

Job Description

Job Title:	Senior PCN Mental Health Practitioner
Band:	Band 7
Hours:	37.5 hrs
Department:	Lambeth PCN
Location:	Lambeth GP's
Reports to:	Lambeth PCN lead (tbc)
Prof Accountable to:	Lambeth Living Well Network Alliance General Manager - Community

Job Purpose:

To work as part of the primary care team in a specified Primary Care Network as an experienced autonomous practitioner carrying out assessments, care planning and interventions for patients with mental health needs. The role will also involve the provision of advice, education and support to service users and their carers or family members. You will also act as the interface between partner agencies to ensure effective transition to primary care and referral into secondary care settings.

You will also be actively involved in the interventions provided by the primary care team and provide expert advice and support to enable them to provide an effective service for patients with mental health needs.

Lambeth Living Well Network Alliance

The Lambeth Living Well Network Alliance (LWNA) commenced on 1st July 2018 and has been developed to transform the way that adult mental health services are delivered in Lambeth with the vision that: 'every citizen, whatever their abilities or disabilities, can flourish, contribute to society and lead the life they want to lead'.

This is a partnership approach between Certitude, Lambeth Council, Thames Reach, Lambeth Clinical Commissioning Group and the South London and the Maudsley NHS Trust (SLaM). The Alliance support the achievement of the 'three big outcomes' identified by local people: to support people to recover and stay well, make their own choices and participate on an equal footing in daily life.

In order to support delivery of the Big 3 outcomes we have identified 6 priorities:

- Reduce numbers of people reaching crisis point and give prompt and appropriate support for people in crisis
- Increase numbers of people able to live independently

- Increase numbers of people living in stable and appropriate accommodation
- Improve mental health outcomes for people from black communities in Lambeth
- Improve physical health for people with mental health issues
- Increase numbers of people in education, training, volunteering or employment

Facts and Figures:

Lambeth is a diverse and vibrant inner London borough on the south bank of the Thames with a population of nearly a third of a million people. It has one of the largest geographic areas of any inner London borough, and is one of the most densely populated places in the country. Lambeth is home to many diverse communities with a complex social and ethnic mix, with large African and Portuguese populations, and is an important focus for the UK black Caribbean population.

Unfortunately, within the borough there are stark inequalities and public health challenges including lower life expectancy and premature avoidable mortality but also higher levels of a range of risks including mental illness and poor wellbeing. Lambeth GP records estimate there are around 4,000 people with serious mental illness in the borough, the highest in the country and three times the national average. Lambeth also has the fifth highest levels for diagnosed psychosis in the country, and is in the top 25% for common mental illnesses.

The LWNA has developed services to meet borough mental health needs including the Single Point of Access (SPA) which opened in Autumn 2019, this is an assessment service which allows people to refer themselves or be introduced for help by GPs or other professionals. People speak to a clinician who refers them directly to the most appropriate support, without having to repeat details. At the same time as the SPA opened we brought community mental health teams, social workers and voluntary sector staff together in two teams. These teams were the Short Term Support Service (who usually support people for up to three months) and Focused Support Service (who support people longer term.) The team are based in three Living Well Centres (LWCs): North, South East (both currently Brixton) and South West (Streatham).

The LWNA offers an exciting range of support and training opportunities to employees. We encourage and welcome applications from people with lived experience of mental health challenges. We see this as valuable and recognise the positive impact this experience can have on the work we do.

Key Responsibilities

Clinical

- To provide medicine management education, adherence advice and lifestyle advice for patients and their families and/or carers presenting with mental health needs
- To assist in supporting early intervention and shared decision-making around self-management of symptoms and adherence to treatment

- To work with patients and team members to support engagement with appropriate services and treatment which may include onward referral to Living Well Centres or signposting to other mental health services, social prescribers, voluntary services and community-based support groups.
- To support patients to transition from secondary care to primary care by providing appropriate number of step down sessions at the point of step down from secondary care services dependant on patient need.
- To support patients in their referral from primary care to secondary care and ensure effective and safe transition.
- To support patients to stay well within their local communities, including psychological support and the re-enforcement of psychology techniques.
- To promote the safety and the wellbeing of patients and their families and/or carers
- To develop a close relationship with Primary Care practices with the PCN, attending practice meetings and having regular informal contact.
- To work closely and in partnership with colleagues within primary care and their community partner organisations in a collaborative way, ensuring that decisions are made that ensure the best care for service users and that there is a seamless pathway.
- To support GPs in assessing risk by providing expert advice and consultation.
- To support primary care teams with the administration of long-acting depot injections for those patients with complex needs.
- To support patients on the SMI register to access annual physical health checks and to work in collaboration with the Band 4 Associate Nurses in the PCN with delivery of physical health checks
- To work closely with the Mental Health Personal Independence Co-ordinators

Quality Improvement

- To contribute to the improvement of pathways between primary and secondary care and where practicable, to standardise processes across the PCN
- To improve quality and effectiveness of prescribing of mental health medications through clinical audit and education of prescribers to improve performance against NICE standards and clinical and prescribing guidance
- To support primary care initiatives which improve the physical health outcomes of those with a long-term mental health condition and the mental health outcomes of those with a long-term physical health condition

Training Development and Education:

- To provide informal mental health specific learning for staff across the Primary Care Network, including providing specialist advice relating to mental health
- To undertake mandatory and statutory training as required by Alliance policy, identifying individual training needs.
- To contribute and commit to undertaking an annual Development Review/appraisal.

- To undertake personal development as identified in the Personal Development Plan (PDP).

Management:

- To be responsible for the management, supervision and appraisals of Primary Care Mental Health Practitioners, working across PCNs in Lambeth.
- To facilitate and enable appropriate communication within Primary Care Networks within Lambeth, between other teams and departments across Lambeth including Local Authority, service users, carers and other relevant agencies.
- To ensure policies on staff supervision, health and sickness, safety and equal opportunities are adhered to, and ensure that all staff absence is recorded through an agreed team procedure.
- To provide supervision on clinical caseloads and ensure that all team members have appropriate clinical supervision and Development Review.
- To ensure all staff receive an appraisal in line with service policy, ensuring that training, professional and legal requirements are met.
- To provide specific professional supervision to team members from the same profession as the post holder.

General:

- This is not an exhaustive list of duties and responsibilities, and the postholder may be required to undertake other duties which fall within the grade of the job, in discussion with the manager.
- The postholder is expected to comply with all relevant Alliance and PCN policies, procedures and guidelines, including those relating to Equal Opportunities and Confidentiality of Information.
- The postholder is responsible for ensuring that the work that they undertake is conducted in a manner which is safe to themselves and others, and for adhering to the advice and instructions on Health and Safety matters given by Manager(s). If postholders consider that a hazard to Health and Safety exists, it is their responsibility to report this to their manager(s).
- The postholder is expected to comply with the appropriate Code(s) of Conduct associated with this post and meet the required professional standards for on-going registration.
- To make effective use of supervision and be able to acknowledge their own limitations, reflect on practice and discuss/identify their training and development needs with their line manager.

Personal Specification:

Qualifications	
Essential Requirements	Desirable Requirements
<ul style="list-style-type: none"> • Registered mental health professional appropriate to the job role (Nurse, Pharmacy Technician or Pharmacist). • Evidence of post qualification 	<ul style="list-style-type: none"> • A recognised management qualification (e.g. MSc) or evidence of other advanced education. • Non-medical prescriber.

<p>training/education.</p> <ul style="list-style-type: none"> • A commitment to completing quality improvement training. • Evidence of recent continued professional development. • Mentorship or equivalent. 	<ul style="list-style-type: none"> • Experience of using quality improvement methodologies.
Experience	
<p><u>Essential Requirements</u></p> <ul style="list-style-type: none"> • Significant relevant clinical experience. • Experience of working with people who have experienced serious ongoing mental health problems. • Experience of research based/reflective practice e.g. understanding and ability to use supervision to reflect on skills, attitude and knowledge and develop these by using evidence-based practice. • Experience as a preceptor/mentor. • Knowledge of relevant professional and clinical legislation. • Ability to proactively and independently manage a workload. • Experience of providing a range of clinical interventions, including triage and assessment, to people in the designated care group with a variety of health problems. • Experience of working consultatively with professionals. • Experience of working in an MDT setting. • Experience of working with and addressing issues of diversity including experience of working within a multicultural framework. • Experience of using and delivering clinical and managerial supervision. • Experience of developing and facilitating teaching programme for staff. • Experience of psychological assessment and treatment of clients with a range of psychological needs of a complex nature in adult mental health. • Knowledge and experience of conducting audits. 	<p><u>Desirable Requirements</u></p> <ul style="list-style-type: none"> • Experience of working in a community mental health setting. • Experience of managing conflicts. • Understanding of Clinical Governance. • Experience of supervising other disciplines. • Experience of team management. • Previous experience of working within primary care.
Knowledge	

<p><u>Essential Requirements</u></p> <ul style="list-style-type: none"> • An understanding of the relationship between primary and secondary care services. • Awareness of racial and diversity issues and factors affecting access to mental health care. • Knowledge of key legislation and guidelines in relation to statutory mental health responsibilities, including Safeguarding Adults, Young people and children. • An understanding of the stepped care model of delivery of psychological therapies for depression, anxiety and personality disorder. • Ability to provide quality care that is responsive to service user needs, without close supervision. 	<p><u>Desirable Requirements</u></p> <ul style="list-style-type: none"> • Theoretical knowledge of psychopathology and the evidence base for the relevant treatment. • Knowledge of the theory of psychological models, such as CBT, DBT, or MBT.
<p>Skills/Abilities</p>	
<p><u>Essential Requirements</u></p> <ul style="list-style-type: none"> • Highly developed verbal and written communication skills including communicating complex, highly technical and sensitive information to clients, families and colleagues. • Ability to identify and employ mechanisms of clinical governance as appropriate and to support and maintain clinical practice in the face of regular exposure to highly emotive and/or challenging behaviour. • Effective IT skills. • Good organisational skills. • Skills in emotional resilience: able to cope in difficult interpersonal situations. • Self-aware, self-confident and intrinsically motivated to do a good job and to motivate others. 	<p><u>Desirable Requirements</u></p> <ul style="list-style-type: none"> • Accredited practitioner skills in at least one model of psychological therapy. • Accredited nurse prescriber • Ability to contribute to, monitor and implement changes and improvements to services. • Specialised clinical skills, e.g. group work, anxiety/anger management, family work skills

Other information

Confidentiality

Confidentiality/data protection regarding all personal information and LWNA activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as

the Data Protection Act. The post holder should ensure that they are familiar with and adhere to all LWNA Information governance policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action may be taken.

Equal Opportunities

Promote the concepts of equality of opportunity and managing diversity LWNA wide.

Health and Safety

Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors and employees.

Infection Prevention and Control

Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with LWNA policy.

Professional standards and performance review

Maintain consistently high professional standards and act in accordance with the relevant professional code of conduct. Employees are expected to participate in the performance review process.

Service/Department standards

Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.

Finance

All Trust staff will comply with the financial processes and procedures.

Safeguarding Children & Vulnerable Adults

Employees must be aware of the responsibilities placed on them under the Children Act 1989, 2004 and the trusts safe guarding vulnerable adults policy.

Code of Conduct

The post holder is required to adhere to the standards of conduct expected of all NHS managers set out in the Code of Conduct for NHS managers.

This job description will be subject to regular review and adjustment.

SUMMARY

This job description is an outline of the key tasks and responsibilities of the post and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing needs of the Alliance and its services, as well as the personal development of the post holder.