

Job Holder Reference:



JOB DESCRIPTION

JOB TITLE: NURSE Community Mental Health

JOB DETAILS: Band 5 Nurse

Department: Community Mental Health Teams

Division: Renfrewshire

Directorate: Mental Health

Date:

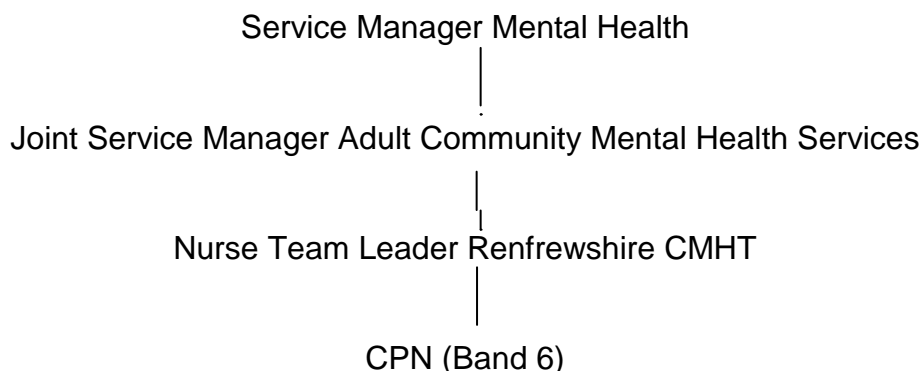
JOB PURPOSE AND DIMENSIONS

The Community Mental Health Team (CMHT) forms part of an integrated whole system approach to mental health services for the adult population on Renfrewshire. The service is delivered in conjunction with Doing Well, the Intensive Home Treatment Team (IHTT), Out of Hours (OOH) Services, Inpatient Services and Network Employability Service. The CMHT Service also systematically interfaces with Addictions Services, Older People's and Child and Adolescent Mental Health Services.

The post holder will contribute to the comprehensive multi-disciplinary team in providing care and support to service users and their families within the local community. The post holder will maintain a caseload and contribute to clinics and group work and will foster a multi-disciplinary approach to clinical and managerial problems in a community setting. Under the supervision of Band 6 CPN's the post holder will liaise with hospital and primary care teams, social work and voluntary agencies, and assist the CPN to promote and develop comprehensive nursing interventions for a range of mental health problems.

The post holder will have responsibility for teaching and supervision of learners and unqualified staff.

ORGANISATIONAL POSITION



Colleagues

This Post

Colleagues

CMHT Support Workers

MAIN TASKS, DUTIES AND RESPONSIBILITIES

Clinical

Provide high quality psychiatric nursing care within the multi-agency/disciplinary team.

Contribute to the assessment of care needs of service users referred to the Community Mental Health Team, analysing and prioritising to ensure that service users receive interventions timeously and appropriately.

Act as care co-ordinator, within the Team for allocated clients/service users and contribute to the care of those managed through the "Care Programme" approach,

Establish and maintain therapeutic nurse/client relationships, by planning and delivering programmes of therapeutic intervention, offering a wide range of treatment strategies on an individual or group basis, under the supervision of a G Grade CPN.

Ensure the assertive follow up of clients.

Contribute to the provision of Depot Medication Clinics, Clozapine Management, Phlebotomy (where competence has been attained) and Lithium treatment report.

Participate in monitoring of the effectiveness and side effects of treatments. Monitoring for changes in service users/clients' mental state, ensuring prompt and accurate information is passed to medical staff and other members of the multi-agency/disciplinary team.

Participate in the development and facilitation of therapeutic group activities in collaboration within the team and in liaison with external agencies.

Work collaboratively with other disciplines both within and out with the team and respect the contributions of other disciplines to the care of service users/clients and their carers.

Participate in establishing, developing and maintaining good relationships with service users/clients, carers, relatives and fellow health professionals who are involved in care delivery to affect the highest standards attainable in good mental health care.

Supervise junior staff.

Attend and report to relevant clinical reviews and case conferences ensuring effective communication and co-ordination of service user/client care.

Participate in the development of Mental Health Education initiatives both internal and external to the organisation.

Professional

Liaise/network with fellow health, social and welfare professionals (both internal and external to the team) who are involved in care delivery to provide the highest standard of evidence based care.

Practice within the legal and ethical framework as established by the Nursing and Midwifery Council and National Legislation, including mental health, Adult Support and Protection and Child Protection issues to ensure that within their sphere of responsibility client's interests and well-being are met.

Act at all times in accordance with departmental, NHS Greater Glasgow & Clyde, national and professional policies, procedures and guidelines, reporting any difficulties in the maintenance of standards to the Line Manager.

Maintain a high standard of written, verbal and electronic records in accordance with NHS Argyll & Clyde standards on confidentiality. This should be within professional and legal requirements, providing reports for NHS Greater Glasgow & Clyde as required and patient reports for legal purposes.

Attend staff and team meetings and contribute to the promotion and development of nursing care/mental health care provision within the team and mental health service network.

Participate in performance management, personal development planning (eKSF) and clinical supervision.

Act as mentors to nurse learners and facilitate the education and training of other disciplines.

Participate in the team provision of a duty/response system as per rota.

To undertake any other reasonable duties as requested by Senior Staff

EQUIPMENT AND MACHINERY

Please describe any machinery and/or equipment used in the job:

Computer equipment

Syringes, needles, tourniquets, assorted blood bottles, specimen containers, drug ampoules, Dosette boxes, sharps containers, watch, thermometer, sphygmomanometer, weight scales

Cars

Sundry stationery

Mobile Phones

Give brief description of use of each item used:

Record keeping including PIMS, diary management and access to intranet and e-mail

Administration of drug treatments, phlebotomy and other forms of physical health monitoring.

Transport to and from care venues

Maintenance of paper records

Lone Working

SYSTEMS

Please describe any system used in the job:

Work Load Management

SCI

PIMS

Specific Assessment Tools related to need

Shared client record/Integrated Health Record

Supervision Systems

Lone Working System

Give brief description of use of job holder's role in relation to each system:

Caseload Management

Receipt of referrals

Input of activity data
Extract mileage data (forwarded via line manager to finance department)

Assessment of need to assist decision making on treatment options

Maintaining accurate record of assessment, care plan, delivery and evaluation of care. (Shared across multi agency services through specialist shared assessment, care management and CPA processes and integrated health record).

Clinical Supervision by agreed supervisor in keeping with supervision practice guidelines
Management Supervision (including Personal Development Planning)

Provide information to ensure compliance with health and safety lone working

<p>Specialist Shared Assessment (SSA)</p> <p>Incident Reporting DATIX</p> <p>EKSF</p>	<p>requirements.</p> <p>Assessment of need</p> <p>Report incidents through electronic system.</p> <p>Input data and update – develop Personal Development Plan and agree objectives with line manager.</p>
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DECISIONS AND JUDGEMENTS	
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<p>Please describe the nature of, areas of discretion, and typical judgements made in the course of the job:</p> <p>Areas of Discretion Co-ordination and delivery of care, application of clinical judgement in day to day changes in patients' needs and circumstances external to the individual, determining when to seek advice from senior clinical or management staff. This includes response to immediate crisis.</p> <p>Typical Judgements Analysing information from Assessment Determining frequency of contact with clients Engaging support/intervention from other professionals or agencies Assessing risks to patient or others, which are consequent to changes in mental state or environment. When to engage carers in patients' care.</p>	
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COMMUNICATIONS AND RELATIONSHIPS

Who post holder communicates with:	What communication is about:	Any difficulties encountered:
Service Users/Clients	Clinical and non clinical issues	<p>Managing communication with individuals who have impaired capacity.</p> <p>Service Users with psychiatric and medical conditions present major challenges i.e. dementia, challenging behaviour, psychosis, substance misuse, Due to patients condition communication may be verbal, written, touch & other non-verbal means</p>
Relatives/Carers	Clinical & non clinical issues relating to the patient	<p>Imparting confidential information as agreed with the service user/client. Informing carers of changes in condition, distressing information</p>
Forensic CMHT, Hospital wards, Day Hospitals, Medical Records, Medical Staff and all Departments within the Psychiatric services. Primary Care Teams, Social Work Services and all statutory and non-statutory bodies relevant to our clients and carers	Exchange of information to allow the provision of effective care.	<p>Communicating across professional and agency boundaries. Difficulties encountered in agreeing how information received or provided will be acted upon.</p>
	Passing on information to allow other professionals to make informed decisions including passing on relevant information on risks	
	Communication to engage patients and carers in therapeutic collaboration	<p>Communication from service users/clients about the nature of their illness, distressing personal events (including physical and sexual abuse) and their expectations of services</p>
	Assisting in provision of information concerning individuals liberty and human rights	
	Communication to provide support and supervision to	

	<p>junior staff</p> <p>Act in a consultative capacity to junior nursing and non nursing staff within the CMHT and across a range of activities</p>	
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PHYSICAL, MENTAL AND EMOTIONAL DEMANDS OF THE JOB		
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Physical skills:	<p>Keyboard skills</p> <p>Intravenous techniques for phlebotomy</p> <p>Intramuscular injection techniques</p> <p>Manual handling skills, driving skills</p> <p>Management of aggression skills</p>	
Physical effort:	Moderate, moving equipment, manipulating patients	
Mental demands:	<p>Sustained concentration</p> <p>Ability to analyse information</p> <p>Application of theory to practice</p> <p>Unpredictable workload</p> <p>Ability to make decisions quickly when a patient is in crisis</p> <p>Interruption in work pattern is common</p> <p>Ability to guide other staff including non nursing staff</p>	
Emotional demands:	<p>Environmental risks – Lice</p> <ul style="list-style-type: none"> - Weapons - Animals <p>Dealing with highly distressing situations which may arise unpredictably. Dealing with individuals in extreme emotional distress i.e., individuals who have been physically or sexually abused. Working with a client group who have are recognised as having a high risk of suicide or deliberate self harm</p>	

MOST CHALLENGING/DIFFICULT PARTS OF THE JOB
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Working alone, with a service user/client group who present major unpredictable challenges in terms of behaviour, emotional distress and environmental risks. The unpredictable nature of the working week. Co-ordinating care to meet a range of complex needs thus requiring ability to co-ordinate care across a range of disciplines and agencies.

Managing risk

KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB.

Training and/or qualification(s) required:

Registered Mental Nurse on Part 3 or 13 NMC Register.
Experience in acute adult mental health desirable.

Level of	Length of experience	How specialised
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experience/knowledge required:		experience needs to be:
Car Driver (Current licence) – desirable		



PERSON SPECIFICATION FORM

Job Title:- Community Mental Health Nurse (Band 5)

Department:- West Renfrewshire Community Mental Health Team

Qualifications	Essential (√)	Desirable (√)
Registered Mental Health Nurse - level 1 NMC registration	Y	
Educated to or actively working towards minimum degree level/ or equivalent experience	Y	
Completion of an evidence based psychological therapies/ psychological approaches to care programme		Y
Completion of a mentor preparation programme/ registered mentor		Y

Experience	Essential (√)	Desirable (√)
Working knowledge and application of mental health nursing care including physical healthcare	Y	
Evidence of active and ongoing CPD	Y	
Working knowledge of mental health / mental illness/ wellness and recovery	Y	
Post Registration Career Development Framework evidence of pillars of practice at Level 5 Practice (equivalent): <ul style="list-style-type: none"> • Clinical practice – safe effective person centred care • Facilitation of Learning • Leadership - applied 		Y

• Research and development		
Experience of working in a community mental health service environment		Y

Behavioural Competencies	Essential (√)	Desirable (√)
Can evidence in career history, the application of a range of skills and behaviours e.g. <ul style="list-style-type: none"> • Organisation skills • Self-directing and Self-motivating • Effective written and verbal communication skills Including negotiation, influencing, persuading, facilitating and conflict resolution skills • Decision making skills 	Y	
Ability to work flexibly and to prioritise workload, delegate appropriately and adapt to meet person centred care without direct supervision	Y	
Ability to form therapeutic professional relationships with others and work as a member of the wider team	Y	
Working knowledge and demonstrable evidence of the NMC Code	Y	

Other	Essential (√)	Desirable (√)
Ability to undertake a number of clinical contacts in a home/ near to home environment on a daily basis to meet which may involve driving	Y	