

Job Description

Our vision: To support our local communities by excelling in everything we do together.

Job Title:	Senior Community Mental Health Nurse
Band:	Band 6
Network:	Bay Locality
Base:	OA CMHT L&M De Vitre House Lancaster
AfC Ref:	
Hours of work:	37.5

Reporting Arrangements:

Managerially accountable to: Older Adult Team Leader

Professionally accountable to: Older Adult Team Leader

Job Summary

- Provide assessment, advice and treatment to people with Dementia and complex mental health needs referred to Community Services in accordance with care pathways for given specialism
- Deliver interventions in accordance with care pathways for given specialism
- Complete timely risk assessments, formulations and management plans
- Work closely with other professionals within and outside the Community Team
- Actively support the Team Leader in the achievement of KPI / CQUIN and related County Council targets, and maintenance of registration with regulating bodies
- Takes the lead on specific objectives as directed by the Team Leader, including supporting any changes to service delivery.
- Provide supervision and direction to junior staff within community services, including B5 colleagues.
- Contribute to the screening of referrals and allocation to service lines
- Support a culture of ongoing learning and development on an individual and team basis to ensure high standards are maintained and, where appropriate, contribute to the delivery of training as appropriate
- Actively promote teamwork, respect, integrity, accountability, excellence and compassion within the clinical team in accordance with the Trust values and code of conduct.
- Provide leadership to junior colleagues acting as a positive role model

The post holder will have a positive attitude to the care of the service users, be adaptable and resourceful and will be required to work regularly without direct supervision.

They will perform a range of roles including acting as a Lead Professional for service users with Dementia and Complex needs arising from Functional mental illness, and thereby liaising with general practitioners and other service providers to ensure appropriate care, treatment and support is available to individuals in line with their care plan.

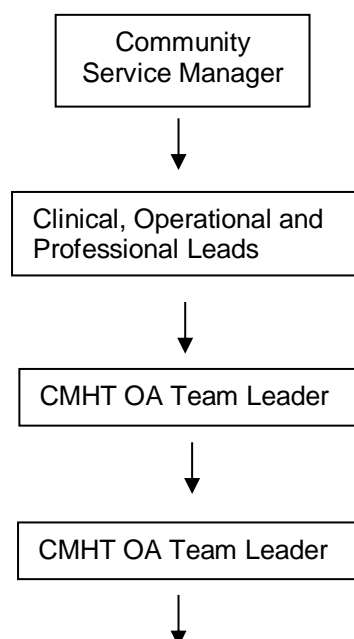
- The post holder must be prepared to work across service lines/specialism/network according to the needs of the service

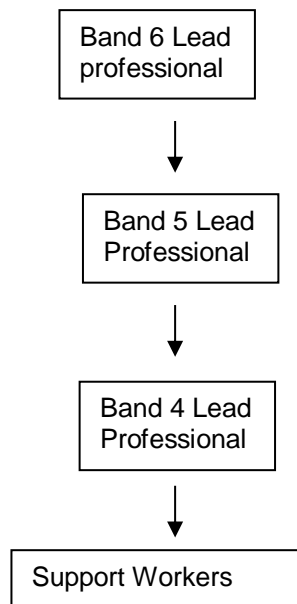
Key Relationships

The post holder will fulfil the role of Lead Professional and thereby have regular and frequent contact with a wide range of professionals and agencies involved with the services on their caseload. These will include:

Consultant Psychiatrists
Other Medical staff
Community and Hospital Pharmacists
Pathology Technicians
General Practitioners
Members of Primary Health Care Team
Members of Primary Mental Health Team
Occupational Therapists
Physiotherapists
Psychological Therapists
Social Workers including AMHP's
Voluntary Sector workers
Nursing Colleagues
Care Agency workers
Families/informal carer

Department Chart





Key Responsibilities

Communication and Relationship Skills

- Maintain and update patient records including electronic records in accordance with best practice and in line with Trust governance policies.
- Communicate effectively both verbally and in writing, ensuring assessments, detailed reports and all documentation relating to the service users care is recorded in accordance with established policies and protocols of Lancashire care and South Cumbria NHS Foundation Trust and the Team.
- Networking and providing advice and education on mental health services and liaising with other community teams both in the voluntary and statutory sector
- Establish and maintain effective liaison/communication with service users, carers and appropriate others.
- Maintain appropriate client confidentiality at all times, with reference to information sharing agreements.
- Develop and maintain effective working relationships with colleagues within the service and other relevant services and organisations, in order to maintain a safe and effective service. To be a positive team member, and to question concerns in a prompt, direct and responsible manner with appropriate persons.
- Communicate clearly and concisely in both written and verbal forms.
- To be computer literate and willing to train or be able to record data using software packages used by mental health services.

Analytical and Judgmental Skills

- Assess and use professional judgement to determine level of need and urgency, as well as obtaining further information as required, determining appropriate intervention and proposed outcomes of intervention

- Undertake risk assessments and determine the appropriate course of action, which has taken into consideration a range of possible options. Where necessary, ensure that consultation with senior colleagues is undertaken.
- Have an awareness of your own clinical competencies, knowledge base and experience, and ensure that you practice within this and seek support as required.

Planning and Organisational Skills

- To ensure referrals to the service are processed and responded to accordingly, in line with the operational policy of prioritising the needs of service users and carers
- To ensure timely and appropriate reporting procedures by full utilisation of the electronic care records and individual care plans.
- Organise meetings, including review meetings, professional and risk meetings.
- Responsible for managing own workload to ensure the needs to the individuals who use our services are met, taking the wider needs of the team into consideration.
- Ensure that interventions are planned in an integrated and co-ordinated manner, this may include liaison with external agencies.
- Plan and organise individual's packages of care and ensure that reviews are held within the required time frames, for example Section 117, Funding Panels and Dialogue+.
- Plan their own workload and the workload of junior colleagues (e.g. Band 3 colleagues) to ensure that care is provided in the highest quality and cost efficient manner.

Patient/Client Care

- To undertake and deliver comprehensive holistic assessments, effective interventions and implementation of Dialogue+ to patients with complex needs
- Undertake Enhanced Risk Assessments and complete complex risk formulations and management plans.
- Undertake Dialogue+ training and implement this intervention as outlined in the Dialogue+ SOP.
- As part of a multidisciplinary team assist service users and carers to create care plans, having explained options and obtained consent to care and treatment including any support that may be available from non-statutory agencies.
- Carry out a range of skilled interventions as indicated by care plans/care pathway which may include physical procedures or psychological interventions
- Complete Safety Plans plans in liaison with services users and their carers.
- Promote the empowerment and education of service users and carers in relation to their holistic health.
- Manage a caseload of service users with Dementia or Functional MH needs offering a range of interventions in-line with NICE Guidance.
- Act as a Lead Professional and participate in the implementation of Dialogue+, Care Management and Assessment Process as appropriate to the team and service user in line with Trust Policy.
- Provide advice to referrers, service user, carer, family, and relatives and signpost where appropriate
- Provide information to help Service Users and Carers make informed choices about opportunities and services available to them. This will include advocacy for, and on behalf of the Service User and Carer, to ensure full access to services, social amenities and benefits.
- Be fully conversant with the Mental Health Act and Mental Capacity Act, and accompanying code of practice. Comply with the requirements of the Acts in the delivery of care and administration of

treatment. Being aware of its implications and of professional responsibilities in respect of the Acts. Provide support to the Service User and carer as appropriate during Formal Mental Health Act assessments and subsequent reviews / hearings.

- Attend meetings relating to the service user and carer, ensuring the needs of individuals and their families are appropriately met and coordinated e.g. MDT reviews, Care Management meetings, Professional Strategy Meetings, Safeguarding Adult meetings.

Responsibilities for Policy and Service Development

- Attend regular team meetings, and other meetings as required
- Engagement in the development of mental health services as guided by line management
- Involvement in the implementation of local systems and process in your own area of work

Responsibilities for Finance

- Complete timely funding applications, e.g. FNC, 117 and review as per local policy
- Work efficiently within the community to minimise travel expenses incurred.

Responsibility for Human Resources

- Carry out statutory obligations and act in accordance with current legislation and departmental practice and initiatives within the Lancashire care and South Cumbria Foundation Trust and Adult Social Care
- Provision of day to day supervision and clinical supervision of junior colleagues, as allocated by line manager
- Demonstrate and role model excellent clinical skills.
- Mentor students in line with professional requirements
- Ensure that core training is maintained and you participate in training and development opportunities, in line with the Directorate's Workforce Plan, and to meet professional requirements.

Responsibility for Information Resources

- Ensure information resources are used to maintain a knowledge of Trust, Directorate and Team priorities and safety initiatives.
- Maintain up to date clinical record in a timely and accurate manner.
- Ensure information is shared with key stakeholders and other agencies in a secure manner

Research and Development

- Assist in a programme of research as directed by the line manager

Freedom to Act

- Work within the parameters of a defined caseload and take accountability for your own actions
- Work within the operational policies and service specifications of the team.

Person Specification

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

Description	Essential	Desirable	Assessment
Education/ Qualifications	RMN qualification Current professional registration with the NMC Mentorship qualification Willingness to undertake further training and evidence of continuing professional development	Leadership qualification	Application / Interview
Knowledge	Comprehensive knowledge of mental health needs for older people Comprehensive knowledge of the assessment and treatment of dementia Knowledge of a range of evidence based therapeutic interventions Working knowledge of current Mental Health policy/legislation Knowledge of Dialogue+ and Community Mental Health Framework Knowledge of Clinical Governance		Application / Interview
Experience	Post qualifying experience of working with older adults with mental health needs	Experience of working in a community setting	Application / Interview

	<p>Experience of having been a Lead Professional and managing a caseload.</p> <p>Experience of triage, clinical assessments and formulation.</p> <p>Experience of supervising staff and students</p>		
Personal	<p>Able to work in accordance with Trust Values and Behaviours.</p> <p>Compassionate in meeting the needs of vulnerable people and their families and carers.</p> <p>Able to engage with vulnerable people and work effectively in distressing and challenging circumstances.</p> <p>Able to work flexibly and co-operatively as part of a team.</p> <p>Able to use own initiative and make decisions independently.</p> <p>Self aware and committed to professional and personal development.</p> <p>Able to accept and respond positively to feedback from supervision.</p>		Application / Interview
Other	Promote equality and value diversity		Application / Interview

	Ability to meet the travel requirements of the role		
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EFFORT FACTORS

PHYSICAL EFFORT What physical effort is required for the job?	How often?	For how long?	What weight is involved?	Any mechanical aids?
Minimal	N/A	N/A	N/A	N/A

Is the job holders expected to sit / stand in a restricted position?	How often?	For how long?	What activity is involved?
No	N/A	N/A	N/A

MENTAL EFFORT Are there any duties requiring particular concentration? – Please detail.	How often?	For how long?
No	N/A	N/A
Are there any duties of an unpredictable nature? – Please detail.	How often?	For how long?
Staff may be expected to work beyond their normal working pattern, where able, in order to meet urgent needs.	Rare	N/A

EMOTIONAL EFFORT Does the job involve dealing with any distressing or emotional circumstances? – Please detail.	Direct / Indirect exposure	How often?
Staff may be exposed to emotional experiences when working with complex mental health needs and distressed carers.	Direct	Frequent

WORKING CONDITIONS Does the job involve exposure to unpleasant working conditions? – Please detail.	How often?
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Staff are expected to visit patients / carers in their own homes, which at times may be in an unhygienic state. Staff are provided with PPE and hand sanitisers where needed	Frequent
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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
We are always learning	<ul style="list-style-type: none"> ✓ We pro-actively seek out opportunities to learn and support the learning of others ✓ We prioritise quality and safety and are open and flexible to change and improvement ✓ We value appraisals, supervision and learning opportunities ✓ We speak up if we are concerned about safety and focus on opportunities to improve
We are respectful	<ul style="list-style-type: none"> ✓ We are open and honest, trying our best to ensure people receive information in ways they can understand ✓ We seek, value and learn from diverse perspectives, views and experiences ✓ We put service users and carers at the heart of everything we do ✓ We take pride in our work and understand we are responsible for our actions
We are kind	<ul style="list-style-type: none"> ✓ We are approachable and show compassion ✓ We actively listen to what people need and pro-actively offer our support ✓ We care for our own wellbeing and the wellbeing of others ✓ We celebrate success and provide feedback that is authentic and compassionate
We are a team	<ul style="list-style-type: none"> ✓ We take personal and team accountability to deliver the highest standards of care ✓ We work in active partnership with service users and carers ✓ We actively build trusting relationships and help others feel joy and pride in work ✓ We work well with colleagues across LSCft and in our partner organisations to enable patient centred, joined up care

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**