

PROGRESS *your* CAREER



Community Nurse (Mental Health/Learning Disability) Band 6

Job Description and Person Specification

Job Description

JOB TITLE: Community Nurse (Mental Health/Learning Disability)

BAND: Band 6

RESPONSIBLE TO: Clinical Nurse Specialist/Service Manager

KEY RELATIONSHIPS:

Internal	External
Own Team Line Manager Service Manager	GP Collaborative Care Social Services Acute Hospital Schools

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.

Aim of the role:

The expectation of this post holder will be 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 achieve this by:

- Working as part of a multi-disciplinary team, offering assessment, clinical support and treatment to children and adolescents with mental health problems, both within the service and in a variety of clinical settings.
- Offering support, consultation and advice to professionals across Tiers 1 to 4 in multi-agency settings.
- Working in an inclusive and integrated manner, ensuring services are provided to young people, their families and carers, including those looked after by the local authority.
- Supervising junior staff, teaching and assessing students whilst on placement.

- Participating in the planning, development and audit of services including use of routine outcome measures.
- Participating in a duty rota to assess the mental health needs and risk factors for all new referrals, resulting in signposting, offering advice or ongoing assessment and treatment as required.

Key Responsibilities:

1. To provide evidence based mental health assessments and interventions and to manage a personal caseload, both independently and alongside other professionals in the MDT and multi-agency settings in line with the Care Pathway Approach.
2. To provide a nursing perspective through teaching, consultation, intervention and active participation in community MDT and other agency teams as appropriate.
3. To assist in the referral of young people and families to other agencies/services in order to meet identified needs where assessments indicate more specialised interventions.
4. To develop community based group work programmes alongside other professionals and agencies.
5. To participate in regular management, clinical and safeguarding supervision.
6. To actively liaise with other local agencies and Tier 4 to ensure co-ordination and delivery of effective packages of care.
7. To offer consultation and input to the network of services relevant to social inclusion, as agreed with young people and their families.
8. To support the development of evidence based practice through audit and research including routine use of outcome measures.
9. To actively promote the emotional and mental health of young people within CAMHS.
10. To contribute to the operational and strategic development of CAMHS.
11. To comply with the requirements of London Safeguarding Children Board Procedures.
12. To observe the requirements of relevant legislation including the Children Act and Mental health Act.
13. To comply with Trust policy and procedures relevant to CAMHS including a commitment to equal opportunities.
14. To participate in agreed rotas for out of hours or on-call duties if required.
15. To maintain accurate written records, prepare formal reports, letters, case summaries and collect such information as required by the Clinical Nurse Specialist and/or service manager and the Trust.

16. To maintain confidentiality at all times.
17. To understand and at all times carry out duties in line with anti-racist and anti-discriminatory practice.
18. To be flexible in the performance of duties associated with this post. All jobs are subject to change from time to time and will be reviewed accordingly.

Leadership

- To participate in the development of an effective team and the development of productive working relationships throughout the Trust.
- To actively promote integrated health professional working internally and externally.
- To facilitate the development of a positive and 'supportive' team culture by taking responsibility for dealing effectively with potential conflict.
- To take an active interest in working parties and groups within the service and the Trust to develop and improve on service delivery, protocols and guidelines.
- To participate in the audit process, linking in with the clinical governance agenda.
- To advise, encourage and share knowledge utilising the latest research and practice development, through literature and peer reviews.
- To contribute to activities and projects undertaken by the team and/or service.

Clinical Skills

- The post holder will have Current Effective Status on the Nursing and Midwifery Council (NMC) and will maintain their registration through the revalidation process.
- To act as an autonomous, registered practitioner who is legally and professionally accountable for own unsupervised actions guided by the professional code of conduct and Trust guidelines and protocols.
- To provide evidence based mental health assessments and interventions and to manage a personal caseload, both independently and alongside other professionals in the MDT and multi-agency settings in line with the Care Pathway Approach.
- To be able to assess and develop plans of care to meet the complex needs of patients with a variety of conditions. This includes recognising own limitations and seeking advice when necessary.
- To be able to review care plans through collaborative working with young people and families and through use of goals, routine outcome measures and satisfaction questionnaires.
- To be able to assess whether a young person poses a risk of harm to themselves, others or is at risk of harm from others. To be able to support the young person and manage these risks in line with trust policies and national guidance to ensure safety.
- To be able to engage with children, young people and their families in a creative and individualised way, addressing any potential barriers to engagement.
- To be able to initiate referrals to other mental health professionals and agencies.
- To provide patients and relatives with information and education thus ensuring they have meaningful choices that promote dignity, independence and quality of life.
- To show a commitment to ensuring practice is supported by research, evidence based practice, literature and peer review.

- To engage in regular supervision in a way that enhances practice.

Computer/Administration

- To be computer literate and encourage implementation of the Trust's IM&T Strategy.
- To ensure accurate recording of actions, and updating patient's records, maintaining confidentiality at all times.
- To take part, and assist, in the planning and administration relating to day to day running of the caseload.
- To comply fully with RIO as the electronic case record and outcome all activity in line with Trust policy.

Communication

1. To establish and maintain positive therapeutic relationships with service users, carers and appropriate others.
2. To maintain confidentiality at all times, with an awareness of information sharing protocols.
3. To establish and maintain good channels of communication across services.
4. To develop and maintain effective working relationships with colleagues within the service and other relevant organisations in order to maintain a safe and effective service.
5. To be a positive team member, and to discuss concerns in a prompt, direct and responsible manner.
6. To communicate clearly and concisely in both written and verbal forms.
7. To demonstrate respect for all team members, maximising potential through the diverse roles within the team.
8. To be computer literate and able to record data using software packages used by mental health services.
9. To undertake holistic assessment of clients' needs and formulate appropriate individual care plans
10. To ensure that where possible relatives and carers of service users have a good understanding of the condition of the service user and feel able to discuss any questions or concerns they may have.

Training

1. To act as mentor to students, providing effective education, facilitating their development and promoting high standards of nursing care.
2. Contribute to the learning environment and ensure students are actively supported to enable them to achieve their learning needs.
3. To ensure own continued professional development and support a culture of lifelong learning in self and others.
4. To undertake, and assist, in the planning of own mandatory training and workshops.
5. To undertake a regular appraisal, developing a personal development plan that includes clinical competencies reflecting the health needs of the local population and relates to Trust strategy
6. To maintain professional competence standards as monitored through supervision, appraisal and NMC revalidation.
7. To support new staff and their integration within the team.
8. To support training as part of the role including changes to professional development and implementation of new policies and guidelines.

9. To be willing if required to contribute to relevant training programmes for the service and other agencies

Specific Tasks directly related to the post:

1. To be able to work in an agile way, seeing young people both inside the clinic and at other locations (schools, home, community settings)

Additional Information

Additional information about protocols and guidelines while working at NELFT are outlined in [this document](#).

Key Performance Indicators (KPI) and Objectives

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.

Date last reviewed:

Date to be reviewed: 29/07/25

Job evaluation reference number:

Person Specification

Please note if you do not meet all the criteria listed in the person specification, we encourage you to still apply and development needs can be discussed at the interview.

Demonstration of Trust Values	Essential	Desirable	Measurement
<ul style="list-style-type: none"> • Putting people first • Prioritising quality • Being progressive, innovative, and continually improve • Being professional and honest • Promoting what is possible, independence, opportunity, and choice 	✓		Application Form Interview Assessment

Qualifications	Essential	Desirable	Measurement
NVQ level 2 or equivalent standard of literacy and numeracy	✓		Application Form Interview Assessment
RMN/RNLD Post Registration Qualification to Degree level or equivalent.	✓		Application form
Mentorship Qualification (or relevant experience of working with student nurses and willingness to attend training)		✓	Application form

Experience	Essential	Desirable	Measurement

Relevant interest and experience of working therapeutically with children/young people and their families	✓		Application form Interview
Experience of offering holistic assessment of the needs of young people with emotional or behavioural difficulties, or mental health concerns	✓		Application form Interview
Experience of holding clinical responsibility for managing a caseload		✓	Application form Interview
Experience of assessing and managing risk factors	✓		Application form Interview
Experience of using outcome measures as a way of informing practice and data collection		✓	Application form Interview

Knowledge	Essential	Desirable	Measurement
An awareness of NHS Plan, NSF and clinical governance priorities	✓		Application Form Interview Assessment
Knowledge of relevant legislation and guidance affecting children and adolescents.	✓		Application form Interview
Understanding of child development and mental health issues.	✓		Interview
Knowledge of child protection procedures	✓		Application form Interview

Skills	Essential	Desirable	Measurement
Ability to engage with young people and families from a range of different cultural backgrounds and with a range of different needs	✓		Application form Interview
Ability to work collaboratively with other professionals and agencies	✓		Application form Interview
Basic awareness of IT and IT skills	✓		Application Form Interview Assessment
Ability to maintain clinical records including maintaining confidentiality	✓		Application form Interview

Other	Essential	Desirable	Measurement
To be aware and demonstrate the Trust Values	✓		Application Form Interview Assessment
To be able to travel efficiently throughout the area	✓		Application Form Interview
To be able to contribute to Evidence Based Practice	✓		Application Form Interview
Trained to deliver Positive Behaviour Support Plans		✓	Application Form Interview Assessment