

JOB DESCRIPTION / PROFILE

Job Title	Clinical Team Leader - CMHRS
Payband/Grade	Band 7
Directorate	Adult Community Mental Health Service
Job Description Reference	

My job makes better lives by leading and supporting a Community Mental Health Service in order to achieve excellent outcomes for the people who use our service and their carers. I achieve this through clinical interventions, excellent partnership working, supervision of colleagues, clear strategic direction and by following our Trusts clinical strategy and the feedback of the people who use the service.

Job Overview

To be part of a multi- disciplinary team providing the clinical leadership and clinical supervision of clinicians within the CMHRS Team. To ensure the service operates in a safe, effective & efficient way as part of the whole system of Mental Health services. In addition, to foster a culture that encourages and enables individuals to have an active role in identifying, planning and meeting their individual needs. Deputising for the Service Manager in their absence, undertaking management responsibilities as required.

NHS Competency	Level
Communication	4
Personal and People Development	4
Health, Safety and Security	4
Service Improvement	4
Quality	4
Equality and Diversity	4
IT Skills	2
Statutory Requirements	
NMC Registration	

SABP Leadership Competency	
Strategic Leadership	4
People Leadership	4
Performance Leadership	4
Personal Motivation	4
Values	
Treat People Well	
Create Respectful Places	
Involve not Ignore	
Open, Inclusive and Accountable	

Qualifications required

A clinical qualification to degree level or equivalent experience.

Current NMC registered Mental Health Nurse

Experience required

A minimum of 5 years post registration experience.

A minimum of 2 years' experience in a Managerial or Leadership role (Band 6 or higher).

Suitable for someone who has a very high level of clinical skills and experience, as well as the ability to lead and motivate a staff team in the pursuit of the provision of excellent quality care for people using our services.

[For a better life](#)

Key Responsibilities

1. Ensure that clinicians within own care area maintain a sensible workload, the needs of which can be safely met within the time available, through supervision.
2. Ensure that effective communication systems exist between all disciplines within the team and between GP Practices.
3. Participate in and lead meetings as appropriate.
4. Report all complaints and/or incidents relating to patients, relatives and/or staff within area as directed in accordance with the Trust's Complaints Procedure, and ensure the Service Manager is informed. To co-operate with any investigations carried out.
5. Maintain and update statistical information and submit appropriate returns as required.
6. Promote effective liaison with all statutory and voluntary agencies concerned with Mental Health, ensuring an effective awareness of the role of the Primary Care Mental Health Senior Nurse Practitioner and its availability within Primary and Secondary Care ensuring that junior staff are supported and supervised to achieve this.
7. Deputise for the Service Manager as required in all areas detailed above.
8. Actively contribute to the development and review of Policies and Procedures based upon best practice/evidence to aid the development and efficient functioning of the Primary Care Mental Health Team.
9. Participate in the recruitment and selection of nursing staff for the service.
10. Participate in the appraisal, staff performance management and other monitoring systems used within the service area.
11. Promote the principles of Improving Working Lives amongst team members ensuring fairness and equity.
12. To undertake other duties as requested by Service Manager which contributes to the development of the service, for example Health and Social Governance.
13. Comply with and adhere to the Professional Code of Conduct as outlined by the Nursing & Midwifery Council and other appropriate professional practice guidelines.
14. Act as a positive role model for colleagues/others in relation to personal / professional conduct and practice.