



JOB DESCRIPTION / COMPETENCY PROFILE

Job Title	Adult Eating Disorders Mental Health Nurse (RMN)
Payband/Grade	Band 5 with developmental plan to Band 6 after 12- 24 months (subject to evidence of competency)
Directorate	CYPS
Job Description Reference	

My job makes better lives by providing an accessible, non-stigmatising, localised service that contributes to the care of adults with moderate to severe mental health problems and their families.

Job Overview (Band 5) to be a core member of the Adult Eating Disorders Outpatients multi-disciplinary team, participating in the provision of on-going Outpatient assessment and treatment, care planning and treatment of patients with moderate to severe mental health problems.

NHS Competencies	B5	B6
Communication	2	2
Personal and People Development	1	2
Health, Safety and Security	1	1
Service Improvement	1	1
Quality	1	2
Equality and Diversity	1	2
IT Skills	2	2
Statutory Requirements		
NMC Registration as RN3 or RNMH		

Personal Competencies	B5	B6
Interpersonal Sensitivity	2	2
Courage	2	2
Teamworking	2	2

Values
Treat People Well
Create Respectful Places
Involve not Ignore
Open, Inclusive and Accountable

Qualifications required

Band 6 - Mentor Preparation or Teaching and Assessing in Clinical Practice

Experience required

Band 5 – 1 years' experience working with people with mental health (can be pre-qualification) and definite knowledge of eating disorders.

Band 6 – 18 months -2 year's post qualification experience of working with adults with moderate to severe eating disorder difficulties in inpatient (Day Care) or community setting.

Suitable for someone who is passionate about providing high quality, evidence based care and treatment of adults with moderate to severe eating disorders as a member of a multi-disciplinary team. You will need to have valid driving license for use in the UK.

For a better life

Key Responsibilities

Band 5

- To discharge professional responsibilities under the Mental Health Act (1983) and revised subsequent act Mental Capacity Act (2005) and the NMC Professional Code of Conduct
- Carry own caseload within Outpatients and undertake holistic assessments including risk of the client's needs, either individually or in identified complex cases jointly with another member of the Outpatient team. Provide comprehensive risk assessment.
- Work collaboratively with, and liaise with any associated agencies ie Social Care, Specialist Eating Disorder Units (SEDU's), General Hospitals, CMHRS etc and other appropriate agencies/professionals/carer's to ensure best outcome for the client.
- Act as a Care Coordinator for agreed case load to ensure each person has a defined care plan to meet their needs care is delivered in line with Trust policies.
- Offer support for Students on placement.
- Regularly attend Outpatient MDT meetings and other agency meetings as required.
- Work independently and co-work with other members of the team.
- Actively support and contribute to the Outpatient timetable, as well as Day Care timetable if required, working under the leadership of the senior nurses. This will involve participating and leading on group and individual therapy sessions, daily meal supervision (Day Care) and support and regular physical monitoring of clients.
- Take responsibility for maintaining accurate and timely records of all work undertaken in accordance with Trust policies and legal requirements.
- Participate in research/audit/reviews and other initiatives in accordance with clinical governance to promote an evidence based practice.
- Provide statistical information on all activity undertaken, in line with Trust procedures. Have basic IT skills and Data entry skills to enter clinical information on the data bases.
- Together with Clinical Supervisor, monitor the overall standard of services given to clients in case load and take appropriate action to manage case load and demand for services offered effectively and efficiently.
- Promote effective liaison with all statutory and voluntary agencies concerned with young people and mental health as required
- Through the appraisal and supervision systems identify own training needs and undertake continuous professional development.
- Ensure high standards of care are provided, and that regard to dignity, individuality, self-esteem and wellbeing of clients and relevant carer's is given.
- To work alongside AEDS Day Care services to facilitate good service provision and smoother transition across the AED service. This may include attending and

participating in Day Care day to day operations, attending Day Care MDT meetings and working alongside Day Care clinicians.

- To be supported and supervised to provide structured therapy sessions for clients/patients in Outpatients.

Key Responsibilities in addition to Band 5 (Please refer to Band 6 Job Description for a more comprehensive overview of requirements)

Band 6

- Independently and comprehensively assess clients referred to Outpatients, care plan, monitor physical and mental health risks in conjunction with the MDT, evaluate and plan discharge.
- To provide holistic support to clients through individual 'key working' sessions.
- Lead on meal time supervision and support.
- Deputise for the Senior Specialist Nurse and/or AEDS manager when necessary and lead on shift coordination.
- Be responsible for carrying out a range of therapeutic interventions with the client in concordance with NICE guidelines, either individually or in a group setting.
- To be able to liaise, advise and offer support to other associated mental health agencies regarding Eating Disorder matters.
- Offer support, supervision and mentoring for students on placement, following successful completion of mentorship course.
- Represent and act on behalf of AEDS multi-disciplinary team at Professional/network Meetings to offer advice/consultation on complex cases.
- Develop and implement systems to monitor and evaluate role.
- Evaluate the quality of the service provided and recommend changes as appropriate to the Service Manager and/or Day Care Manager.
- Be responsible for identifying opportunities for research and audit activities which would contribute to the development and operation of the service, drawing these to the attention of the relevant line manager and participate in agreed research projects.
- Supervise other AEDS professionals/nurses of a lower grade and offer support and supervision to junior team members.
- To receive CBT-E and SSCM training and supervision and to deliver these evidence based treatments as per NICE guidance. Other ED specific therapeutic 'in house' or external training will be provided to provide the post holder with increased skills and knowledge.

Development Expectations: Overview.

The person will be allocated a local mentor to support them in the first 6 months. The following is an outline of the development expectations over time for the post. However, it is not exhaustive.

The clinical and managerial supervision process within the Outpatient Team will monitor and tailor the process to each individual and will monitor progress after 6 months.

It is expected that by the end of the 2 year development period the person will be able to demonstrate meeting the required competencies at a Band 6 level as outlined in the above competency profile and that the person has taken direct responsibility for that development or communicated difficulties in doing so via the support systems provided.

Time scale (Months)	Includes	By the end of the period the nurse will	Details
0-3	Trust induction	Have attended the required trust induction. Achieved access to the required IT Become familiar with the Trustweb and where to find essential information / policies Attended or planned for all S and M training requirements.	Start Statutory (S) and Mandatory (M) training Email, Outlook, ESR, SystemOne ESR matrix / team matrix
	Team induction	Completed site inductions on all relevant sites Developed a specific orientation plan with team members to include visits to all partner resources/ agencies	Outpatient/ Day Care timetable, meal supervision/support Operational practice in the sites Sickness, Annual leave Lone working where appropriate Local resources/ agencies, who, what where.

	Team Induction	<p>Have completed a number of actual 'prep' assessments with other team members in the Day Care setting</p> <p>Established a clear clinical and managerial supervision pathway</p> <p>Discuss the various areas of specialist knowledge within the Adult Eating Disorders (AEDS) field and know which team members can support with this.</p> <p>Become familiar with the operational policy and clinical strategy for AEDS, including Day Care and AEDS outpatient service across both East and West sites.</p> <p>Identified any educational needs evident at this stage and planned learning and development. To discuss with supervisor or Clinical Lead</p> <p>Completed record keeping for joint assessments.</p>	<p>MDT/ supervisor assisted</p> <p>Nursing practice</p> <p>Support networks and use of resources around us</p> <p>Operational policy and clinical strategy</p> <p>Continuous Personal Development (CPD) plan, nursing practice</p>
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3-6	First appraisal	<p>Presented initial assessments to MDT meeting/ clinicians. Participated in Day Care/ Outpatients MDT meetings.</p> <p>Develop own base line for first appraisal.</p> <p>Demonstrate knowledge of the care pathways and build portfolio of information relevant to the pathways.</p> <p>(Ongoing)</p>	<p>Presentation</p> <p>Organisation</p> <p>Time management</p> <p>Risk assessment skills</p> <p>Increase knowledge base</p>
6- 9	Band 5 case load Generic	<p>Complete initial or 'prep' assessments and present to team/ clinical lead. Complete a detailed Physical Health Action plan following assessment.</p> <p>Seek placement on in house CBT training.</p> <p>Any relevant therapeutic 'in house' training including monthly academic meetings</p> <p>Prepare by shadowing Band 6 Outpatient nurses or Day Care clinicians</p> <p>Develop a case load or 'Key worked' with at least x1 client</p>	<p>Assessment and record keeping</p> <p>Course confirmation</p> <p>Course confirmation</p> <p>Joint working</p>

		Lead on meal supervision/ support in Day Care	
9-12	Generic case load 1 st appraisal review	Demonstrated an increased knowledge of Day Care or Outpatients Team and fully participate in all aspects of care provision	Therapeutic intervention
	Generic case load	Develop on skills and knowledge pertaining to high risk, complex clients and have an increased understanding of treatment pathways concordant with NICE guidance	Risk management NICE guidance
12 –18/24 (subject to evidence of skills competency)	2 nd appraisal	Hold full AEDS Day Care or Outpatient's nursing post within the team and contribute to the national nursing agenda. Apply for mentorship training	Regular clinical/ managerial supervision Course confirmation
		Specialist interest. Fully competent AEDS nurse.	