

**HUMBER TEACHING NHS FOUNDATION TRUST  
JOB DESCRIPTION**

<b>Job Title:</b>	<b>Registered Nurse Mental Health</b>
<b>Band:</b>	<b>5</b>
<b>Department:</b>	<b>Mental Health Unplanned Care</b>
<b>Responsible to:</b>	<b>Team Leader</b>
<b>Responsible for:</b>	<b>Supervision of staff within allocated line management</b>
<b>Location:</b>	<b>Millview</b>

**Job Role Summary**

- To work within the multi-disciplinary team to meet the needs of clients under the care of the Crisis Intervention Team Older People to promote recovery and good mental health.
- To support the Team Manager, Clinical Lead and Specialist Nurses in providing clinical and professional leadership.
- To support the Clinical Lead and other colleagues with the implementation of policy, protocol, service/practice development and change within own area of responsibility.
- To provide evidence based, person centred care to clients.
- To offer support and supervision to unqualified staff and students.
- To share own professional knowledge in team meetings to support client formulation and care planning.

**Core Functions**

- To provide therapeutic interventions within the community for clients with mental health needs.
- Provide person centred care, supporting clients and their families/carers to be involved in their own care planning.
- Provide consultation to other divisions and servicers for clients under the care of the team.
- Take part in service development as appropriate.
- Provide mentorship to students and supervision to other staff within the team.
  - Chairing of meetings e.g. team meeting, CPA reviews.



## **Communication and Relationships Skills**

- To lead and present complex, sensitive and challenging clinical and professional communication processes that may impact on service users, carers, staff, the team, the organisation, partner agencies and members of the public, where there are barriers to understanding.
- Provide and receive complex, sensitive, confidential information adapting where required for barriers to understanding & additional needs.
- Communicate with sensitivity, empathy & reassurance in a persuasive & motivational way negotiating to achieve the best outcome for the patient.
- Accept and act on feedback both positive and negative.
- Share knowledge using a range of methods to train & supervise others.
- Awareness of and adherence to HTFT Being Humber framework

## **Analytical and Judgemental Skills**

- To assess the needs of patients and their carers based on the analysis of a range of facts or situations. Interpret information provided via referral and sourced via further investigation and assessment to establish priority of new referrals; plan interventions; identify when changes are required; and identify timely discharge.
- To contribute to assessment and management plan for patients with clinical needs to ensure safety of patients & carers.

## **Planning and Organisational Responsibilities**

- Develops and maintains the patients control over decision making, assess the patient's commitment to the jointly determined care plan.
- Assesses, plans, implements and evaluates clinical care of patients
- Deliver care interventions and nursing advice in a variety of settings, that promote patient flexibility and choice, and which are sensitive to cultural preferences.

## **Physical Skills**

- Maintain up to date training and knowledge (including mandatory) required for the role and responsibilities
- Drive on a daily basis to multiple venues/locations.
- Dexterity and accuracy required for, e.g. preparation and administration of intramuscular injections.

## **Responsibilities for Patient Care**

- To plan care for patients e.g. organising visits, care plans, treatments, interventions, reviews.
- To communicate complex information to users and carers regarding personal, psycho-social problems in an empathic and supportive way. This will involve using inter-personal skills where agreement or co-operation is required, e.g. impact of diagnosis
- Responsible for managing and prioritising own workload, balancing the needs of patients and service requirements/competing priorities.
- Organise staff e.g. delegating work; duty tasks.
- Plan training or learning experiences for junior/new staff and students

### **Responsibilities for Policy and Service Development Implementation**

Follows policies in own role and makes comments on proposals for change

### **Responsibilities for Financial and Physical Resources**

- Responsible for equipment used ensuring clinical and IT equipment assigned is stored safely and serviced and cleaned to maintain required standards.
- Acts with care & consideration in patient homes.
- Informs operational managers of need for relevant clinical equipment.

### **Responsibilities for Human Resources**

- Supervision of non-registered staff, working alongside own Line Manager to identify and implement developmental needs
- Be on the live register of mentors following preceptorship
- Demonstrates duties to new starters and students

### **Responsibilities for Information Resources**

- To provide accurate and timely information to inform Trust/National databases as required
- Maintain up to date training and IT skills required for role including use of electronic patient record, equipment & stock ordering systems, audit recording system
- Demonstrate a good working knowledge of confidentiality, information governance guidance and GDPR to apply to all systems whether paper or digital

### **Responsibilities for Research and Development**

- To contribute to research projects within the nursing profession and clinical speciality, both locally and nationally
  - To maintain awareness of contemporary research specific to nursing and service area and its implications to inform practice
  - To utilise research and evidence-based practice



- To ensure own NMC revalidation requirements are achieved, and provide appropriate continuing development support for other nursing staff

### **Freedom to Act**

- To work within professional code of conduct, organisational policy and guidance
- To work as an autonomous practitioner and is accountable for one's own action working within the nursing competency framework

### **Standard Paragraphs**

- Trust's Values: Promote and demonstrate the Trust's 3 values Caring, Learning and Growing. Caring for people while ensuring they are always at the heart of everything we do. Learning and using proven research as a basis for delivering safe, effective, integrated care. Growing our reputation for being a provider of high-quality services and a great place to work.
- Confidentiality: Confidentiality/data protection regarding all personal information and Trust activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as the Data Protection Act. The post holder should ensure that they are familiar with and adhere to all Trust Information Governance policies and procedures. Any breach of confidentiality will be taken seriously, and appropriate disciplinary action may be taken.
- Equal Opportunities: Promote the concepts of equality of opportunity and managing diversity Trust wide.
- Health and Safety: Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors and employees.
- Infection Prevention and Control: Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with Trust policy.
- Professional standards and performance review: Maintain consistent high professional standards and act in accordance with the NMC code of professional conduct. Employees are expected to participate in the performance review process.
- Service/Departmental standards: Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.
- Finance: All Trust staff will comply with financial processes and procedures
- Safeguarding Children: Employees must be aware of the responsibilities placed on them under the Children Act 1989, 2004

### **Summary**

This job Description is an outline of the key tasks and responsibilities of the post and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing needs of the Trust and its services, as well as the personal development needs of the post holder.

#### **Confirmation of Job Evaluation Process**

<b>Job Reference Number:</b>	JE2352
<b>Date of Job Evaluation:</b>	August 2023

## Person Specification

	Essential	Desirable	How assessed
<b>Qualifications and Knowledge</b>	<ul style="list-style-type: none"> <li>• Have current NMC registration or student registration if in final year of training at application.</li> <li>• Degree/diploma in Mental Health Nursing</li> <li>• Understanding of Community Mental Health Nursing setting.</li> <li>• Understanding of caseload management responsibilities</li> <li>• Willingness to undertake mentorship training.</li> <li>• A broad understanding of relevant policy, legislation drivers and their application to clinical and service area.</li> <li>• An understanding of relevant clinical practice/standards within identified clinical area.</li> </ul>	<ul style="list-style-type: none"> <li>• Be on the live register for mentors</li> <li>• Evidence of recent CPD and/or formal qualifications at an advanced level e.g. degree or post graduate level or equivalent knowledge/experiential learning</li> <li>• Full understanding of relevant policy, drivers and their application to clinical and service area.</li> <li>• Full understanding/application of relevant clinical practice/standards/audit within identified clinical area</li> <li>• Understanding of a fully integrated health and social care team.</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> <li>• Formal qualifications/certificates</li> </ul>



<b>Experience</b>	<ul style="list-style-type: none"> <li>• Willingness to undertake and complete preceptorship. <ul style="list-style-type: none"> <li>• Experience of Adult Community Mental Health Nursing.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrable experience of mentoring pre-registration students</li> <li>• Successful completion of preceptorship</li> <li>• Evidence of specialist practice skills and able to demonstrate the impact of this on practice change/development</li> <li>• Evidence of promoting/supporting active user/carer involvement/participation</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>
<b>Skills and Competencies</b>	<ul style="list-style-type: none"> <li>• IT skills for using range of systems required for role.</li> <li>• Ability to efficiently transport self and equipment required for care to multiple patients homes/venues in the course of a day.</li> <li>• Requirement of frequent concentration e.g. assessments, care plans</li> <li>• Able to demonstrate effective interpersonal/communication skills</li> <li>• Evidence of good time management skills</li> <li>• Work within the culture of improving working lives and working time directive</li> <li>• Ability to demonstrate ethical values and attitudes within a culture of equality and diversity</li> </ul>	<ul style="list-style-type: none"> <li>• Awareness of leadership/management skills and qualities</li> <li>• Working knowledge of Trust policies and procedures. <ul style="list-style-type: none"> <li>• Ability to manage daily operations and maintain a safe working environment</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• Formal qualifications/certificates</li> </ul>



## Job Risk Profile – Effort Factors

This role involves:	Yes	No	Rare	Occasional	Frequent	Examples
Lifting Weights / objects between 6 – 15 kilos	x		x			Smaller pieces of equipment for administration of intramuscular injection (depot bags) and physical health monitoring equipment.
Lifting weights / objects above 15 kilos		x				
Using equipment to lift, push or pull patients / objects		x				
Lifting heavy containers or equipment		x				
Running in an emergency	x		x			If on visit and emergency occurs eg. Falls, Cardiac arrest, risk to self or others.
Driving alone / with passengers / with goods	x				X	
Invasive surgical procedures		x				
Working at height		x				
Concentration to assess patients / analyse information	x				X	
Response to emergency situations	x		x			If on visit and emergency occurs eg. Falls, Cardiac arrest, risk to self or others.
To change plans and appointments / meetings depending on the needs of the role	x			x		
Clinical Interventions	x				X	





Informing patients / family / carers of unwelcome news	x		x			
Caring for terminally ill patients		x				
Dealing with difficult family situations	x				X	
Caring for / working with patients with severely challenging behaviour	x			x		
Typing up of minutes / case conferences	x			x		
Clinical / hands on patient / client care	x				x	Administration of medication. Physical health monitoring.
Contacts with blood / bodily fluids	x			x		
Exposure to verbal aggression	x			x		
Exposure to physical aggression	x		x			
Exposure to unpleasant working conditions dust / dirt / fleas	x			x		Patient homes uncontrolled environments.
Exposure to harmful chemicals / radiation		x				
Attending the scene of an emergency	x		x			Mental health relapse
Food preparation and handling		x				
Working on a computer for majority of work	x				x	Fully digital work place
Use of road transport	x				x	Driving self to patient homes and work related premises.

Caring, Learning & Growing



**Humbernhsft**  
[www.humber.nhs.uk](http://www.humber.nhs.uk)



Caring, Learning  
& Growing Together

A provider of integrated health and social care services across Hull, East Yorkshire, North Yorkshire and beyond.