

## **JOB DESCRIPTION**

<b><u>JOB TITLE:</u></b>	<b>COMMUNITY MENTAL HEALTH PRACTITIONER</b>
<b><u>BAND:</u></b>	Band 6
<b><u>LOCATION:</u></b>	Crisis Service
<b><u>HOURS OF WORK:</u></b>	Full time and Part time hours available
<b><u>RESPONSIBLE TO:</u></b>	Crisis Service Manager
<b><u>JOB PURPOSE:</u></b>	<p>To be personally responsible and professionally accountable for working with people in the community with severe mental illness who have multiple and complex needs.</p> <p>To provide high quality care and treatment in conjunction with other professionals through the Trust's agreed multi-disciplinary assessment and treatment/ care programmes.</p> <p>To participate as an active member of the Crisis Home Treatment Team and take a lead role in providing high quality and innovative services to people with severe mental illness.</p>

### **MAIN DUTIES AND RESPONSIBILITIES:**

To be personally accountable for:

- Responsibility for the nursing assessment of care needs and the development, implementation and evaluation of programmes of care for a defined caseload.
- Promoting and participating in multi-disciplinary and agency assessment and treatment/care programmes.
- Fully implementing and adhering to the Trust and Social Services policies on Integrated CPA and Risk Assessment.
- To promote the needs of carers and support local Carer/User Groups.
- Promoting the Trust's philosophy of treatment/care.
- Ensuring the Trust's annual objectives, targets and standards are met, and complying with the agreed Crisis Home Treatment Team annual objectives and quality standards.
- Ensuring that personal performance meets job requirements and standards at all times.
- Supervision of any trainee nurse attached to the service, including acting as "mentor" as necessary.
- Ensuring high standards record/case note recording.

- Administration of medication, ensuring compliance with nursing responsibilities under the Medicines Act (1971), the local Care of Drugs policy and other relevant Trust clinical procedures.
- Ensuring compliance with approved Trust clinical nursing policies/procedures and the Trust's Supervision policies.
- Ensuring compliance with the Mental Health Act (1983) regulations/procedures and Code of Practice.
- Complying with Admission and Discharge policies and associated procedures.
- Maintaining and developing effective links and sound communication with the hospital, particularly in respect of aftercare of discharged patients.
- Ensuring good communications with relatives and carers.
- Promoting good relationships and working arrangements with other relevant staff of other professions and agencies to ensure the smooth running of services.
- Liaising with outside agencies as necessary.
- Assisting with induction and in-service training of staff.
- Bringing any ideas for initiatives/motivations to improve services to the Team and assist in implementation where appropriate.
- Ensuring familiarity with the fire and evacuation procedures and enact them as necessary.
- Completing & inputting all required statistical returns promptly and efficiently, including Incident and Accident Forms.
- Supervising and teaching staff as required.
- Ensuring compliance with Standing Orders and Standing Financial Instructions and associated procedures.
- To know and comply with responsibilities under the Health & Safety at Work Act (1974).
- To provide cover as required for other colleagues.
- Other duties as required by the Crisis Home Treatment Team Leader's and/or the Service Manager.
- To work across community and in-patients settings as required to promote integrated & effective working.

## **TERMS AND CONDITIONS OF SERVICE**

1. Dorset HealthCare has a range of clinical, operational, financial, health & safety, risk management, human resource, equality & diversity and other policies, procedures and guidance, copies of which can be found on the Trust Intranet or obtained from the line manager or Human Resources Department. The post holder is expected to be aware of all policies, procedures and guidance which applies to them and to observe their provisions at all times.
2. Employment in this post is subject to a Disclosure & Barring Service criminal records Disclosure. The post holder may be required to undertake a Disclosure application at any time during employment.
3. Staff are not permitted to smoke on Dorset HealthCare premises, either inside or outside, or inside Trust vehicles.
4. Staff are expected to undertake all mandatory training and refresher training appropriate to their role. This may include preventative management of violence and aggression (PMVA) and/or breakaway techniques, and cardio-pulmonary resuscitation (CPR). If in doubt as to which mandatory training applies to this post, advice should be sought from the line manager.
5. All staff who are required to handle food and drink other than for their own consumption must comply with the Food Safety and Hygiene (England) Regulations 2013.
6. Dorset HealthCare is committed to promoting the welfare of children and vulnerable adults. Staff are expected to be aware of, and comply, with their roles and responsibilities in relation to safeguarding vulnerable groups.
7. Staff are expected to observe the highest standards of care and conduct and to engage constructively with managers, colleagues, patients/service users/carers and others in the course of their duties.

## **CORE ATTRIBUTES AND BEHAVIOURS**

Staff are expected to adhere to and demonstrate Dorset HealthCare's Core values and behaviours at all times.

### **Values**

Our values underpin all that we do and provide a sense of direction to people, teams and the Trust overall.

1. **Respect and dignity**  
We value each person as an individual, respect their aspirations and commitments in life, and seek to understand their priorities, needs, abilities and limits. We take what others have to say seriously. We are honest about our point of view and what we can and cannot do.

2. **Commitment to quality of care**  
We earn the trust placed in us by insisting on quality and striving to get the basics right every time: safety, confidentiality, professional and managerial integrity, accountability, dependable service and good communication. We welcome feedback, learn from our mistakes and build on our successes.
3. **Compassion and kindness**  
We respond with humanity and kindness to each person's pain, distress, anxiety or need. We search for the things we can do, however small, to give comfort and relieve suffering. We find time for those we serve and work alongside. We do not wait to be asked, because we care.
4. **Improving lives**  
We strive to improve health and wellbeing and people's experiences of the NHS. We value excellence and professionalism wherever we find it – in the everyday things that make people's lives better as much as in clinical practice, service improvements and innovation.
5. **Working together for patients**  
We put patients first in everything we do, by reaching out to staff, patients, carers, families, communities, and professionals outside the NHS. We put the needs of patients and communities before organisational boundaries.
6. **Everyone counts**  
We use our resources for the benefit of the whole community and make sure nobody is excluded or left behind. We accept that some people need more help, that difficult decisions have to be taken – and that when we waste resources we waste others' opportunities. We recognise that we all have a part to play in making ourselves and our communities healthier.

## **Behaviours**

Our behaviours provide a guide to how we can bring our values to life and constantly remind us that how we do things is as important as what we do and achieve.

7. **Positive**  
Embracing change and feedback, utilising constructive feedback to make improvements and promoting achievements of the Trust and others.
8. **Proactive**  
Challenging unacceptable behaviour, showcasing learning and innovation, actively encouraging ideas and involvement from others.
9. **Supportive**  
Being attentive, encouraging and helping others, giving and receiving feedback to enable people, teams and services to develop.
10. **Respectful**  
Empowering people to voice their opinion, introducing yourself and ensuring language is professional and inclusive.
11. **Reliable and trustworthy**  
Being open and transparent, acknowledging errors, being honest about limitations and not over-promising.

## **CHANGES**

This document represents a description of the job, and the skills, knowledge, experience and attributes required, at the date of issue.

Dorset HealthCare will periodically review this job description and person specification to ensure that it continues to meet service needs and will involve the post holder/s in the review process with the aim of reaching agreement on any reasonable changes which may be required. In the event that agreement is not achieved, Dorset HealthCare reserves the right to insist on reasonable changes following consultation with the post holder.