

JOB DESCRIPTION / COMPETENCY PROFILE

Job Title: Community Psychiatric Nurse (Older Adults 65 +)

Pay band/Grade: Band 6

Rate: £22.75 - £29.10 per hour

Accountable to: Advanced Practitioner

Job Overview

To work within a community team based within the Spelthorne area working in partnership with statutory and voluntary sector to facilitate whole system approach to care delivery.

The Post Holder will act as care co – coordinator, where appropriate to patients who require the skills of a Mental Health nurse, and provide a holistic, clinical autonomous nursing service, to enable individuals to engage in the best standards of care available.

The delivery of care should encompass NSF standards and Government Policy guidelines. To assist in improving the quality of life, for older people with mental health problems, and enable them to remain in their own home for as long as possible.

The Post Holder will support Primary Care in management of people presenting with mental health problems by offering assessment, nurse diagnosis and treatment options.

The Post Holder will liaise with Primary Care professionals, through regular informal and formal meetings.

MAIN DUTIES AND RESPONSIBILITIES:

- To deliver a high-quality community nursing service to Older People with mental health problems, in a multi – professional framework.
- To prescribe services that meet the user / carer needs, in conjunction with others.
- To act as key worker / care co-ordinator for named individuals, within the Care Programme Approach process, including Single Assessment
- The ability to work alone
- To provide high standards of care, which are delivered in a professional manner.
- To ensure that the care delivered is based on best practice and regularly reviewed.
- To attend and ensure all referrals are passed through CMHT allocation meeting and assessed for acceptance to the specialist team.
- To ensure all records and reports are kept up-to-date, and up to the standard expected of this grade of nurse, in accordance with the Caldicott Report.
- Keep an accurate, up-to-date diary and record of visits.
- Be responsible for the continuous overall management of a defined caseload.
- To receive and give clinical and management supervision / guidance
- To supervise juniors / other staff in the delivery of care and treatment to individuals and groups
- To support junior staff to manage caseloads effectively
- To act as a positive role model for junior staff, assisting / guiding them in their duties

- To provide information to the Line Manager, if any incidents that may affect the standing or running of the service
- To develop close working relationships with voluntary / statutory services, in particular Social Services and members of the Primary Care Team, and participate in the system of integrated team working
- To support care and nursing homes in caring for their residents, who have mental health problems
- To educate and train junior staff / student nurses and other professionals around competencies of a Community Mental Health Nurse
- To ensure the Post Holder has developed a personal learning plan through approval with their supervisor, thus maintaining high standard based on best practice.

CLINICAL ROLE:

- To provide a holistic, autonomous and clinical community nursing service by attending to referrals, and the ability to work alone.
- To assess clients according to agreed care pathways, and with appropriate assessment tools.
- To refer to other appropriate services, according to assessment of need
- To participate in the Team's Duty Rota
- To treat clients with short term interventions, where assessment has indicated this
- Ensure audit and evaluation take place as expected and required
- Attend relevant clinical / business meetings
- To act as support and specialist advisor to the GP, and primary care colleagues
- Provide supervision and appraisal for junior staff
- Carry out agreed nursing procedures and clinical treatments in accordance with agreed procedures
- To use the trust Clinical record system and other IT systems as appropriate
- To attend and prepare reports, for MDT meetings
- To ensure the safe storage and recording of medicines within the clinical area
- To administer intramuscular injections, as prescribed according to Trust and National guidelines and policies
- To ensure the safe delivery of oral medications to clients, in the domestic environment according to Trust guidelines and policies
- To act as mentor for junior colleagues from other clinical areas, wishing to gain experience in the CMHT Older People

EDUCATION AND RESEARCH:

- To act as a health advisor / educator within primary and secondary care for individuals, agencies, relatives, carers and staff. Advise on issues of physical and mental health, so as to engender a positive approach to health
- Implement and participate in orientation and induction programmes for all new staff, consistent with their requirements
- Facilitate nursing students achieving the nursing competencies, relevant to the outcomes for their placement
- Participate in regular audit of placement area to enable students to fulfil their learning objective
- Facilitate and participate in continuing education programmes to enhance the service offered to clients
- Be a positive role model / mentor for the team

MANAGEMENT :

- To be responsible for the continuous overall management of a defined caseload
- Keep an accurate up-to-date diary and record of visits
- Ensure that effective communication exists within and between the CMHT and GP practices
- Participate in and lead meetings as appropriate
- Report all complaints and / or incidents relating to clients, relatives or staff within area as directed in accordance with the Trust's Complaints Procedure and ensure the Team Leader is informed. To co-operate with any investigations carried out.
- Maintain and update statistical information and submit appropriate returns as required
- Promote effective liaison with all statutory and voluntary agencies concerned with mental health, ensuring as effective awareness of the role of the Community Mental Health Nurse

PROFESSIONAL:

- To provide a high standard of professional conduct and nursing care at all times in accordance with the NMC, and other applicable professional guidelines
- To participate in teaching / mentoring nurse learners, and other students as appropriate who visit.
- To attend relevant meetings, courses, seminars and keep professionally up-to-date
- Ensure that full regard is given to the dignity, individuality, self-esteem and wellbeing of individuals, and of their relatives or carers
- Act as an advocate and promoting self-advocacy for carers and users of the service
- Ensure that nursing practice is based on current knowledge and evidence based
- Any other duties considered relevant to the post

General

- a) To fully participate in the Trust's performance review and personal development planning process on an annual basis.
- b) Undertake training as necessary in line with the development of the post and as agreed with line manager as part of the personal development planning process.
- c) To achieve and demonstrate agreed standards of personal and professional development within agreed timescales.
- d) To contribute positively to the effectiveness and efficiency of the teams in which he/she works.
- e) To undertake any other duties at the request of the line manager which are commensurate with the role, including project work, internal job rotation and absence cover.
- f) To contribute to a healthy and safe working environment by adhering to health and safety regulations and Trust policies.
- g) To contribute to the prevention and control of health care associated infection by adhering to Trust policies and guidelines.
- h) Surrey & Borders Partnership NHS Trust is committed to valuing and promoting diversity in employment, service delivery practices and its' general environment. An expectation of all leadership posts within the Trust is that each individual will take responsibility for promoting open, inclusive and accessible service provision, staff development and a culture that values and respects difference.

Employees must:

- Cooperate with the Trust and its officers in implementing the requirements of the Health & Safety at Work etc Act 1974.
- Take reasonable care of their own health, safety & welfare.
- Refrain from doing anything which may constitute an unacceptable health & safety risk to themselves or others.
- Report any defective equipment, unsafe situations or practices immediately to the responsible manager.

Basic IT Skills including the ability to use a computer, mouse, access software and use peripheral hardware, eg printers (please note this is a minimum requirement for all staff – if a higher level of IT competence is required by the post this will be outlined further)

PERSON SPECIFICATION

Criteria	Essential Requirements	Desirable Requirements
Qualification	RMN	Mentorship Course or equivalent
Experience	Two years post registration experience Previous Community Experience	CPN Course Broad range of nursing experience RGN
Teamwork	Ability to work as an effective member of a team	
	Able to be flexible within the team and working environment	
	Knowledge and skills to be able to deal with pressure, stress and ways of relieving this	
	Demonstrate effective communication skills	
	Have a good understanding of the role of the CHMTOP	
	Demonstrate an awareness of multi-agency and integrated teams working with CMHTOP	
Clinical Skills	Integrated working in the delivery of service	
	Understanding of the Care Programme Approach and single assessment	Have a working knowledge of these Areas and a willingness To develop professionally
	Demonstrate an awareness of the importance of good relationships with patients and carers	
	Skills using research-based evidence	
	Knowledge and use of Mental Health Act	
Organisational Skills	Ability to prioritise and monitor work	
	Identify quality standards. Working within clinical governance and guidelines	
	Participate in Student learning. Ability to mentor and train	
	An awareness of the National Service framework for older people and Mental Health.	
	Demonstrate principles of good record keeping and the importance of confidentiality in line with the Caldicott report.	
Professional	Provide evidence of personal development. Future needs and updating of clinical knowledge	
		Evidence of Education Programmes
	An awareness of legal responsibilities to patients	
	Able To drive. Clean licence.	