



JOB DESCRIPTION / COMPETENCY PROFILE

Job Title	Community Mental Health Nurse
Payband/Grade	AfC Band 6
Directorate	Working Age Adults
Job Description Reference	WAA-6-COM

My job makes better lives by ensuring an accessible, non-stigmatising, localized service that contributes to the continuing care and rehabilitation of people within the locality with established mental health illness.

Job Overview

- To assess, plan, implement and evaluate the nursing care needs of a specific group of people who use our services.
- To mentor, supervise and teach qualified and unqualified staff including students
- To lead the care for a specified group of service users.
- To participate in the recruitment, deployment and management of staff.

NHS Competencies	Level
Communication	3
Personal and People Development	2
Health, Safety and Security	2
Service Improvement	2
Quality	2
Equality and Diversity	2
IT Skills	1
Statutory Requirements	
NMC Registration as RN or RMN	

Personal Competencies	
Interpersonal Sensitivity	2
Courage	2
Team working	2

Values
Treat People Well
Create Respectful Places
Involve not Ignore
Open, Inclusive and Accountable

Qualifications required

- RMN/RN (Mental Health)
- Successful completion of Mentorship course

Experience required

- Further training or experience to post graduate diploma level or 5 years equivalent experience
- 2 year's experience post qualification
- Aware of personal and professional boundaries
- Clinical supervision training

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Suitable for someone who is passionate about ensuring a high quality holistic approach to the care and support provided to clients in the community who have been identified as in need of community nurse support to enable them to exercise choice over their own lives.

Key Responsibilities

- To lead the clinical management of a care package to an individual who uses our services.
- To co-ordinate and monitor the delivery of person centered healthcare to a designated group of people who use our services, using complex clinical decision making where appropriate.
- To deliver individual and group therapy utilizing CBT skills.
- To work as a member of the MDT in assessing and planning care and responding to changes in people who use our services health.
- To ensure provision of the necessary physical care to help people who use our services i.e.: personal hygiene, diet and fluid intake, clothing and laundry, personal environment, manual handling, elimination, maintaining rest and sleep and activity, physical observations.
- To act in a manner to respect the customs, individuality, values, sexuality and spiritual beliefs, actively supporting the individual to fulfil these.
- To ensure provision of therapeutic activities, emotional support and stability to clients to ensure effective engagement whilst maintaining professional boundaries.
- To create, develop and maintain professional supportive relationships with all members of staff with other professionals and agencies to enhance recovery.
- To ensure prescribed physical observations are undertaken as follows: blood pressure, temperature, pulse, respirations, blood sugars, urinalysis, weight and height and act upon exceptions appropriately

Communication

- To accurately record all contacts with service users in case notes in line with SABP record keeping policy.
- To ensure effective communication with clients, relatives and carers, visitors, staff and others.
- To ensure that all communication takes place in a manner that is consistent with legislation, policies and procedures.
- To develop measures to improve communications where barriers exist
- To ensure that consent to intervention or assessment is sought in a manner that is meaningful to People who use our services.
- To communicate with people in a manner that is consistent with their level of understanding, culture and background

Quality

- To lead the development, maintenance and monitoring of service standards, collect and collate data/ information effectively for the purpose of audit, research and service performance.

- To identify, implement and evaluate, with others, areas for potential service improvement and to agree further action
- To develop, with others, measures for service standards, including benchmarking, and to identify areas for potential service improvement.
- To contribute to the maintenance, monitoring and implementation of service standards and policies.
- To promote shared decision making with service user/relatives/carers, as appropriate, involvement in all aspects of their care.
- To contribute and make suggestions to the improvement of services.
- To identify issues of concern at work and alerting appropriate personnel
- To present a positive image of the team, service and trust.
- To work effectively in own team and as part of the whole organization...
- To ensure the availability of clinical supervision and preceptorship
- To ensure structures are in place for effective appraisal, personal development and performance management and audit these regularly
- To assess and plan care in a manner that is consistent with the Evidence based practice, policies and procedures and the management of risk

Risk Assessment

- To understand the range of risks potentially faced by the service user group.
- To undertake risk assessments and management strategies in line with trust and local policies, and ensure the delivery of care within same.
- To recognize potential crisis situations and act responsively and responsibly to resolve the situation, seeking assistance if required.
- To contribute to the CPA process and to support service users relatives/carers and other agencies within this process.
- To be aware of the potential for vulnerability to abuse amongst the service users/families, and use of the local policy to inform appropriate personnel in line with safeguarding vulnerable adults and children and SABP Policies
- To take all possible precautions to safeguard the welfare and safety of staff, service users, visitors and the public, by implementing all policies related to health, safety, security and risk.
- To identify and address health education issues that cause risks relevant to service user group.
- To ensure the safe custody of all patients in accordance with their
- Leave status as defined by the Responsible Medical Officer. This includes the supervision of patients within the community.

Professional/Personal Development

- To utilize in clinical supervision, and appraisal in enhancing performance development.
- To identify one's own development needs and set personal development objective in collaboration with the appraiser.
- To adhere to the Nursing and Midwifery council code of professional conduct for nurses.
- To ensure attendance at all SABP essential training.

- To demonstrate the achievement of competencies through the collection of evidence within a personal portfolio.
- To participate in the orientation and induction of all new staff.
- To contribute to the experience of learners and to ensure delivery of mentorship requirements meeting NMC standards for nursing students.

Management

- To participate in the recruitment, deployment and management of staff in line with SABP policy.
- To lead the development, maintenance and monitoring of service standards, collect and collate data/ information effectively for the purpose of audit, research and service performance.
- To identify, implement and evaluate, with others, areas for potential service improvement and agrees further action.
- To ensure structures are in place for effective appraisal, personal development and performance management and audit these regularly.
- To assist the team leader in ensuring a safe roster in the clinical area.
- To assess and plan care in a manner that is consistent with evidence based practice, policies and procedures and the management of risk.
- To take all possible precautions to safeguard the welfare and safety of staff, service users, visitors and the public, by implementing all policies related to health, safety, security and risk.
- To ensure compliance by self and staff of the Trust's Standing Orders, Standing Financial Instructions, Policies, Procedures and Guidelines, including taking all reasonable steps to manage and promote a healthy working and diverse working environment.
- To adhere to professional confidentiality standards.