

Profile label:

Nurse Team Manager (Mental Health, Community)

Job Statement:

1. Liases with other agencies in planning and assessing programmes of care
2. Assesses Mental Health patients; plans, implements care; provides specialist advice in the community; maintains associated records
3. Manages a team of community psychiatric nurses in a geographical area.

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide and receive complex , sensitive or contentious information; hostile, antagonistic or highly emotive atmosphere Community sensitive condition related information to clients with mental health problems, where clients may be hostile & antagonistic	5c
2.Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Professional knowledge acquired through degree plus relevant experience for working in the community	6
3.Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison range of options Skills for assessing patient needs and analysis of issues	4
4.Planning & Organisational Skills	Plan and organise complex activities or programmes, requiring formulation, adjustment Co-ordinates multi-agency activities, organises workload of a community psychiatric team	3
5.Physical Skills	Highly developed physical skills, accuracy important; manipulation of fine tools, materials Dexterity and accuracy required for e.g. injections, taking blood and infusions	3(b)
6.Responsibility for Patient/Client Care	Accountable for direct delivery of sub-division of a clinical, clinical technical or social care service Responsibility for delivery of a Community Psychiatric Nurse service for a geographical area	6(d)
7.Responsibility for Policy/Service Development	Propose policy or service changes, impact beyond own area Responsible for policies for area, impact on other community and voluntary services	3
8.Responsibility for Financial & Physical Resources	Authorised signatory; hold delegated budget Authorises payments for supplies and expenses; manages budget for service for area	3(a)(d)
9.Responsibility for Human Resources	Day to day management; allocate, place and supervise staff or students/ line manager for single function or department Manages CPN's ; organises student placements; line manager for community psychiatric nursing team	3(a)(b) - 4
10.Responsibility for Information Resources	Record personally generated information Updates client records	1
11.Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work/ regularly undertake R&D activity; clinical trials Undertakes surveys, audits/clinical trials; various R&D studies	1-2(a), 2b
12.Freedom to Act	Broad occupational policies Manages a team of nurses in the community	4
13.Physical Effort	Combination of sitting, standing, walking Occasional light lifting	1
14.Mental Effort	Frequent concentration, work pattern predictable/ unpredictable Concentration on patient/client treatment/ dealing with patient crises	2a-3a
15.Emotional Effort	Frequent distressing or emotional circumstances; occasional highly distressing or emotional circumstances Imparts unwelcome news, severely challenging behaviour, crisis intervention.	3(a)(b)
16.Working Conditions	Frequent unpleasant; occasional highly unpleasant conditions Verbal aggression; body fluids	3(a)(b)
JE Score/Band	JE Score: 480-503	Band 7