

## Job Description

<b>Job Title:</b>	<b>Community Mental Health Nurse</b>
<b>Band:</b>	<b>6</b>
<b>Locality:</b>	<b>Pennine</b>
<b>Service:</b>	<b>Older Adult RITT Team Pennine Mental Health Team</b>
<b>Base:</b>	<b>Balladen House</b>
<b>AfC Ref:</b>	
<b>Hours of work:</b>	<b>37.5 per week</b>

### Reporting Arrangements:

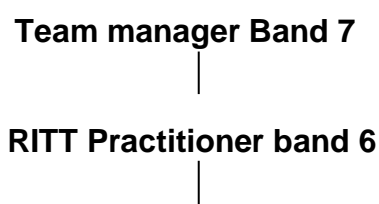
**Managerially accountable to: Team Manager**

**Professionally accountable to: Team Manager**

### Job Summary

To act as a key member of the multi-disciplinary team ensuring the effective assessment, planning, monitoring and evaluation of care given to service users with severe and enduring mental illness under the care programme approach process whilst liaising with a wide range of multi-agency professionals.

### Department Chart



### Key Responsibilities

- To undertake specialist health, occupational and social care needs assessments, with a service user on a regular basis. This includes risk assessments in relation to the service user, family members and environmental risks.
- To formulate specialist multi-disciplinary treatment and intervention plans for service users in response to identified needs, under the auspices of the care programme approach. This is often of a complex nature however the complexity will be taken into account by the manager allocating the case and will be in line with the band 6 role. The task will also require creation of crisis and contingency plans and frequent adjustments to those plans.
- Act as a key member of the multi-disciplinary Rapid Intervention and Treatment Team.

- Actively manage own caseload seeking supervision and guidance from managers where required.
- Engage in the screening and assessment of service users as part of the duty team. This role includes liaison with multi-agencies, screening of urgent referrals on a daily basis which takes judgement, make urgent assessments regarding risks of aggression, self-harm and suicide, complex assessments requiring judgements and concentration.
- Undertake driving as part of the role. Spending varying periods of time driving to service users' homes and other venues on a daily basis. Where appropriate, at the discretion of the member of staff, following a risk assessment, may transport a service user in their car.
- To administer depot medication as required to service users within the clinical environments and the service user's home (registered nurses only). Also to provide information, education and monitoring of mental health and any side effects of medication reporting to the responsible medical officer if appropriate.

### **Communication and Relationship Skills**

- Act as a link liaison person and network between the team and statutory and non-statutory agencies.
- To participate, in meetings as required by the team and the wider service.
- Participate in forums which impact on own and wider service.
- Exercise effective clinical and practice leadership within the community mental health team.
- Provide complex and sensitive information to service users and carers and the multi-disciplinary team, which can be conflicting from the different professionals in relation to severe and enduring mental illness. There may be barriers to communication if a service user is experiencing hallucinations/delusional ideation or if interpreters are required for people from ethnic minority backgrounds, or if a service user is experiencing any other disability.
- Maintain and promote positive working relationships with all referral agencies.

### **Analytical and Judgmental Skills**

- Influence team decisions and take appropriate agreed risk in relation to service user needs.
- Lone working on a daily basis within unpredictable circumstances.

### **Planning and Organisational Skills**

- Actively co-ordinate care given by yourself and the multidisciplinary and multi-agency teams and arrange complex care programme approach meetings.
- Review treatment plans on a regular basis, arranging for the transfer of service users back to primary care or other appropriate service.
- Ensure the effective management of a defined caseload receiving supervision on a monthly basis or as appropriate.

### **Physical Skills**

- Implement care utilising therapeutic skills following necessary skills training
- Act and undertake duties of a care co-ordinator for service users on the care programme approach who have severe and enduring mental illness. This requires judgement and analysis of complicated facts in relation to their illness and treatment required. It also requires tact, diplomacy and empathy.

## **Patient/Client Care**

- Maintain high standards of care.
- Undertake and promote practice sensitive to the needs of service users from diverse, disability and minority ethnic backgrounds.
- To advocate on behalf of service users and carers.
- Empower service users and their carers.
- Engage and work with service users and at times family members, who exhibit highly disturbing challenging, unpredictable and aggressive behaviour on an average daily/weekly basis. This includes service users who experience hallucinations/delusional ideation and who may have children who are on the “at risk” register.
- Receive complex and sensitive information from service users, carers and the multidisciplinary team, which can be conflicting. There may also be barriers to communication if a service user is experiencing hallucinations, or if from an ethnic minority background.
- Participate in the development, implementation, monitoring and evaluation of standards of effective service user care.

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

- In accordance with professional body guidance, ensure practice is safe, effective and evidence-based.
- Participate in child protection conferences and write out relevant reports.
- Support innovations within the team and wider service.
- Adhere to and implement Trust policies and procedures and to contribute to their development when required.
- Participate in the process of audit as a means to informing service evaluations

## **Responsibility for Human Resources**

- Participate in the supervision process receiving caseload, managerial, professional and clinical supervision on a monthly basis, working independently within the occupational guidelines.

## **Responsibility for Information Resources**

- Maintain appropriate records written or electronic, adhering to professional bodies and Lancashire South Cumbria Care NHS Foundation Trust guidelines for record keeping and meet the requirements of the Data Protection laws and Caldicott Guidelines.
- Utilise keyboard skills, information technology skills and administrative role.
- Ensure relevant documentation is completed within necessary timescales.

## **Research and Development**

- Provide advice/education to statutory and non-statutory organisations.
- Take personal responsibility for own professional development.
- To be responsible for ensuring practice is evidence-based.
- Ensure continued registration with relevant professional regulatory body.
- Act as a resource for the service by developing specific areas of expertise and psychosocial intervention, cognitive behavioural therapy.

- Attend appropriate mandatory and other training and study to meet learning needs as identified in the personal development review process.
- Attend post-basic educational programmes as required.
- Possess a deep knowledge of the Mental Health Act 1983 and other relevant legislation.
- Incorporate health and social care education and health promotion in your working practice.
- Demonstrate practical application of knowledge gained and evidence based practice.
- Attend clinical/practice assessors update where appropriate.

### Freedom to Act

- In accordance with the duties of the role as described above

## Person Specification

Our vision: high quality care, in the right place, at the right time, every time.

Description	Essential	Desirable	Assessment
Education/ Qualifications	Registered Mental Health nurse  Evidence of commitment to continuing professional development	Relevant post basic qualifications	Application & interview
Knowledge	Understanding of health and safety policies and procedures Knowledge and practice of Mental Health Act 1983  Can provide evidence of recent	Demonstrate understanding of how research has influenced practice	Application & interview

	professional/personal development		
Experience	Willingness to participate in mentor/preceptorship process in respect of own practice	<p>Able to work as part of multidisciplinary team</p> <p>Experience of assessing, planning and implementing and reviewing care needs</p> <p>Experienced in acting as a mentor/assessor of student staff</p> <p>Experience of CPA care co-ordinator role</p> <p>An understanding and awareness of the NHS plan, NSF and other relevant documentation</p>	Application & interview
Personal	<p>Able to demonstrate and understand the concept of community care and the need to develop good networks.</p> <p>Good interpersonal skills</p> <p>Developed clinical skills</p> <p>Can demonstrate communication skills through practice and experience</p>	Can demonstrate the ability to manage change	Application & interview

	<p>Ability to maintain own performance and participation in group skills</p> <p>Ability to manage time and workload</p> <p>Demonstrates an ability to motivate self and others</p>		
Other	Ability to travel as required over service's footprint		

• **PHYSICAL EFFORT**

What physical effort is required for the job?	How often?	For how long?	What weight is involved?	Any mechanical aids?
Driving for prolonged period	daily	As required		

Is the job holder expected to sit / stand in a restricted position?	How often?	For how long?	What activity is involved?
Yes	Every shift Weekly Monthly Less Often	As required	Use of computers/IT systems

• **MENTAL EFFORT**

Are there any duties requiring particular concentration? – Please detail.	How often?	For how long?
Service user Assessments, making entries on the systems	daily	As required
Are there any duties of an unpredictable nature? – Please detail.	N/A	N/A
Risks from service users of violence and aggression	Daily	As required

• **EMOTIONAL EFFORT**

Does the job involve dealing with any distressing or emotional circumstances? – Please detail.	Direct / Indirect exposure	How often?
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Dealing with very unwell service user Breaking bad news Service user death	Direct	Possibly daily
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### • **WORKING CONDITIONS**

Does the job involve exposure to unpleasant working conditions? – Please detail.	How often?
Risk of violence and aggression	As required

### **Our values and behaviours**

The values and behaviours represent what we, as an organisation and the individuals who make up that organisation, are about. It is our aim that everything we do fits in with and reinforces, these values:

Values	Behaviors we expect
<b>We are always learning</b>	<ul style="list-style-type: none"> <li>✓ We pro-actively seek out opportunities to learn and support the learning of others</li> <li>✓ We prioritise quality and safety and are open and flexible to change and improvement</li> <li>✓ We value appraisals, supervision and learning opportunities</li> <li>✓ We speak up if we are concerned about safety and focus on opportunities to improve</li> </ul>
<b>We are respectful</b>	<ul style="list-style-type: none"> <li>✓ We are open and honest, trying our best to ensure people receive information in ways they can understand</li> <li>✓ We seek, value and learn from diverse perspectives, views and experiences</li> <li>✓ We put service users and carers at the heart of everything we do</li> <li>✓ We take pride in our work and understand we are responsible for our actions</li> </ul>
<b>We are kind</b>	<ul style="list-style-type: none"> <li>✓ We are approachable and show compassion</li> <li>✓ We actively listen to what people need and pro-actively offer our support</li> <li>✓ We care for our own wellbeing and the wellbeing of others</li> <li>✓ We celebrate success and provide feedback that is authentic and compassionate</li> </ul>
<b>We are a team</b>	<ul style="list-style-type: none"> <li>✓ We take personal and team accountability to deliver the highest standards of care</li> <li>✓ We work in active partnership with service users and carers</li> <li>✓ We actively build trusting relationships and help others feel joy and pride in work</li> <li>✓ We work well with colleagues across LSCft and in our partner organisations to enable patient centred, joined up care</li> </ul>

### **Special conditions:**

As a member of staff you have:

- Legal duties and responsibilities under health and safety legislation, plus a general duty to work safely and not to put others at risk, including colleagues, service users and visitors, as a result of any activity or omission at work.

- A duty to report any practice that you consider compromises standards of risk and health and safety. The Whistle-Blowing Policy gives effect to the Public Interest Disclosure Act under which an individual who raises such concerns for unfair treatment is protected.

All Lancashire and South Cumbria NHS Foundation Trust staff employed within all environments that have contact with service users, their families or systems to support them have a responsibility to safeguard and promote the welfare of children, adults and vulnerable families.

As a member of staff you must:

- All Lancashire and South Cumbria NHS Foundation Trust staff employed within clinical environments have contact with children, vulnerable adults, service users and their families must familiarise themselves and be aware of their responsibilities and adhere to the local safeguarding

children's board, local safeguarding adult board and Lancashire and South Cumbria NHS Foundation Trust procedures for safeguarding and protecting children.

- The Trust places great emphasis on the need for the strictest confidentiality in respect of personal data; both that of service users and staff. All information about people will be treated in the strictest confidence at all times. Breaches of confidentiality will be investigated and may lead to disciplinary action being taken.
- The Trust views its responsibility under the Data Protection Act and the Caldicott Principles as central to all activities that are carried out in its name. Staff are therefore expected to acquaint themselves with the principles of information governance and to complete the mandated training modules which have been agreed.
- The Trust places great importance on sustainable development, reducing its carbon footprint and maximising the positive social, economic and environmental outcomes of Trust actions and activities. As an employee it will be your responsibility to minimise your environmental impact, use resources efficiently, saving energy by switching off unnecessary equipment, reducing waste generation, using recycling / redistribution facilities, minimising travel and saving water when possible. If your role involves purchasing / ordering supplies you must consider the environmental / sustainable impacts and purchase optimal environmental / sustainable products / services.
- All staff and contractors must follow Trust policies and procedures relating to infection prevention and control (IPC) including the Dress Code Policy. All staff have a duty of care in following best practice which is fundamental to IPC, which includes maintaining a clean and safe environment at all times. It is an expectation that Trust staff at all levels make IPC a priority as they perform their roles.

Promoting equality and reducing inequalities:

- You should understand and uphold organisational policies and principles on the everyday promotion of equality, diversity and inclusion.



- You should create an inclusive working environment which values a variety of ideas, experiences and practice, where differences are respected and celebrated for the benefit of ourselves, the Trust and the communities we serve.
- You should uphold the Trust's commitment to health and wellbeing.



**We are  
Kind**



**We are  
Respectful**



**We are  
Always  
Learning**



**We are a  
Team**