

## JOB DESCRIPTION

<b>Job Title:</b> Community Psychiatric Nurse	
<b>Reports to (post title):</b>	
<b>Evaluated Banding:</b> Band 6	
<b>Role Purpose:</b>  <p>To provide a defined level of specialist assessment and access to interventions for a diverse patient group and their families under the care programme approach, who present with significant mental health problems/disorders.</p> <p>To provide realistic timely or occasionally intensive support to patients within their own community setting.</p> <p>To demonstrate active clinical and managerial leadership skills within the team, providing education and supervision to junior staff members and other professionals</p>	
<b>Role Context:</b>  <p>Experienced registered nurse (Mental Health/Learning Disabilities), with current registration with the Nursing and Midwifery Council (NMC).</p> <p>The role requires a clinician with specialist skills to assess patient's needs, analyse and formulate treatment plans within a multidisciplinary framework.</p>	
<b>Trust Values</b>  <p>All colleagues are expected to demonstrate at interview and throughout employment that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values:</p> <p style="text-align: center;"><b>Trust Honesty Respect Compassion Teamwork</b></p>	
Key Accountabilities	Performance Measures
<b>Clinical Work Practice</b>  <p>To assess, design, implement and evaluate safe, creative and effective treatment plans in collaboration with the patient's needs, their carers and other professionals.</p> <p>Interventions will be evidence based and designed to reduce stress and anxiety, manage risk and aid recovery.</p> <p>To maintain accurate, timely and relevant clinical records both written and computerised. To maintaining the safe custody of healthcare records.</p>	<p>Evidence of awareness and completion of relevant assessments. Individual care plans which are specific to areas of need and are evidence based.</p> <p>Appropriate professional and agreed criteria are met</p>

<p>Responsible for the safe monitoring, management, conveyance and administration of medication as required by Trust policy.</p> <p>Demonstrate and be responsible for the safe application of relevant, up-to-date legislation including the Mental Health Act, Mental Capacity Act and Safeguarding.</p> <p>To provide appropriate and relevant telephone support, where appropriate to peers and non-registered team members</p> <p>On going professional nursing leadership within a multi-disciplinary team.</p> <p>Compliance with best practice directions (NICE) and participation in quality and safety initiatives.</p> <p>To access and provide clinical supervision to maintain competency and deliver best quality patient care</p> <p>To undertake any other duties that would be a reasonable expectation of the role</p>	<p>Record clinical supervision on appropriate/required information systems and reflective piece for revalidation</p>
<b>Dimensions</b>	
<p>Highly specialised clinical expertise</p> <p>Developmental, consultative, educational, supervisory and health promotion elements</p> <p>Part of a team which serves a population of people over 65 years of age within Nottinghamshire</p>	
<b>Safeguarding</b>	
<p>All employees are responsible for taking all reasonable measures to ensure that the risks of harm to children and vulnerable adults are minimised. They should take all appropriate actions to address concerns, working to agreed local policies and procedures including the guidance on Safeguarding, in partnership with other relevant agencies. This includes accessing appropriate training, advice, and support.</p>	
<b>Disclosure and Barring Services</b>	
<p>Where this post relates to the types of work, activity, employment, or profession as set out in The Exceptions Order made under the Rehabilitation of Offender Act 1974; the post will be subject to a DBS Disclosure check at the point of recruitment and thereafter, as the Trust determines appropriate. The level of the check will be determined by the type of activities undertaken and the level of contact the post holder will have with children and/or adults in receipt of health services.</p>	
<b>Infection Control</b>	

All employees of Nottinghamshire Healthcare NHS Foundation Trust have an individual responsibility to have knowledge of and employ the basic principles of infection prevention and control practice. All employees must comply with infection prevention and control mandatory training requirements specific to their role.

#### **Equality and Diversity**

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation.

#### **Sustainability and Net Zero – Supporting Our Green Plan**

The Trust places great importance on reducing its carbon footprint and maximising the positive social, economic, and environmental outcomes of Trust actions and activities on its patients and the planet. It is the responsibility of all staff to support the delivery of the Trust's Green Plan and contribute to achieving Net Zero Carbon. This will include using energy and water efficiently, reducing the consumption of materials, reducing waste, and increasing recycling, printing less, reporting faults or heating/cooling concerns promptly and minimising travel.

#### **Data Quality Statement**

All staff of Nottinghamshire Healthcare NHS Foundation Trust have a responsibility for data quality, improved data quality leads to better decision-making across the Trust. The more high-quality data, the more confidence the organisation has in decisions. Good data decreases risk and can result in consistent improvements in results. Employees within data roles have a responsibility for inputting high quality data (accurate, valid, timely, complete) and for ensuring that high quality data is maintained.

#### **Communication**

Providing and receiving complex, sensitive and confidential information, where there is a requirement to communicate in a professional manner with patients, carers, other healthcare professionals and agencies where there are limitations/barriers to understanding with regards to comprehension, concentration, capability and communication.

An ability to demonstrate empathy, persuasion and reassurance to vulnerable patients and their carers.

#### **Knowledge, Training and Experience**

Professional Qualification (Mental Health/Learning Disabilities) plus significant further specialist knowledge/post registration experience to diploma level or equivalent in Mental Health or Intellectual/Learning Disabilities or other formal training. Maintains current registration with the NMC and adheres to the NMC Code.

Demonstrate an understanding of physiological healthcare and have the ability to take appropriate action. i.e. signposting for diabetes, epilepsy.

Advanced knowledge of the principals of medication management and concordance

To demonstrate continued professional development to maintain professional registration

Ability to demonstrate leadership skills and qualities.

Experience of education of others

Knowledge/accreditation in assessing students in clinical practice

Working knowledge of the Care Programme Approach, Mental health Act, Mental Capacity Act, Deprivation of Liberty and Safeguarding etc.

### **Analytical and Judgement Skills**

Judgements involving complex facts or situations, which require the analysis, interpretation and comparison of a range of options.

Judgements on problems requiring investigations and analysis including specialist assessment of patient conditions, recognising a deteriorating patient, suitability for discharge from caseload.

Demonstrate an ability to carry out a comprehensive assessment of specialist health, wellbeing and social care needs.

To develop and modify the care package or where appropriate refer to an external agency.

An understanding of how medication, diet, psychological and external factors can impact on patient care.

### **Planning and Organisational Skills**

Ability to work on own initiative; carry out new/comprehensive assessments in a wide variety of community settings.

Ability to manage own time by prioritising work load.

Organise own time and that of other staff and learners, plan staff off duty rotas; undertake discharge caseload planning, involving and co-ordinating with other agencies

<b>Physical Skills</b>
<p>There is a requirement for the post holder to use physical skills obtained through practice, examples of this includes breakaway, occasional giving of IM injections</p> <p>Ability to travel across Trust sites and to patients homes</p>
<b>Responsibility for Patient/Client Care</b>
<p>Develops programmes of care/care packages</p> <p>To assess, design, implement and evaluate safe creative and effective treatment plans in collaboration with the patient's needs, their carers and other professionals.</p> <p>Follow the NMC Code demonstrating care and compassion in the delivery of care</p>
<b>Responsibility for Policy/Service Development</b>
<p>Follows and implements policies in own work area and proposes changes to working practices,</p> <p>Participates in the development of evidence based effective practices in the service including NICE guidance.</p> <p>The duties and responsibilities of the post will be undertaken in accordance with the policies, procedures and practices of Nottinghamshire Healthcare NHS Foundation Trust. It is the post holder's responsibility to keep up to date with these policies and other policy documents.</p>
<b>Responsibility for Financial and Physical Resources</b>
<p>To maintain a personal duty of care for financial &amp; physical resources.</p>
<b>Responsibility for HR</b>
<p>Regularly responsible for operational &amp; clinical supervision of peers, registered and non-registered staff and supervision of students.</p> <p>Provide mentorship, preceptorship, supervision and support of students/newly registered staff</p>
<b>Responsibility for Information Resources</b>
<p>Records personally generated information</p> <p>Will be responsible for accurately updating patient's healthcare records.</p> <p>Validation of data/records submitted by non-registered staff</p>

<b>Responsibility for Research and Development</b>
Undertake surveys/audits as necessary to own work
<b>Freedom to Act</b>
Expected results are defined but the post holder decides how these are best achieved  Works within the NMC code and professional guidelines in accordance with Trust policy and procedures, managing their own defined caseload and accountable for their own practice
<b>Physical Effort</b>
Occasional requirement for moderate physical effort for several short periods during a shift.i.e. requirement to safely manoeuvre and transfer patients  Daily requirement to travel to patients for home visits
<b>Mental Effort</b>
Frequent concentration where the work pattern unpredictable. Frequent requirement to undertake patient/environmental observations and risk assessment of patients conditions  Concentration required for checking documents and recording information
<b>Emotional Effort</b>
Frequent exposure to distressing or emotional circumstances, occasionally highly distressing due to the patient group involved and the unpredictable, varying and intensive nature of their illness and associated risks.
<b>Working Conditions</b>
Frequent unpleasant working conditions, occasionally highly which may be due to the unkempt home environment of some patients, verbal abuse and exposure to body fluids  Potential exposure to hazards where personal alarms will be required  Adhere to Lone Working policy and Health and Safety guidance.
<b>Organisation Chart</b>
<b>Our promise to you</b>

We will ensure that you are supported and lead in line with our Trust Values: **Trust**, **Honesty**, **Respect**, **Compassion** & **Teamwork**



Nottinghamshire Healthcare NHS Foundation Trust actively works to fulfil the seven elements of the NHS People Promise.

We will adhere to the promise and support all our colleagues, assuring that we are continuously striving to listen to colleagues, adapting accordingly and striving always to be the best place to work.



### Signatures

After reviewing the questionnaire please sign to confirm agreement

Post holder:

Date:

Line Manager:

Date:

Next level Manager :

Date:





## EMPLOYEE SPECIFICATION FOR THE POST OF CPN MH/LD COMMUNITY BAND 6 (GENERIC)

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation

Attribute	Essential	Weight	Desirable	Weight	How Identified
Values	<p>All colleagues are expected to demonstrate at interview that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values:  <b>Trust Honesty Respect Compassion Teamwork</b></p> <ul style="list-style-type: none"> <li>All colleagues are expected to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion (EDI) and how it applies to their role. The Trust's expectations are highlighted within our EDI Policy, and associated EDI and Human Rights legislation</li> </ul>	2			Interview
Physical requirements	<p>Able to undertake training in the management of violence reduction</p> <p>Has the physical ability to perform the full range of nursing duties</p>	2			Application Form
Qualifications - Academic / Craft /	Professional Qualification (Mental Health/Learning Disabilities/General) to degree level or equivalent.	2	Demonstrate continued professional development to maintain professional registration	2	Application Form

Professional	Maintains current registration with the NMC  Further specialist knowledge/post registration experience in specific service area or other formal training.				
Training	Willingness to undertake new clinical practices, education and training that will enhance service delivery.	2			Interview
Experience	Demonstrates satisfactory clinical expertise for the banding.  Specialist and area specific experience.	2	The ability to deal with and resolve conflict	2	Application Form  Interview
<b>Attribute</b>	<b>Essential</b>	<b>Weight</b>	<b>Desirable</b>	<b>Weight</b>	<b>How Identified</b>
Knowledge	Knowledge and understanding of current legislation and understanding of clinical risk assessments  Knowledge of the nursing 6 c's	2	Awareness of national and local issues impacting of nursing care  Knowledge of management theories	2	Interview

Skills	Ability to work as part of a team Good written/oral communication skills Diplomatic, caring & sympathetic Ability to be flexible and handle conflict issues Good skills in assessment intervention and evaluation of patients nursing care. Clinical supervision skills IT skills	2	A high level of emotional intelligence	2	Application Skills  Interview
Contractual Requirements	Ability to work to meet the needs to the service (including unsocial hours and bank holidays) A full UK driving licence and vehicle for business use is required for this post; however reasonable adjustments will be made for disabled individuals in line with the Equality Act 2010.	2			Interview

**PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT**