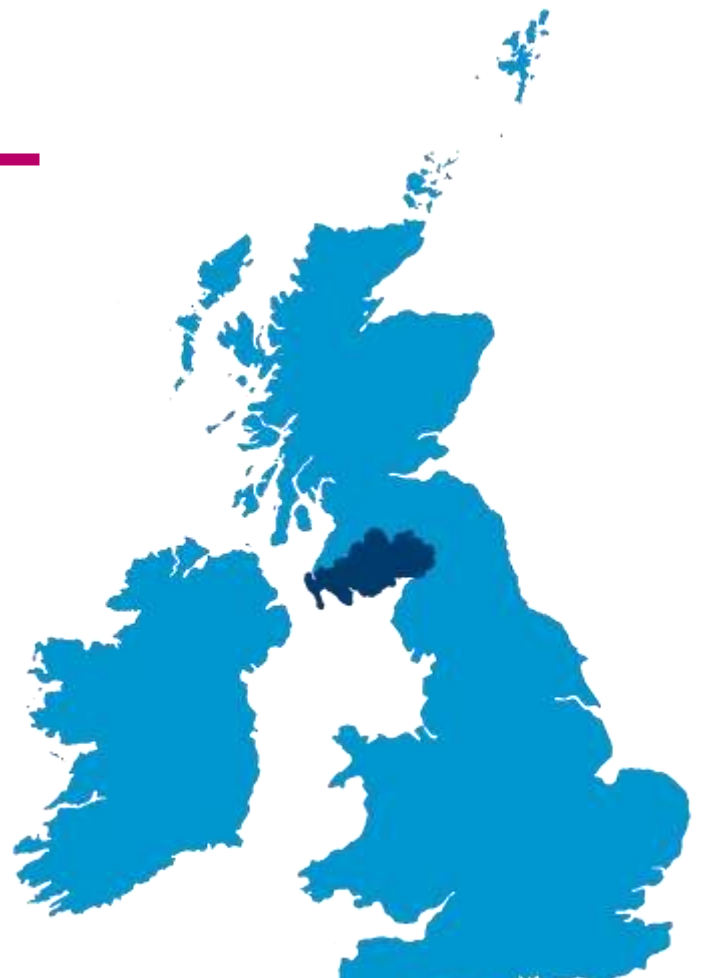


Community Mental Health Nurse

Candidate Information Pack



Welcome

Dear Candidate,

Thank you for taking the time to read more about who we are and the jobs we have on offer.

NHS Dumfries and Galloway is one of 14 territorial Health Boards covering the region of South West Scotland.

There are so many exciting aspects to nursing roles; even the four fields of practice don't cover the variety choice there is both in general and specialist posts Dumfries and Galloway has much to offer.

I have worked in Dumfries and Galloway for a significant part of my career and seen so many changes and developments across nursing and so much potential for the future.

Working with children or adults, in their own homes and communities is bound up in our aspiration; seeing hospital admission quite correctly, as a very small element in the journey of care for people with significant mental or physical health challenges.

What makes me so proud is how the teams work together across Health and Social Care to deliver high quality nursing for the people of this region.

With all the recent investment into our services, new facilities and having support of our own dedicated practice educator ensuring our staff have the opportunities to develop both leadership and clinical skills it has never been a better time to recruit for Dumfries and Galloway. Being a small, rural area may have its challenges however it is those challenges that bring out the best in our teams in terms of innovation and creativity. The benefits far outweigh the challenges with a real connection with community and across teams.

We are welcoming of those from other areas whose skills and experience can be used to drive improvements further, we have a strong and supportive ethos of development and recognition of excellence.

We hope that you will continue with your application and come join our nursing family. If you wish to have an informal chat either with the hiring manager identified in this post or myself please feel free to contact us.

Kindest regards

Alice,



Alice Wilson
Nurse Director
NHS D&G

The Opportunity

1. Job Identification

Job Title	Community Mental Health Nurse
Band	Band 6
Salary	£33,072 - £40,736 (pro rata)
Scale	Agenda for Change**
Hours	37.5 hours per week
Contract Type	Permanent
Department	CMHNT Stewartry
Reporting to	Angie Brown
Base	Gardenhill Health Centre

** NHS Scotland's AFC pay system differs slightly from NHS England, Wales or Northern Ireland. Please click [here](#) to access the most up to date pay scales and Terms and Conditions.

Contact Details

Line Manager

Angie Brown

We welcome informal contact from prospective candidates who wish to better understand the role.

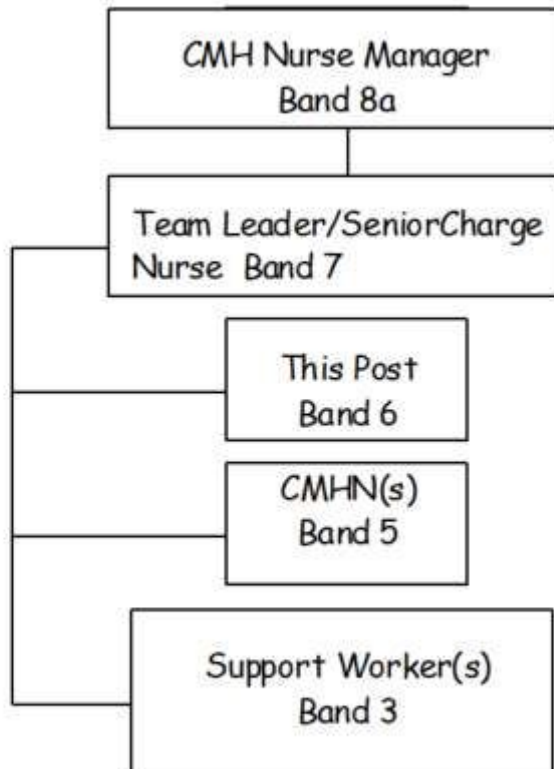
Please contact: Angie Brown or Lisa Goodwin - angela.brown6@nhs.scot or lisa.goodwin@nhs.scot

Job Description

1. JOB PURPOSE

To deliver a range of treatments, interventions, education and support, anticipating health needs, promoting self care and recovery whilst enabling people with mental health problems to be as independent as possible.

3. ORGANISATIONAL POSITION



4. SCOPE AND RANGE

The post-holder will demonstrate competence in value based practice and the delivery of a recovery focused and person centred approach to care. The post-holder will be expected to promote and influence others to incorporate non-judgemental, values based care in to practice.

The post holder will work independently with the freedom to exercise judgement about actions while accepting professional accountability and responsibility.

Demonstrates specialist competence, innovation and clinical leadership in the delivery and management and provision of mental health nursing care in the community.

5. MAIN DUTIES / RESPONSIBILITIES

- Provide safe and effective mental health nursing care to individuals, families and carers in the home or community as part of the multi-disciplinary team.
- Contribute to Clinical risk assessment and management.
- Partnership working with individuals, families and carers
- Plan care to promote and enable self care
- Promote clinical governance and take on nursing accountability and responsibility for delivery of whole episodes of care including:- assessment and provisional diagnosis, interventions and treatments, referral and discharge
- Engage and promote relationships with the wider multi disciplinary and other agencies.
- Will provide specialist knowledge, skills and guidance to support the delivery of care
- Maintain working knowledge and application of relevant legislation, policy and practice.
- Promote physical, mental health and wellbeing.
- Safe and secure handling of medicines
- Utilise electronic patient recording systems
- Participate and provide regular clinical supervision/ reflective practice.
- Provide a mentoring role for more junior members of staff
- Participate in regular line management supervision, appraisal and personal development planning.
- Responsible for promoting values based practice and person centred approaches to care within the team
- Identify and support the achievement of learning needs of individuals/team in response to service need and delivery
- Evaluate the effectiveness of educational interventions
- Facilitate students and others to develop their competence, using a range of professional and personal development skills
- Provide educational support, facilitation skills and therapeutic interventions for clients
- Conduct a fair, objective and timely assessment of learners and other more junior staff and oversee the development of ADRs and PDPs for more junior members of staff where delegated by manager
- Support ongoing mandatory learning including orientation, induction and relevant educational/ development opportunities
- Participate in mandatory training as identified by the Board
- Promote teamwork within defined area of responsibility
- Contribute towards the achievement of the teams purpose and objectives
- Manage a caseload for a delegated area
- Act as change agents and provide leadership through quality improvement and service development to enhance people's wellbeing and experiences of healthcare
- Encourage staff to contribute ideas and solutions for quality improvement and innovation

- Actively contribute to a variety of professional networks
- Build professional networks promoting exchange of knowledge, skills and resources
- Contribute to the development of local guidelines and policy and where appropriate at Regional and National level
- Contribute to or participate in audit and research as appropriate

6. SYSTEMS AND EQUIPMENT

- Will use relevant electronic systems to record service user and other associated information.
- Will be expected to drive a car or other appropriate vehicle.
- Will use equipment for administering medication, by depot injection, when called upon to do so.
- Will use other equipment as required.

7. DECISIONS AND JUDGEMENTS

- The post-holder will be subject to the ongoing managerial supervision by Team Leader.
- The post holder will work independently with the freedom to exercise judgement about actions while accepting professional accountability and responsibility.
- Freedom to act but guided by precedent and clearly defined policies, procedures and protocols.
- Utilise critical thinking to explore and analyse evidence, cases and situations in clinical practice.
- Draw on a range of sources in making judgements.

8. COMMUNICATIONS AND RELATIONSHIPS

- Will be expected to form and maintain therapeutic and professional relationships with service users and their carers.
- Will ensure effective communication between themselves, other team members, primary care colleagues, local authority personnel, non-statutory and private care providers, and in-patient teams.
- Will communicate complex, sensitive and contentious information using developed interpersonal skills.
- Will provide advice to service users, carers and other professionals within their sphere of knowledge.

9. PHYSICAL, MENTAL AND EMOTIONAL DEMANDS OF THE JOB

- Required to drive a car as part of their everyday duties.
- Will be expected to utilise electronic keyboards to input information to relevant I.T. systems.
- Required to show appropriate level of dexterity in administering injections

10. MOST CHALLENGING PARTS OF THE JOB

- The post-holder will be required to impart complex and, sometimes, upsetting information to service users and their carers, whilst exhibiting a level of empathy and reassurance. Throughout this process they will be expected to maintain therapeutic relationships with all concerned.
- The post-holder may have to deal with a rapidly changing work environment and consequently will be expected to be able to work under pressure.
- Whilst the post-holder will be part of an integrated and managed mental health service, they will be called upon to make decisions as a “lone practitioner” when it is not possible to confer with other team members.

11. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

The post-holder will possess a recognised nursing qualification that allows entry to the following parts of the nurse register:

- **RN3, RNMH** – Registered Nurse in Mental Health Nursing, 1st Level

The post-holder would normally be expected to have demonstrable experience, post-registration, working as a Mental Health Nurse, preferably in a community setting.

The post-holder will show evidence of continuing professional development. Preferably they will hold a certificate to post graduation diploma level in an appropriate subject.

The post-holder will be expected to have:

- Working knowledge of mental health legislation.
- Current knowledge of developments within mental health nursing practice.
- Working knowledge of current physical and psychological treatments in mental health.
- Knowledge of current SIGN guidelines.
- Knowledge of Quality Improvement initiatives.
- Knowledge of Clinical Governance.
- An understanding the Integrated Care Planning Process and condition specific pathways.
- Knowledge of the local strategy for developments in Mental Health.
- A demonstrable understanding of Values based Care and the 10 Essential
- Shared Capabilities. (Scotland) (RRR Principles)
- Knowledge of organisational goals that are reflected in personal and team objectives

12. JOB DESCRIPTION AGREEMENT

Job Holder's Signature:

Date:

Head of Department Signature:

Date:

Person Specification

ESSENTIAL	DESIRABLE
<p>QUALIFICATIONS:</p> <ul style="list-style-type: none"> • Entry on Professional Nurse Register as a Mental Health Nurse, 1st level, RN3 • Current Driving Licence or ability to travel independently 	<ul style="list-style-type: none"> • Post graduate, diploma level nursing qualification in appropriate subject
<p>KNOWLEDGE:</p> <ul style="list-style-type: none"> • Up to date clinical knowledge. • Recovery focussed, person centred practice. • Mental Health Act and ASP Legislation. • Child Protection Legislation. • CPA process. • Relevant aspects of Health and Safety legislation. • Knowledge of research and audit techniques. 	<ul style="list-style-type: none"> • Aware of current developments in Mental Health practice. • Awareness of national drivers/initiatives relevant to Mental Health • Knowledge of Local Authority processes/Health and Social Care Integration. • Understanding of Clinical Governance issues. • Knowledge of improvement methodology
<p>EXPERIENCE:</p> <ul style="list-style-type: none"> • Post registration experience in mental health setting. • Demonstrable supervisory experience. Evidence of multi-disciplinary working. • Evidence of involvement in team/service development. • Experience in delivery of psychotherapeutic interventions 	<ul style="list-style-type: none"> • Post registration experience in a community setting or a demonstrable understanding of working in such areas. • Experience of case management. • Leadership experience.
<p>SKILLS:</p> <ul style="list-style-type: none"> • Good communication/interpersonal skills. • Team Player. • Organisational skills. • IT literate. • Ability to manage time effectively and to work independently using own initiative under minimal supervision. • Ability to liaise and negotiate with others in partnership working. 	<ul style="list-style-type: none"> • Ability to exercise professional judgement independently.

PERSONAL CHARACTERISTICS

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| <ul style="list-style-type: none">• Adaptable and motivated.• Ability to work independently and as team member.• Problem solving abilities.• Willingness to undertake continuing professional development.• Ability to work under pressure.• Confident in own decision making abilities.• Enthusiastic | <ul style="list-style-type: none">• Able to provide clinical leadership.• Flexibility and commitment to team.• Recognises when stressed. |
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