communicating the importance to patients, prison staff and other health care staff you are working with. Details of the precautions and sources of advice and support to assess and manage infection control risks are provided through mandatory training which all staff must attend at intervals defined in the Trust policy on mandatory training and can be found in the Trust's infection control policies and national guidance, such as that published by NICE.

Learning and Development

As an employee of the Trust, you have a responsibility to participate, promote and support others in undertaking learning and development activities. This includes a proactive approach to ensuring you meet the statutory/mandatory training requirements of your role, and engaging in KSF appraisal processes in line with Trust policy and guidance.

Health and Safety

As an employee of the trust you have a responsibility to abide by the safety practices and codes authorised by the trust. You have an equal responsibility with management, for maintaining safe working practices for the health and safety of yourself and others.

Constitution, Competence and Capability

As an employee of the Trust you have a responsibility to promote and abide by the rights and responsibilities outlined in the NHS Constitution. You are additionally expected to adhere to Organisational/National/Regulatory Codes of Practice relevant to the role you are employed to undertake. At all times it is expected that you will limit the scope of your practice to your acquired level of competence and capability.

Dignity at Work Statement

South Staffordshire and Shropshire Healthcare NHS Foundation Trust are committed to treating all of our staff with dignity and respect. You are responsible for behaving in a way that is consistent with the aims of our Equality and Diversity Policy. This includes not discriminating unfairly in any area of your work and not harassing or otherwise intimidating other members of staff.

Safeguarding Children and Vulnerable Adults

All Trust employees are required to act in such a way that at all times safeguards (and promotes) the health and well-being of children and vulnerable adults. Familiarisation with and adherence to Trust Safeguarding policies is an essential requirement of all employees as is participation in related mandatory/statutory training.

PERSON SPECIFICATION

JOB TITLE: Community Mental Health Nurse			
DEPARTMENT: Mental Health		BAND: 5	
*Assessed by: A = Application I = Interview R = References T = Testing			
ESSENTIAL CRITERIA	*	DESIRABLE CRITERIA	*
QUALIFICATIONS & TRAINING			
Registered Mental Health Nurse on NMC Register. Conforms to NMC requirements	A A/I	Registered General Nurse BSc degree in nursing or equivalent level Registered mentor Psychological intervention Qualification including EMDR, CBT, CBTp, Family Interventions, CAT, DBT Phlebotomy training	A
EXPERIENCE			
Experience of working with people experiencing mental health related difficulties. Experience of working with people who have difficulty in engaging with services and have complex mental health needs. Experience of assessing, planning, coordinating and managing people with mental health problems in a community setting. Ability to access any local resources and to use networking where possible.	A/I A/I A/I A/I	Experience of working in community setting and making decisions autonomously	I
SKILLS, KNOWLEDGE & ABILITIES			

Skills of assessing, planning and evaluating care, for people with mental health related difficulties, utilising the principles of Recovery.	I	Skilled in utilising specific assessments and outcome measures including; GAD7, PHQ9, CAARMS, PANNS, SWEMWBS, Lunsers, GASS.	A/I
Skilled in the assessment of clinical risk and developing and communicating appropriate risk management plans.	A/I		
Ability to demonstrate leadership skills – including delegation and supervision to junior staff.	I/R		
Knowledge of Mental Health Act, the Mental Capacity Act and DOLS.	A/I		
Knowledge of the physical health needs and monitoring requirements for people receiving adult community mental health services.	A/I		
Skilled in undertaking and interpreting physical health investigations and providing physical health promotion advice including: weight, BMI, blood pressure, smoking, alcohol, drugs (prescribed and non-prescribed).	A/I		
Knowledge of pharmacological interventions prescribed in mental health.	A/I		
Skilled in the administration of pharmacological interventions.	A/I		
Skilled in interventions to engage people difficult to engage.	A/I		
Skilled in interventions to support concordance with treatment interventions.	A/I		
Standard keyboard skills required for inputting onto RiO.	A		
Demonstrate knowledge of evidence based practice and clinical governance.	A/I		
PERSONAL ATTRIBUTES			

<p>Able to fulfil the travel requirements of the post.</p> <p>Commitment and a positive attitude to client group.</p> <p>Flexible approach to meeting the needs of the service.</p> <p>Demonstrate a commitment to personal development.</p> <p>Demonstrate an understanding of the importance of clinical/managerial supervision.</p> <p>Team player, integrity, negotiation skills, good time management/organisation skills</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A</p> <p>A</p> <p>A/I</p>		
<p>Ability to demonstrate the positive application of our behaviours.</p>	<ul style="list-style-type: none"> • Respectful • Honest and Trustworthy • Caring and Compassionate • Taking the time to talk and listen • Working together and leading by example 		

<p>JOB HOLDER</p>	<p>SIGNATURE</p>
	<p>DATE</p>
<p>MANAGER</p>	<p>SIGNATURE</p>
	<p>DATE</p>