



Job description and specification



Community Nurse Band 5



JOB DESCRIPTION

JOB TITLE: Community mental health Nurse

BAND: 5

RESPONSIBLE TO: Senior Nurse & Service manager

KEY RELATIONSHIPS: multidisciplinary team

Internal	External
Own Team Line Manager Nursing colleagues Operational Lead Specialist Nurses Allied Health Professionals	GP Collaborative Care Social Services Acute Hospital Voluntary Services

CONTROLS ASSURANCE STATEMENT:

The purpose of this job description is to outline the level of responsibility and accountability of this post. This will ensure that all work undertaken by our staff is clearly identified and carried out under clear lines of accountability.

DETAILS OF THE SERVICE

North East London NHS Foundation Trust Eating Disorder service (EDS) offers specialist assessment and treatment to people aged eight and above with no upper age limit. The service works with individuals and their families to support them in their recovery.

The service operates across the 4 north east London Boroughs of Barking and Dagenham, Redbridge, Waltham-Forest & Barking.

Services the EDS provide include:

- Psychological treatments delivered on an individual basis or in a group
- Dietetic input and nutritional support
- Medical and nursing assessment and intervention

The decision to offer a service will be based upon the individual's ability to benefit from treatments for an eating disorder.

The EDS team includes Consultant psychiatrist, Cognitive Behavioural therapists, Family therapists, specialist nurse, Dieticians and Psychologists.



North East London NHS Foundation Trust Community Eating Disorder service provides the latest in evidence based NICE compliant psychological interventions to clients and their families with an Eating Disorder. Unlike many other mental health services we offer specialist assessment and treatment across the life span from age 8yrs with no upper age limit. The team's multi-disciplinary approach to the assessment and treatment of individuals with an eating disorder is a real strength.

Current team composition

1 x team manager
0.80wte clinical lead
0.5wte Adult Psychiatrist
0.6wte CAMHS Psychiatrist
2wte Dietitian
1.5wte specialist nurse
1wte assistant psychologist
8wte Therapist/Psychology/family therapy
3wte admin

Service Demographics - Population size

Barking & Dagenham: 185911
Havering: 237232
Redbridge: 278970
Waltham Forest: 258249
Total: 960362

Aim of the role:

The post holder will be expected to support their team, department and organisation to achieve the Trust's Values in their day to day work. These are the 5P's:

- Putting people first
- Prioritising quality
- Being progressive, innovative and continually improve
- Being professional and honest
- Promoting what is possible – independence, opportunity and choice

The post holder will be a Registered Nurse (RN12-NMC) who will work within the service area under the line management of the Senior Nurse. The post holder will have delegated responsibility for a caseload in the absence of the Senior Nurse and other senior staff members. The post holder will have a responsibility to carry out specific nursing care for patients, families/ carers. The post holder will work in partnership with the Multi-Disciplinary Team, and other agencies, to ensure that excellent standards of care are provided.

Key Responsibilities:

1. Provide nursing care to patients as delegated by the Senior Nurse. Evaluate care plans and assess on-going needs within own level of competency.
2. Observe record and report all changes to other members of the team within twenty-four hours.



3. Awareness of current evidence based approaches to patient care and demonstrates this in practice.
4. Work in partnership with the patient to achieve optimum levels of self-care as agreed on nursing care plan.
5. Document changes accordingly on the care plan which are dependent upon competencies in agreement with the Senior Nurse.
6. Demonstrate, teach and supervise the nursing care that families can safely undertake, advising as necessary in line with own competency.
7. Advise the family on prevention of illness and accidents within own level of competency.
8. Under the guidance of the Senior Nurse assess the need for service aids and equipment and to ensure that those provided are used appropriately and safely.
9. Ensure that the service aids and equipment are used in accordance with manufacturer's guidelines and to notify all known hazards to appropriate personnel.
10. Report to the Senior Nurse any deficiency in the provision of service aids and equipment.
11. Maintain accurate nursing records in accordance with NMC and Trust policy.
12. Actively participate in the Intravenous Therapy Service at home and manage patients accordingly.

Leadership

1. Manage own workload as part of the team.
2. Report all untoward incidents and assist with the development and implementation of appropriate action plans.
3. Meet with team members on a regular basis to discuss, report and evaluate patient care.
4. Attend relevant meetings to support the team and service.
5. Develop an understanding of Government Agendas.

Clinical Skills

1. To act as a registered practitioner who is legally and professionally accountable for own actions guided by the professional code of conduct and Trust guidelines and protocols.
2. Current Effective Status on the Nursing and Midwifery Council (NMC) – Registered Nurse (RN12).
3. Communicate changes to a Senior Nurse on a daily basis in order to aid care planning.
4. Manage own workload as part of the team.
5. Meet with team members on a regular basis to discuss report and evaluate patient care.



Computer/Administration

1. Ensure statistical returns are completed within agreed times scale by self and others.
2. Support the implementation of appropriate operational frameworks and objectives as agreed by the team and service or the professional forum.
3. Participate in service redesign and development.
4. Contribute to the development and review of guidelines of the service.
5. Contribute to audit programmes and support the application of findings.
6. Maintain up to date knowledge of services available.
7. Participate in research projects and health surveillance programmes.

Communication

1. Liaise with other Health Care Professionals, Statutory and/or Voluntary Agencies.
2. Work closely with relevant professionals identifying health needs of the practice population, and support the development of services in response to those needs.
3. Participate in team, Locality and Trust initiatives as required and promote the strategic aims and objectives of the Service, Nursing strategy and other relevant modernisation agendas.

Training

1. Attend relevant education and training programmes to maintain professional development and meet NMC and Trust requirements.
2. Reflect on practice regularly and plan professional development in order to achieve growth and development. Access Clinical supervision to enhance reflection on practice.



Additional Information

Health & Safety

Employees must be aware of the responsibilities placed upon them under the Health & Safety at Work Act (1974) and subsequently published regulations to ensure that the Trust's Health and Safety policies and procedures are complied with to maintain a safe working environment for patients, visitors and employees.

Infection Control

Each staff member has a duty to take personal responsibility for the prevention and control of infection, in accordance with Trust Infection Prevention and Control Policies, which reflect the statutory requirements of the Health Act 2006 – Code of Practice for the Prevention and Control of Healthcare Associated Infection. They must attend mandatory training in Infection Control and be compliant with all measures required by the Trust to reduce HCAs.

Risk Management

You will be responsible for adopting the Risk Management Culture and ensuring that you identify and assess all risks to your systems, processes and environment and report such risks for inclusion within the Trust Risk Register. You will also attend mandatory and statutory training, report all incidents/accidents including near misses and report unsafe occurrences as laid down within the Trust Incidents

Safeguarding Children and vulnerable adults

North East London NHS Foundation Trust (NELFT) is committed to safeguarding and promoting the welfare of children and adults and to protecting them from the risks of harm. The Trust recognises its responsibility to ensure that safe working conditions and systems are in place for staff working with children, adults and families in their care. Staff are required to comply with Trust policies on Safeguarding.

Standards of Business Conduct & Conflict of Interest

The NHS Code of Conduct and Standards of Business conduct for NHS Staff require all employees to declare all situations where you or a close relative or associate has a controlling interests in a business [such as a private company, public organisation or other NHS or voluntary organisation] or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. All such interests must be declared in the Trust's register of interests either on appointment or when such interests are gained.

As an employee you are required to make yourself aware of and adhere to the Trust's governance policies, such as Standing Orders and Standing Financial Instructions.

Sustainability

All staff has a responsibility for delivering high quality healthcare in a low carbon environment, where energy is used wisely and not wasted. It is the responsibility of all staff to minimise the Trust's environmental impact by recycling where possible, switching off lights, computers, monitors and equipment when not in use, minimising water usage and reporting faults promptly.



Smoking Policy

It is the Trust's policy to promote health. Smoking, therefore, is actively discouraged. It is illegal within the Trust buildings and vehicles.

Codes of Conduct

North East London NHS Foundation Trust (NELFT) requires the highest standards of personal and professional conduct from all of its employees. All employees must comply with the Code of Professional Conduct appropriate to their professional governing body.

As an NHS employee, you are required to observe the following principles:

- Make the care and safety of patients my first concern and act to protect them from risk;
- Respect the public, patients, relatives, carers, NHS staff and partners in other agencies;
- Be honest and act with integrity;
- Accept responsibility for my own work and the proper performance of the people I manage;
- Show my commitment to working as a team member of working with all my colleagues in the NHS and the wider community;
- Take responsibility for my own and continuous learning and development

Data Protection

Personal data is protected under the Data Protection Act (1999) and the post holder will ensure that it is securely held and that the requirements of the Act are followed. It is the responsibility of all staff whose jobs requires them to record information in Trust Computer systems (e. g RIO and ESR) to ensure that the data entered into these systems is of high data quality and that information is recorded correctly and in a timely manner. Failure to adhere to this requirement could be considered a disciplinary matter

Information Security and Confidentiality

All employees are required to observe the strictest confidence with regard to any patient/client information that they may have access to, or accidentally gain knowledge of, in the course of their duties.

All employees are required to observe the strictest confidence regarding any information relating to the work of the Trust and its employees.

You are required not to disclose any confidential information either during or after your employment with the Trust, other than in accordance with the relevant professional codes.

All person identifiable information must be held in the strictest confidence and should be disclosed only to authorised people in accordance with NHS Confidentiality Guidelines [Caldicott] and the Data Protection Act 1998 unless explicit written consent has been given by the person identified, or where information sharing protocols exist.

Failure to comply with these regulations whilst in the employment of the Trust could result in action being taken under the Trust Disciplinary Policy and Procedure.



Equality and Diversity

North East London NHS Foundation Trust (NELFT) is committed to the implementation of the Equality and Diversity at Workplace policy which ensures equal opportunities for all. NELFT is also committed to embracing diversity and eliminating discrimination in both its role as an employer and as a provider of services. It aims to create a culture that respects and values each other's differences, promotes dignity, equality and diversity and encourages individuals to develop and maximise their potential. The Trust will ensure that it provides equal and fairness for all, and not to discriminate on the grounds of gender, marital status, race/ethnicity, disability, sexual orientation, religion, transgender or gender reassignment status, age, marriage or civil partnership/same sex marriage, and because of you being pregnant or being on maternity/paternity leave. All staff are required to observe this policy in their behaviour to employees and patients/service users.

Key Performance Indicators (KPI)

Each individual and service will be set KPIs and achievement against these will be regularly reviewed. Performance against individual and service KPI's will be routinely monitored by your manager.

Review of this Job Description

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

Other Duties

There may be a requirement to undertake other duties as may reasonably be required to support the Trust. These may be based at other Trust managed locations.

For HR Use Only:

Date of template: 1 January 2015

Version: 1

For Manager Use Only:

Date last reviewed:

Date to be reviewed:

Signed: Dated:
(Manager)

Signed: Dated:
(Employee)



Person Specification

	Essential	Desirable	Measurement
Demonstration of Trust Values			
Putting people first	✓		Application Form Interview Assessment
Prioritising quality	✓		Application Form Interview Assessment
Being progressive, innovative and continually improve	✓		Application Form Interview Assessment
Being professional and honest	✓		Application Form Interview Assessment
Promoting what is possible, independence, opportunity and choice	✓		Application Form Interview Assessment
Qualifications			
NVQ level 2 or equivalent standard of literacy and numeracy	✓		Application Form Assessment
RMN- including professional registration	✓		Application Form Interview
Evidence of other post registration education and training		✓	Application Form Interview
Evidence of personal development	✓		Application Form Interview
Completed study at Diploma/Degree level	✓		Application Form Interview Assessment
Independent Prescriber		✓	Application Form Interview Assessment
Experience			
Relevant experience of working as a community nurse		✓	Application Form Interview Assessment
Commitment to working as part of a multi-disciplinary team	✓		Application Form Interview Assessment
Able to deliver core service requirement	✓		Application Form Interview Assessment
Knowledge			
An awareness of NHS Plan, NSF and clinical governance priorities	✓		Application Form Interview Assessment



Key issues in service area	✓		Application Form Interview Assessment
Good understanding of Clinical Governance	✓		Application Form Interview Assessment
Knowledge of services provided by other agencies	✓		Application Form Interview Assessment
Knowledge of health promotion approach	✓		Application Form Interview Assessment
Knowledge of research methodology		✓	Interview Assessment
Understanding of and ability to carry out audit		✓	Interview Assessment
Knowledge of guideline development		✓	Interview Assessment
Skills			
Basic awareness of IT and IT skills	✓		Application Form Interview Assessment
Good interpersonal and organisation skills	✓		Interview Assessment
Time management skills	✓		Interview Assessment
Excellent verbal and written communication skills	✓		Application Form Interview Assessment
Ability to innovate and motivate		✓	Interview Assessment
Ability to manage work as a team member		✓	Interview Assessment
Ability to undertake mentorship/preceptorship	✓		Interview Assessment
Value service users as partners in health care provision	✓		Interview Assessment
Commitment to the provision of high quality care	✓		Interview Assessment
Commitment to the future development of the service	✓		Interview Assessment
Other			
To be aware and demonstrate the Trust Values	✓		Application Form Interview Assessment
To be able to travel efficiently throughout the area	✓		Application Form Interview

