

## **JOB DESCRIPTION**

### **Oxford Health NHS FT**

<b>Job Title:</b>	<b>Community Mental Health Nurse</b>
<b>Band:</b>	<b>6</b>
<b>Responsible to:</b>	Team Lead/ Manager
<b>Responsible for:</b>	Direct Reports
<b>Accountable to:</b>	Head of Service

Author:	Sarah Hill & Debbie Walton
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## **JOB PURPOSE**

The role of the Community Mental Health Nurse is to work within their professional scope of practice to actively promote values-based practice when working with others to ensure rights-based and recovery-focused approaches whilst advocating for the service user. Completing comprehensive assessments and personalised care which is dynamic and flexible to support service users and their families/carers. By providing evidence-based interventions, specialist nursing advice and carrying out nursing procedures. Working as a role model within a multi-disciplinary team enhancing the unique value of mental health nursing.

## **DUTIES AND RESPONSIBILITIES**

### **Clinical Practice**

- To work as an autonomous practitioner an active participant of the multi-disciplinary team undertaking specialist nursing assessments in collaboration with the service user and their families/carers and presenting back to the wider MDT.
- To work in partnership with service users and their families/carers to ensure the development of a treatment plan to facilitate their safety, promote their well-being and support their independence and inclusion in the community. This may include working closely with partner agencies.
- To delivery evidence-based interventions following NICE guidelines to promote recovery and relapse prevention in a variety of settings.
- To regularly review care and outcomes, supporting service users to complete clinical outcome measures and monitoring progress and adapting treatment options as required.
- Knowledge of common physical health conditions and their management, and an ability to complete cardiometabolic assessments.
- Extensive knowledge of medications including side effects, management, and the administration of medications within the NMC guidelines and Trusts policies.
- Offer professional consultation to multi agency services/meetings/forums.
- Contribute to the duty provision within the team

### **Education and the facilitation of learning**

- To support and participate in a team based learning culture, engaging in practice development initiatives, supervision, and reflective practice forums.
- Demonstrate initiative and are creative in finding solutions to problems.
- To maintain own competency to practice through Continuous Personal Development and maintain a portfolio which reflects this in line with the requirements for the NMC
- To actively participate and lead on clinical education and support for students, non-registered staff and other members of the team.

### **Leadership and development**

- To support and supervise junior members of the team and to act as a mentor/preceptor to student nurses/trainees.
- To promote awareness of the professional role within the team.
- To deputise for deputy team manager/team manager as appropriate
- To contribute and support the Trust Nursing Strategy.

**Research, evidence, and development**

- To participate in the operational planning, implementation of policy and service development within the team, leading on delegated projects.
- To undertake research and/or audit projects relevant to the service area.
- To support and engage in QI projects relevant to role
- To promote the importance of co-production within teams

**STRUCTURE CHART**

Please see relevant job advert.

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## **CODE OF CONDUCT**

All staff are required to work in accordance with their professional group's code of conduct (e.g. NMC, GMC, DoH Code of Conduct for Senior Managers).

This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.

In addition to undertaking the duties as outlined above, the post-holder will be expected to fully adhere to the following:

### **Personal Development**

- To actively participate in an annual performance review (appraisal) and the development and implementation of a personal development plan.
- To take responsibility for their own professional development ensuring professional standards are maintained and statutory and mandatory training is in date.
- To attend any training as requested.

### **Code of Conduct**

- To adhere to the Professional Code of Conduct relating to your profession (if applicable).
- To uphold the principles and values set out in the NHS Code of Conduct for Managers.
- To support the organisation in developing an effective work/life balance for employees that meets the needs of the organisation.
- To ensure that the health and wellbeing of patients is at the centre of all activities and that all staff engage and communicate with patients as appropriate.
- To always promote quality and safety of patients, visitors and staff thus enabling the Trust to meet its regulation requirements (Care Quality Commission Registration – Regulations and Outcomes) that relate most directly to patients and also strive for continuous quality improvement.

### **Equal Opportunities/Diversity**

- To observe Oxford Health NHS Foundation Trust's Equal Opportunities Policy providing equality of treatment and opportunity to employees, service users and service providers irrespective of sex, sexuality, age, marital status, ethnic origin or disability.

### **Health & Safety**

- To take responsibility for the health & safety of themselves and other persons who may be affected by their omissions or actions at work.
- To promote the Trust's Health and Safety Policy and ensure matters are managed in accordance with it.
- To co-operate with the Trust to ensure that statutory and departmental regulations are adhered to.
- Report accidents, incidents and near misses, implementing corrective action where necessary.

### **Infection Control**

- To comply with Trust policies for infection control and hand hygiene such as hand hygiene, decontamination Policy, uniform and workwear code and standard precautions Policy to reduce the spread of healthcare-associated infections (HCAIs).
- Employees with clinical responsibilities must incorporate into their clinical activities up to date evidence that supports safe infection control practices and procedures, such as the use of aseptic techniques and the safe disposal of sharps.
- In line with the Health and Social Care Act all staff have a responsibility for maintaining high standards of environmental cleanliness, which includes escalating and addressing any concerns.

### **Confidentiality and Data Security**

- To comply fully with the duties and responsibilities outlined in the Trust's Information Governance Policy.
- To comply with the Data Protection Act 2018 and General Data Protection Regulations (GDPR), National Data Security Standards and any professional code of practice on Confidentiality and Data Protection as accepted by the Trust. Departmental codes of practice and procedures for confidentiality are available from the head of department.
- To ensure that all information collected, stored and used is done so in compliance with the above Act and any relevant Trust Policy.
- To preserve the confidentiality of any information regarding patients, staff records in your area (in connection with their employment) and the Trust business. This obligation shall continue in perpetuity.
- To raise any matters of concern with your Manager/Director

### **Safeguarding**

- To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and supervision as appropriate to the role.
- To support the organisation in ensuring service users are protected from abuse or the risk of abuse and their human rights are respected and upheld.
- To ensure concerns are responded to appropriately in line with the Trust's Safeguarding Adults Policy and the Child Protection Policy and interagency safeguarding procedures.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

### **Other**

- To be aware of and work in line with all Trust policies and procedures.
- To carry out any other tasks as reasonably directed.

## PERSON SPECIFICATION

Band 6		
Criteria for Selection	Essential Requirements	Desirable Requirements
Knowledge Requirements	<ul style="list-style-type: none"> <li>• Good knowledge and interest in community care and have specific clinical expertise in mental health.</li> <li>• Understand and have experience of Risk Management</li> <li>• Good understanding of Clinical Governance</li> <li>• Understand the legal responsibilities of the profession.</li> <li>• Have an understanding of CMHTs and interdisciplinary working</li> </ul>	<ul style="list-style-type: none"> <li>• Good knowledge of community services</li> <li>• Awareness of National and local issues concerning mental health</li> </ul>
Qualifications – Academic/Skills/Professional	<ul style="list-style-type: none"> <li>• Professional Qualification RMN (Degree or equivalent)</li> <li>• Professional Registration RMN</li> <li>• Evidence of Continuing Professional Development (CPD) portfolio</li> </ul>	<ul style="list-style-type: none"> <li>• Post graduate education specifically relating to client group (Post basic qualification in community care/ research awareness/ management)</li> </ul>
Further Training or Job Related Aptitude and Skills	<ul style="list-style-type: none"> <li>• Be IT literate.</li> <li>• Have excellent English verbal and written communication skills.</li> <li>• Ability to prioritise effectively.</li> <li>• Evidence of sound problem solving skills</li> <li>• Ability to work collaboratively as part of a team</li> <li>• Ability to carry out moderate to intense physical effort</li> </ul>	

	throughout the working day and carry out concurrent activities	
Experience	<ul style="list-style-type: none"> <li>• Appropriate significant experience post qualification experience.</li> <li>• Experience of working within a multidisciplinary team</li> <li>• Ability to at times manage in a stressful/challenging working environment.</li> <li>• Experience of supervising other staff</li> <li>• Adaptable and flexible</li> <li>• Able to use own initiative when appropriate.</li> <li>• Keen to learn.</li> <li>• Team player</li> <li>• Reliable</li> <li>• Able to challenge and be challenged.</li> <li>• Able to build rapport</li> </ul>	<ul style="list-style-type: none"> <li>• Community work with people with mental health needs.</li> <li>• Experience of audit</li> <li>• Experience of supervising student placements.</li> </ul>
Personal Qualities	<ul style="list-style-type: none"> <li>• Comprehend and work within the Trust policies of data protection, equal opportunities, Health &amp; Safety and to meet the diverse needs of patients.</li> <li>• Able to travel to undertake work and have the capacity to carry equipment relative to your post.</li> <li>• Able to comply with Manual Handling policies and guidelines.</li> </ul>	
Contractual Requirements or other requirements	<ul style="list-style-type: none"> <li>• Ability to travel between sites and to regional meetings</li> </ul>	