

Profile Label :
 Current Job Title:
 Job Statement:

Nurse Specialist Mental Health (Community)

Community Psychiatric Nurse (CPN)

1. Assesses Mental Health patients; plans, implements care, provides specialised advice in the community; maintains associated records
2. Liaises with other agencies in planning and assessing programmes of care

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide and receive complex, sensitive or contentious information; hostile, antagonistic or highly emotive atmosphere Communicates 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 of a range of options Skills for assessing & interpreting mental health patient/client conditions, appropriate action	4
4.Planning & Organisational Skills	Plan and organise complex activities or programmes, requiring formulation, adjustment Co-ordinates multi-agency activities	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	Develop programmes of care, care packages; provide specialised advice in relation to care Assesses health needs, develops programmes of care for mental health patients; advises patients and carers	5(a)(c)
7.Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment/ implement policies and propose changes to practices, procedures for own area Follows policies may comment on proposals for change/ proposes changes to community mental health service protocols	1-2
8.Responsibility for Financial & Physical Resources	Personal duty of care in equipment to equipment, resources/ authorised signatory, small payments Careful use of equipment / authorises small payments to clients	1-2(d)
9.Responsibility for Human Resources	Professional/ clinical supervision Clinical supervision of junior staff and students	2(b)
10.Responsibility for Information Resources	Record personally generated information Updates patient 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), 2(b)
12.Freedom to Act	Broad occupational policies Accountable for own actions, not directly supervised, manages a caseload in the community	4
13.Physical Effort	Combination of sitting, standing, walking Occasional light lifting	1`
14.Mental Effort	Frequent concentration, work pattern is predictable/ unpredictable Concentration on patient/client treatment/ dealing with patient crises	2(a)- 3(a)
15.Emotional Effort	Frequent distressing or emotional circumstances; occasional / frequent highly distressing or emotional circumstances Imparts unwelcome news; severely challenging behaviour, crisis intervention.	3(a)(b) - 4(b)
16.Working Conditions	Frequent unpleasant / occasional highly unpleasant conditions Verbal aggression; body fluids	3(a)(b)
JE Score/Band	JE Score: 430- 463	Band 6