

## Band 5 Community Nurse: Addendum

As a Registered Nurse working in a community setting you will work under the supervision of a Registered Mental Health Professional to promote and deliver evidence-based care for service users with mental health conditions in their own homes and within a variety of accommodation settings.

Community roles vary and the specifics of the community setting in which you work are covered during induction and will be explained by your line manager and colleagues; **this addendum sets out the expectations of all Band 5 staff working in a community setting, and should be read alongside the detail of the requirements for a Band 5 set out in the generic Job Description.**

### 1. Managing Caseload

- Significant knowledge, awareness and understanding of Mental Health Law, including legislation of particular relevance to the community sector including the Community Care Act (2015) treatment legislation, the Care Programme Approach (2008), the Mental Capacity Act (2005) and Community Treatment Orders (CTO).
- Managing own work load as part of the community team (this will be a reduced/protected case load).
- Co-ordinating care, communicating with other professionals involved in the care and ensuring regular CPA reviews are held as required. This will include communication with other teams for example in-patient services through attendance at ward meetings and with interface services e.g. Addictions service and CAMHS services where appropriate.
- Independently carrying out assessment, care planning and care coordination with excellent interpersonal skills, ability to listen to others' views, respect and value individuals from a diverse range of backgrounds.
- Meeting with community team members on a regular basis to discuss report and evaluating client care.
- Ensuring a flexible approach in care provision with focus on choice and social inclusion opportunities.
- Recognising and escalating concerns about the physical health needs of service users with long term conditions (e.g. diabetes, asthma etc.).

## **2. Promoting Recovery**

- Encouraging and empowering service users to have an optimum level of responsibility for their individual programme of care and with their consent, where appropriate, seeking the cooperation of friends, relatives and carers – following ‘recovery’ principles and approaches.
- Supporting service users to adopt recovery strategies that promote their wellbeing, healthy lifestyle, independence and self-care.

## **3. Risk Assessment and Risk Management**

- Reporting any incident or Serious Untoward Incidents that may take place in a community setting and provide reports and accurate records relating to the incident.
- Working safely to ensure safe custody of medicines, sharps, and clinical equipment in a community setting; and reporting of all incidents following Trust Policy.
- Recognising and responding appropriately to “self-harm and suicide prevention” with particular regard to the risks in community settings, in line with Trust policies and training guidelines.
- Understanding and working within the boundaries of the Lone Working Policy and awareness of Personal Safety in a community setting, including clear and updated communication with colleagues.
- Responding to urgent situations, emergencies or crises using protocols specific to the local community setting.

## **4. Safeguarding and Duty of Candour**

- Understanding and implementing safeguarding procedures in a community setting; recognising, reporting and investigating safeguarding issues and raising safeguarding alerts if you suspect that a service user and/or carer has been exposed to harm or abuse.
- Understanding and implementing Duty of Candour with regard to the particular issues in a community setting.

## **5. Infection Control**

- Understanding and implementing infection control measures in a community setting.

## **6. Communication and Collaboration**

- Preparing and providing reports on information and statistics as required relating to case load, regularity of visits and details of contact with clients and families.
- Communicating/liaising effectively with relevant agencies to ensure that an integrated programme of care is provided throughout.
- Advising families on prevention of illness and accidents in a community setting within own level of competency.
- Liaising with other Health Care Professionals, Statutory and /or Voluntary Agencies to address the needs of service user.
- Working closely with relevant professionals identifying health needs of the practice population and support the development of services in response to those needs.
- Participating in team, locality and Trust initiatives as required and promoting the strategic aims and objectives of the service, Nursing strategy and other relevant quality improvement initiatives in the community.
- Actively contributing to clinical or governance reviews of the team's activity and the monitoring of performance in line with trust directives and audit programmes in the community.
- Documenting according to Trust policy, write in plain language, avoiding jargon and use of acronyms.

## **7. Legislation**

- Demonstrating awareness and understanding of relevant and up-to-date Mental Health Law of particular relevance in community settings; ensuring adherence to legislation at all times.
- Having knowledge of the legal requirements of the Mental Health Act, Care Act, Mental Capacity Act, Programme Approach, Deprivation of Liberty, Safeguarding Vulnerable Adults and Community Treatment Orders.

## **8. Understanding of the admission and discharge procedure**

- Completing referral forms as necessary.

- Networking/liaising across the teams such as Transition of clients from CAMHS into Working Age Adult team or from WAA to Older adult.

#### **9. Medication Management**

- Administering and monitoring the side effects of medication according to NMC professional standards.
- Having knowledge of medication used in a community setting and side effects.
- Giving medication including IMI to the right patient, right medication, right dose, right route, and right time and giving the right education to patients.
- Ordering and appropriately storing medication in a community setting.

#### **10. Administration and Leadership**

- Ensuring IT literacy skills are appropriate to the service requirements to maintain electronic patient's records, write reports and letters in a community setting.
- Engaging in practice reflection through the utilization of clinical supervision and reflective practice groups, and to contribute to the delivery of clinical supervision to junior staff where appropriate.
- Ability to fulfil all the requirements of the role (including physical) and if unable to then reasonable adjustments may need to be made either to your role or place of work to ensure safety of self, staff and patients.

## Person Specification

### Registered Band 5 Community Nurse

Requirements	Essential	Desirable
<b>Education and Qualification</b>	Registered Adult Nurse and/or Registered Mental Health Nurse and/or Registered Learning Disabilities Nurse	Mentorship qualification
<b>Experience and Knowledge</b>	<p>Experience of research-based/reflective practice, e.g. understanding and ability to use supervision to reflect on skills, attitude and knowledge and develop these by using evidence based practice.</p> <p>Knowledge of relevant Professional and Clinical legislation</p> <p>Understanding of Care Co-ordination under CPA</p>	<p>Experience of working in the community</p> <p>Experience of managing a caseload</p> <p>Experience of Interagency working</p>
<b>Skills and Abilities</b>	<p>Able to provide quality care that is responsive to service user's needs, without close supervision.</p> <p>Resilient: able to cope with difficult interpersonal situations.</p> <p>Approachable.</p> <p>Self-aware, self-confident and intrinsically motivated to do a good job and to motivate others.</p> <p>Forms very effective working relationships with colleagues.</p> <p>Advocates for all individuals, particularly those with protected characteristics; promotes equality and diversity.</p> <p>Skills in risk assessment and risk management and crisis management</p>	<p>IT skills</p> <p>Skilled in supervision of others, and in providing critical and constructive feedback.</p>
<b>Other Requirements</b>	Empathy for service users including individuals who have experienced mental health problems.	

	<p>Loyal and able to advocate for and show pride in the work area and organization and demonstrates values of trust and NHS</p> <p>Flexibility to work shift patterns across 24hrs, 7days a week and across all clinical areas within the Trust as required</p> <p>Ability to fulfil all the requirements of the role (including physical)</p>	
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