

Job Description

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

Job Title:	Community Mental Health Nurse
Band:	6
Locality:	Fylde Coast
Service:	Fylde Coast RITT Older Adult Services
Base:	Lytham Unit
AfC Ref:	
Hours of work:	37.5 hours (1.0 WTE)

Reporting Arrangements:

Managerially accountable to: Team Manager

Professionally accountable to: Team Manager/Clinical Nurse Lead

Job Summary

- To actively promote teamwork, respect, integrity, accountability, excellence and compassion within the clinical team in accordance with the Trust values and code of conduct.
- To provide nurse leadership within the multidisciplinary team and ensure the effective assessment formulation planning, monitoring of care given to service users.
- To undertake mental health assessments including Risk assessments within a multidisciplinary assessment team.
- To be proficient in referring to other clinicians within the service or referring to other services/agencies where necessary.
- To provide a fast, responsive service to assess individual's needs.
- Providing a communication structure between GP's , IAPT and non IAPT services in LCFT, non-statutory service, as a means of ensuring the highest possible standards of patient care
- To provide mentoring and clinical supervision to other staff and trainees on placement.
- Where the post holder is a non-medical prescriber, practice responsibly and maintain competence to effectively prescribe from the relevant prescribing formulary.

Key Relationships

Team Leader

Deputy Team Leader

Colleagues

We are

**We are
LSCft**

kind • a team • respectful • always learning

Key Responsibilities

Communication and Relationship Skills

- To ensure that the team has an in-depth understanding of the current and ever present potential for risk; is able to communicate the situation effectively, and be responsive in the provision of appropriate interventions. This includes risk associated with violence and aggression, vulnerability, neglect, falls, skin integrity, mobility, self-harm and suicide.
- To advocate on behalf of the service user, recognising when more formal advocacy is needed and referring the client to the appropriate advocacy service.
- To actively promote teamwork, respect, integrity, accountability, excellence and compassion within the clinical team in accordance with the Trust values and code of conduct.
- To provide nurse leadership within the multidisciplinary team and ensure the effective assessment formulation planning, monitoring of care given to service users.

Analytical and Judgmental Skills

- To exercise professional accountability and responsibility using skills, knowledge and expertise in changing environments, across clinical boundaries and in unfamiliar situations as outlined within the NMC Code of Professional Conduct

Planning and Organisational Skills

- To ensure the nursing team deliver all clinical and non-clinical activities in a safe manner which ensure the smooth delivery of an effective and comprehensive service

Patient/Client Care

- To ensure that service users receive comprehensive, planned, structured care through effective assessment of need, formulation and care planning. This should take into account existing assessments and plans formulated by the care coordinator, service user and others.
- To ensure that the team work collaboratively with others to provide holistic engaging and therapeutic care
- To model and ensure that appropriate practice and engagement in the delivery of high standards of nursing care is ever present and to be vigilant in addressing substandard practice and behaviours.
- To ensure nursing staff understand and engage positively with the mental health and mental capacity acts, meeting legal requirements and ensuring that the service user remains central and informed at all stages of the process, as supported by Trust policies and protocols.
- To ensure that the physical health care needs, of the service user are effectively assessed and managed through the care planning process involving other specialists as appropriate.

- To ensure that health promotion and illness prevention is understood, and actively managed to support the optimum wellbeing of the individual service user. This will include the maintenance of self-care and education around unhealthy practices.
- To ensure that standards around infection prevention and control are understood and actively managed as designated within the Trust policy.
- To ensure that Safeguarding standards and practices are understood and actively managed as designated within the Trust policy.
- To ensure that nursing staff feel confident and able to engage with service users and carers in the provision of customer care at an optimum level, to support effective and timely management, of questions, concerns and complaints as supported by the Trust policy.
- To be a qualified mentor, and provide leadership and support to mentors, to ensure that all student nurses are effectively and appropriately mentored through their placement, and raise concerns with the practice education facilitators as necessary.
- To promote the best interests of clients and ensure that delegated nursing care is effectively.
- To work inclusively and supportively with carers and families
- To act as care co-ordinator in accordance with CPA policy and guidelines

Responsibilities for Policy and Service Development

- To actively promote the Trust values of teamwork, compassion, integrity, excellence and accountability.
- To maintain a positive and open attitude towards organisational change and service developments.
- To ensure all practice delivered by the team is in line with Trust and NMC policies and procedures

Responsibilities for Finance

- To ensure adequate management of team resources
- To support the team manager in managing the team budget

Responsibility for Human Resources

- To ensure the effective preceptorship of newly qualified staff into the service.
- Undertaking Personal Development Planning for junior members of staff as directed in accordance with the team priorities identified by the team manager.
- Carrying out regular clinical, managerial and specialist supervision, with junior team members. • To act into the role of the team manager as required.
- To participate in the process of recruitment, selection and induction of new staff where appropriate if relevant training has been completed.
- To actively engage in the support and development of others via supervision, clinical teaching and role modelling.

Responsibility for Information Resources

- To oversee and ensure a positive commitment to completing all relevant outcome indicators and data collection as required by the service.
- To provide leadership to oversee and ensure all contacts with service users are recorded promptly and accurately and are of a high standard.
- Provision of information and participate as requested, to assist service development and Clinical Governance requirements e.g. surveys, audits etc

Research and Development

- To actively engage staff in the promotion of holistic and evidence based nursing practice; setting high standards, leading to innovation sustained and monitored through effective systems and processes.

Freedom to Act

- To ensure that you maintain and update your practice on an ongoing basis in line with NMC requirements for re-registration.
- To engage in professional and clinical supervision to ensure on going safe and effective practice

Person Specification

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

Description	Essential	Desirable	Assessment
Education/ Qualifications	<ul style="list-style-type: none"> • Registered Mental Health Nurse Degree • On-going registration with the NMC. • Specialist qualification or equivalent level in skills and development • Evidence of commitment to continuing professional development • Mentorship qualification 	<ul style="list-style-type: none"> • Honour degree 2:2 or above or an equivalent professional qualification related to Health • Sign-Off Mentor qualification • First line management/leadership qualification 	A/I (all)
Knowledge	<ul style="list-style-type: none"> • Understanding of Health and Safety policies and procedures 		A/I (all)

	<ul style="list-style-type: none"> • Knowledge and practice of Mental Health Act 1983 • Knowledge and practice of the Mental Capacity Act 2005 • Demonstrate understanding of how research has influenced practice • Can provide evidence of recent professional/personal development • Can demonstrate the ability to manage change • Good interpersonal skills • Developed clinical and managerial skills • Can demonstrate communication skills through practice and experience • Clear ability to understand new concepts and ideas and excellent clinical practice • Ability to maintain own performance and participation in group skills • An understanding and awareness of the NHS Plan, NSF and other relevant documentation • Ability to manage time and workload • Demonstrates an ability to motivate self and others • Knowledge of common mental health problems and 		
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	<p>medication used in relation to these</p> <ul style="list-style-type: none"> • Knowledge of common physical health conditions • IT Skills • Understanding and knowledge of physical and mental health promotion 		
Experience	<ul style="list-style-type: none"> • 2 years minimum experience at Band 5 • Post graduate experience • Supervision and management of staff • Able to work as part of a multidisciplinary team • Experience of assessing, planning and implementing and reviewing care needs • Experienced in acting as a mentor/assessor of student staff • Experience of CPA Care Coordinator role 		A/I (all)
Personal	<ul style="list-style-type: none"> • Ability to work both within a team structure and independently under own initiative. • Ability to formulate effective working relationships. • Positive attitude to training. 		
Other	<ul style="list-style-type: none"> • A willingness to work flexibly to meet the demands of the service. • Access to private transport as role is 		

	dependent upon driving.		
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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?
Mobilising to/from base Driving to/from base Sitting/standing when interviewing patients/carers/liasing with staff Avoiding physical confrontation/abuse Moving and handling people and equipment	Daily	Variable	Variable	none

Is the job holders expected to sit / stand in a restricted position?	How often?	For how long?	What activity is involved?
Yes	Daily	Variable	Home environments, writing notes, driving

MENTAL EFFORT Are there any duties requiring particular concentration? – Please detail.	How often?	For how long?
Continuous listening skills when assessing/liasing with staff, patients. Remembering all pertinent information to be recorded. Patients with Mental Health concerns require staff to be extra alert for changes in presentation especially during home visits, extra concentration during interventions and observation.	Daily	Variable
Are there any duties of an unpredictable nature? – Please detail.	How often?	For how long?
Unpredictable and high risk behaviour of patients and care-givers. Un-predictable co-morbid physical health needs of patients.	Variable	Variable

EMOTIONAL EFFORT Does the job involve dealing with any distressing or emotional circumstances? – Please detail.	Direct / Indirect exposure	How often?
Hearing information that can be sensitive and distressing eg. past abuse, current suicidal thought, grief, loss, stress	Direct	Variable
WORKING CONDITIONS Does the job involve exposure to unpleasant working conditions? – Please detail.	How often?	
Some home environments expose staff to unpleasant working conditions, bodily fluids, out of date food and unclean environments. Occasionally highly unpleasant conditions, exposure to dust, dirt, odours, noise, bodily fluids, lice and fleas. Contact with saliva. Occasional hazards which are unavoidable, such as road traffic accidents, aggressive behaviour of patients, clients, relatives and carers	Variable	

Our Values & 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
<i>We are always learning</i>	<ul style="list-style-type: none"> ✓ We seek our opportunities to learn so we are supported to reach our potential ✓ We set high standards and are open 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
<i>We are respectful</i>	<ul style="list-style-type: none"> ✓ We are open and honest, ensuring people receive information in ways they can understand ✓ We seek, value and support diverse perspectives, views and experiences ✓ We put service users and carers at the heart of everything we do, proactively seeking feedback ✓ We take pride in our work and take responsibility for our actions
<i>We are kind</i>	<ul style="list-style-type: none"> ✓ We are approachable and show compassion ✓ We actively listen to what people need and proactively offer our support ✓ We pay attention to our own wellbeing and the wellbeing of others ✓ We celebrate success and provide feedback that is sincere and genuine
<i>We are a team</i>	<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 take time to celebrate success ✓ We work in collaboration with our partners to enable joined up care

Special Conditions:

As a member of staff you have:

- Legal duties and responsibilities under Health & Safety legislation, plus a general duty to work safely and not to put others at risk i.e. colleagues, service users, 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 & 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 & 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 & 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 Local Safeguarding

Children's Board, Local Safeguarding Adult Board and LSCFT 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 view 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 that have been agreed."
- The Trust places great importance on sustainable development, reducing their 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.

Promoting Equality and Reducing Inequalities

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

- To 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.
- To uphold the Trust's commitment to health and wellbeing



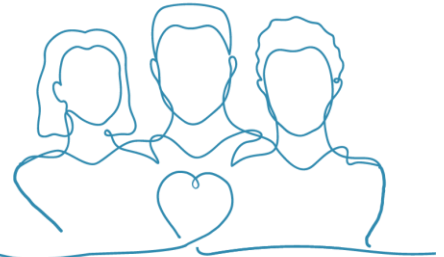
**We are
Kind**



**We are
Respectful**



**We are
Always
Learning**



**We are a
Team**