

COMMUNITY MENTAL HEALTH NURSE/ PRACTITIONER, BAND 6
BOURNEMOUTH, ASSERTIVE OUTREACH TEAM

1. Knowledge, skills and training	Essential	Desirable	Assessment method
1.1 RMN or suitably qualified alternative	Yes		Certification
1.2 Current NMC or equivalent registration	Yes		Certification
1.3 Further evidence of professional development and training	Yes		Certification
1.4 Learning & Assessing in the Practice Environment unit/998	Yes		Certification
1.5 Ability to assess, plan, implement and evaluate treatment programs	Yes		Previous experience
1.6 Understanding of medication management issues	Yes		Previous experience
1.7 Understanding of child protection and vulnerable adult issues	Yes		Previous experience
1.8 Working knowledge of NMC Code of Professional Conduct	Yes		Previous experience / application
1.9 Knowledge of the Mental Health Act 1983 and Mental Capacity Act	Yes		Previous experience
1.10 Experience of working in the community	Yes		Previous experience
1.11 Awareness of third sector support services.	Yes		Previous experience / application

1.12 Knowledge of requirements of confidentiality when dealing with sensitive information.	Yes		Application / Interview
1.13 Good understanding of and ability to demonstrate contributions to clinical governance.	Yes		Previous experience / interview
2. Job specific experience	Essential	Desirable	Assessment method
2.1 Experience at Band 5/6 of working within a Community Mental Health Team.	Yes		Previous experience / application / references
2.2 Experience of ICPA and Risk Assessment and Management	Yes		Previous experience / application / references
3. Managerial / supervisory experience	Essential	Desirable	Assessment method
3.1 Experiencing providing clinical and managerial supervision to junior staff.		Yes	Previous experience / application
4. Information Technology	Essential	Desirable	Assessment method
4.1 Basic IT skills, normally obtained through practice or practical training	Yes		Previous experience / application / certificate
4.2 Experience using an electronic service user record	Yes		Previous experience
5. Personal qualities/attributes	Essential	Desirable	Assessment method
5.1 Good written, verbal and interpersonal communication skills	Yes		Application / interview

5.2 Use of initiative under minimal supervision and ability to work independently	Yes		Previous experience
5.3 Ability to think creatively and problem solve	Yes		Application / interview
5.4 Good team working and communication	Yes		Application / interview
5.5 Ability to interact with clients in crisis or distress and empathy with vulnerable people.	Yes		Previous experience
5.6 Time management skills	Yes		Application / interview
5.7 Ability to work under pressure and maintain a positive outlook	Yes		Previous experience / Application / interview
5.8 Ability to facilitate/co-facilitate therapeutic and recreational groups and activities		Yes	Previous experience / interview
5.9 Professional in approach, manner and appearance	Yes		Interview
5.10 Sound understanding of concept and ability to deliver recovery based approach to patient care.	Yes		Application and interview
6. Business travel	Essential	Desirable	Assessment method
Subject to the provisions of the Equality Act (2010), able to travel using own vehicle on Trust business.	Yes - Level 1		
7. Additional requirements	Essential	Desirable	

Demonstrable skills in written and spoken English, adequate to enable the post holder to carry out the role effectively.	Yes		
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***Essential / desirable car user definitions**

Level 1 – (Essential) post holder is required to:

- travel an average of more than 3,500 miles a year;
- or travel an average of at least 1,250 miles a year; and necessarily use their car an average of 3 days a week; or spend an average of at least 50% of their time on such travel; including duties performed during the visits;
- or travel an average of at least 1,000 miles a year and spend an average of 4 days a week on such travel, including the duties performed during the visits.

Level 2 – (Essential) users who use their own vehicles for official journeys other than in the circumstances described under Level 1 above.

Level 3 (Desirable) non- car users who may exceptionally be required to travel on Trust business where such journeys could also be reasonably.