

## **JOB DESCRIPTION**

Job Details:

Job Title:	Registered/Community Psychiatric Nurse
Department:	Supporting police officers and family members nationally
Location	Andover, Hampshire
Responsible to:	DMWS Regional Manager
Accountable to:	Operations Director

### **1. Job purpose:**

To oversee all police cases, complete initial assessments when appropriate and work with clinical support to treat the individuals. You will work collaboratively with the regional manager, welfare officers, clinical support and the police wellbeing committee to ensure the individual receives the best treatment possible.

The role will be based in Andover but travel may be required to other locations depending on the complexity of the cases. The coverage for this role is national through England and Wales, assessments and treatment will be delivered both face to face and remotely.

### **2. Knowledge, Skills, Training and Experience**

- The post holder will have the knowledge, experience, and abilities comparable to that of a Registered Psychiatric Nurse or Community Psychiatric Nurse, to include Cognitive Behavioural Therapy.
- Facilitating formal therapy sessions may be part of this role; as well as, the skill to interact daily and assess the holistic wellbeing of Police Officers and their Family members is vital.
- This role will need to be cooperative, discrete, and have clear boundaries
- Advocate on behalf of the Police Federation member with a range of services ensuring that services, as far as possible, reflect their needs and wishes.
- Assess the clinical requirement for the individual and work collaboratively with the clinical support team to produce and deliver a treatment plan for that individual
- Attend and present to the Police Federation Wellbeing Board when required.

### **3. Communication and Relationships**

- Work collaboratively with colleagues internally and externally through the NHS and other third sector organisations.
- Data capture via Surface Pro to a confidential and discreet data management system
- Utilise communications in accordance with Caldicott Principles, GDPR, Data Protection, Freedom of Information Act and DMWS policy and procedure.

- The post holder is required to have security clearance (SV / DV)

#### **4. Analytical and Judgemental Skills**

- Assess and formally document risks associated with police officers and family members who are working in challenging operational environments.
- Undertake assessments, planning, implementation and evaluation using a variety of methods, in accordance with policy.
- Exercise clinical and professional judgement, and be aware of appropriate boundaries when interacting with other professionals or the police officer/family member.

#### **5. Planning and Organisational Skills**

- Work independently to meet the needs of the Police Federation and its members.
- Ability to meet deadlines for reports
- Convene and, at times, chair meetings relating to the wellbeing and treatment of the individuals requiring treatment..

#### **6. Professional care standards**

- Carry out assessments autonomously using DMWS procedures and documentation. This will be subject to appropriate risk assessments to ensure safety at work.
- Formulate support plans in partnership with the Police Federation member. This process requires awareness and adoption of a philosophy of care focused on reducing stigma, promoting social inclusion and recovery using a range of evidence based tools and interventions.
- A working knowledge of evidence-based interventions in accordance with NICE and other DOH guidance, and a commitment to develop and apply these skills.
- The post holder is responsible for ensuring their records are contemporaneous and are of a high quality.
- The post holder is required to have a good understanding of Safeguarding Adult and Children and Young Person issues and be able to recognise signs of physical, emotional or financial abuse

#### **7. Policy and Service Development**

- Adhere to NMC code of professional standards and conduct, Police policies, Trust policies, and requirements of the Mental Health Act and other legislation.
- To support the development of local services taking into account national and local best practice, policies and procedures, which influence the local and national agenda.
- To participate fully in the effective monitoring, review and evaluation of the service provided.

#### **8. Human Resources**

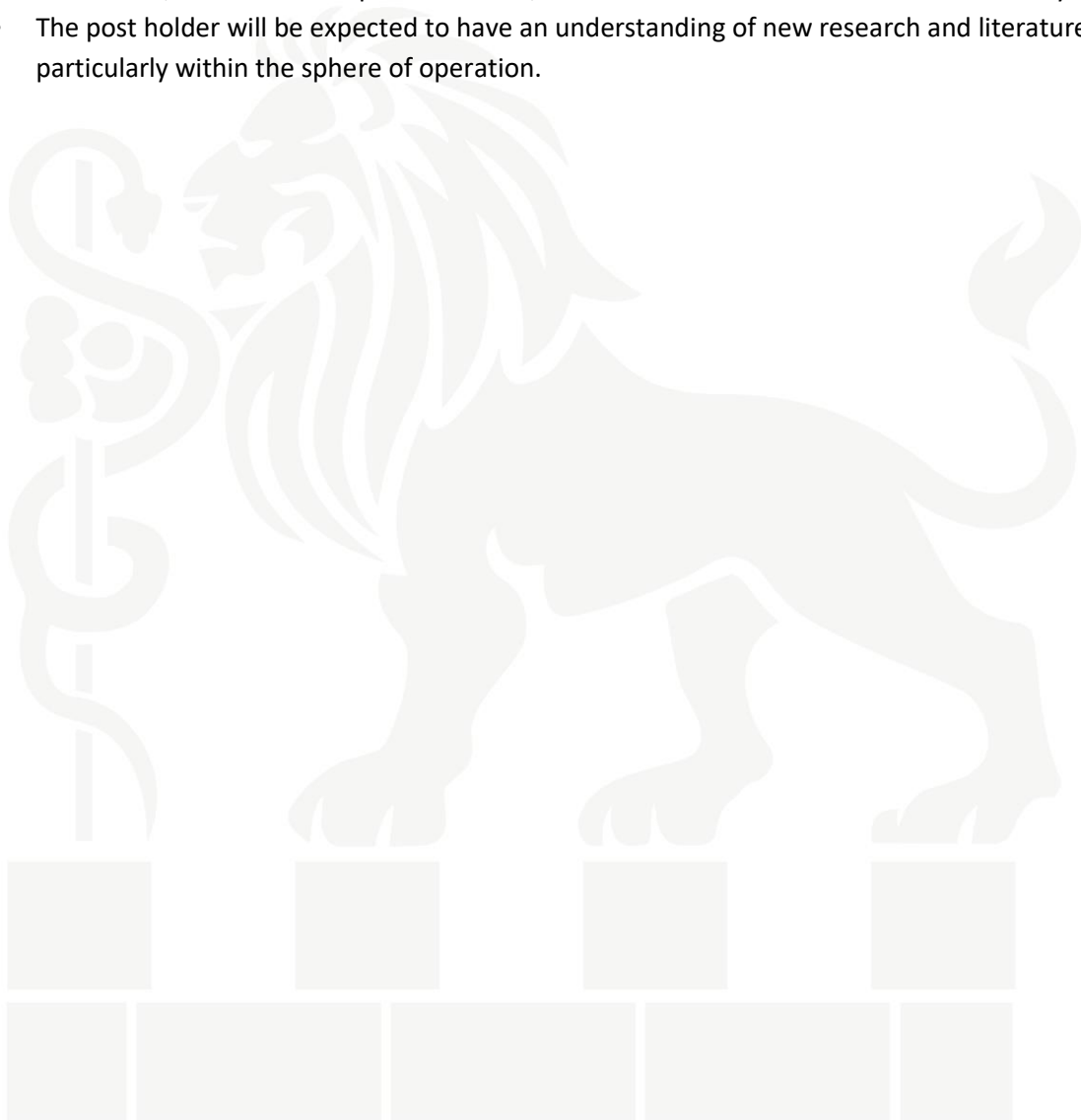
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Defence Medical Welfare Service**



- The post holder will be responsible for ensuring that they are actively involved in their personal development and appraisal process.
- May be involved in recruitment selection and appointment of new staff.
- Supervision of junior members of staff.

**9. Research and Development**

- Participate in audit relating to the Wellbeing Service within an integrated governance framework, and in workshops or exercises, which examine and evaluate service delivery.
- The post holder will be expected to have an understanding of new research and literature particularly within the sphere of operation.



**Community Psychiatric Nurse or equivalent**  
**Person Specification**

	<b>Essential</b>	<b>Desirable</b>
<b>Qualification</b>	<ul style="list-style-type: none"> <li>• First Level qualification – RMN or similar</li> </ul>	<ul style="list-style-type: none"> <li>• Further relevant Post Qualifying Training i.e. CBT, PSI</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Minimum of 2 years post basic qualification experience of working in clinical Mental Health arena</li> <li>• Evidence of MDT / Team working</li> <li>• Experience of involving clients in the decision making process</li> </ul>	
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Knowledge of the Police environment / culture</li> <li>• Knowledge of Risk Assessment and Risk Management</li> <li>• Knowledge of statutory requirements and legislation i.e. Mental Health Act, Safeguarding</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in a Coordination role</li> <li>• Experience of working with Multiple Stakeholders</li> </ul>
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>• Ability to provide comprehensive assessment</li> <li>• Risk assessment skills</li> <li>• Risk management skills</li> <li>• Ability to demonstrate effective written and verbal communication skills</li> <li>• Time management skills</li> <li>• Ability to work in a pressured environment</li> <li>• Cognitive Behaviour Therapy skills</li> <li>• Information and Technology skills</li> </ul>	<ul style="list-style-type: none"> <li>• Research and Evaluation</li> <li>• Leadership skills</li> <li>• Teaching skills</li> </ul>
<b>Additional Qualities</b>	<ul style="list-style-type: none"> <li>• Flexible and adaptable</li> <li>• Able to work as part of a team</li> <li>• Friendly disposition</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>• Capability to meet the mobility and geographical requirements of the post</li> <li>• Full UK Driving Licence</li> <li>• Able and willing to travel nationally, sometimes at short notice</li> </ul>	