Community Mental Health Nurse Band 5

Description	Essential	Desirable	Assessment Measurement Application Form - AF Interview - IN Assessment - AS
Education/ Qualifications	-Registered Mental Health Nurse RMN -Meet the requirements for revalidation as set out by the NMC. -High standard of education. -Good standard of written and spoken English.	Mentorship Preparation	AF/IN
Knowledge	-Understanding of / and the ability to conduct assessments and review of care in line with the requirements of the mental health care clusters. -Knowledge and understanding of health legislation, principles of CPA and Care Management, Mental Capacity Act, Mental Health Act 1983 and safeguarding, the NHS Constitution, and risk assessment / management.	-Working knowledge of the Mobius/Systm One Clinical Information Systems -Knowledge of working with external agencies involved in the care of people with mental health problems. -Knowledge of the physical health needs of service users and monitoring of same.	AF/IN/AS

	-Knowledge of current best practice and models within nursing practice in mental health. -The ability to devise comprehensive care plans that incorporate effective, individualised and evidence-based therapy interventions. -Understanding of the nature of mental health conditions and how they can affect people's day to day life and impact upon recovery. -Commitment to ongoing learning through CPD for self. -Ability to support the team to meet their key performance indicators and contractual targets. -Understanding or experience in the Performance management And supervision of lower banded staff. -Good IT skills i.e. Word / Excel, PowerPoint and Outlook -Experience of using an electronic information system. -Experience of and participation in audit and research.		
Skills/Experience	-Literate in IT/Computer Skills. -Good oral communication	-Promoting concordance with medication and treatment regimes.	AF/AS IN

	skills based on fluency on the English language. -Deliver training to colleagues and lower banded staff. -Ability to critically analyse and review research findings and reports. -To assess and treat own caseload of service users in accordance with Trust clinical pathways. -Undertake physical health checks of services users and act on the findings appropriately. -Undertake a range of clinical duties e.g. providing practical support and guidance to service users. -Demonstrate an Understanding of the Trust Core Values. -Understand the need for compassion in working with colleagues, servicer users and families. -Support families and carers within the boundaries of their role and professional code of conduct. -Ability to work under pressure and meet deadlines where required. -Act as key worker to a group of service users. -To take on the role of	-Mentorship and supervision of lower banded staff. -Experience in delivering smoking cessation training. -Supervise and manage lower banded staff within the professional group and team locality as required.	

	lead practitioner.		
	-Self-motivated with a desire to contribute to the ongoing service development.		
	-Participate in service reviews and research. Able to demonstrate a level of flexibility, innovation and creativity in the working environment.		
	-Ability to engage and motivate people.		
	-Ability to organise individual and group activities / work skills.		
	-Requirement to undertake carers assessments.		
	-Capability to work under pressure and meet deadlines where required.		
	-Experience in risk assessment of service user activity.		
	-Record all patient related information on Trust electronic records system.		
	-Ability to work effectively and flexibly without direct supervision from a senior Nurse.		
	-Ability to report back at professional meetings / reviews on an individual / group performance.		
	-Produce reports for manager's appeal / renewal hearings and mental health review		

	tribunals.		
	-Supervise the work of nursing students and support workers.		
	-Excellent organisational skills, ability to prioritise own workload.		
	-Adapt to change when required.		
	-Adhere to NMC Code of Professional Conduct.		
	-Demonstrates an awareness of the importance of maintaining personal, therapeutic and professional boundaries.		
	-Awareness of environment and ability to make decisions that will ensure their own safety and that of others.		
	-Valid DBS clearance.		
Personal Qualities	-Shares the Trust's Beliefs and models this in their attitude and behaviour.		AF/IN
	-Ensures that the organisational values of open, compassionate and empowering are demonstrated by self and others every day and that any matters of concern are addressed in a timely way, either directly; or raised with the relevant Line Manager; or through the relevant processes within the Trust as appropriate.		
	-Able to identify own stressors and take		

	appropriate action to prevent negative impact of this on wellbeing and seek appropriate and timely support. -Resilience to effectively manage their own emotions in response to the emotional distress of others. -Able to effectively manage own emotions in response to the		
Additional requirements	-Fitness Analysis as appropriate. -Current UK driving licence, and access to a car for work purposes. -Provide professional nursing advice when dealing with service users, staff, visitors and other professionals on a daily basis. -Ability to assess own environment and make decisions that will ensure their own safety and the safety of the service user. -Lone working in the community. -Able to work across the locality area as requested by Line Manager. -Ability to travel independently across a defined geographical area.		IN/AS