

JOB DESCRIPTION

POST TITLE: Mental Health Practitioner

BASE: Nicholson House, Maidenhead

BAND: 5

LINE MANAGER: Clinical Team Leader

PROFESSIONAL ACCOUNTABILITY: Services Manager

OUR VISION AND VALUES

Our **vision** is to **be a great place to get care, a great place to give care.**

Our values are:

- **Caring** for and about you is our top priority
- **Committed** to providing good quality, safe services
- working **Together** with you to develop innovative solutions

JOB SUMMARY

1. Clinical

- a. The post holder will be responsible for the formulation, execution and evaluation of a care plan for a designated number of individuals who may present with significant complexity within a multidisciplinary team.
- b. The post holder will ensure that each individual plan is developed in consultation/agreement with the patient and informed by the wider multidisciplinary team.
- c. The post holder will be responsible for identifying the specific interventions and skills required from the multidisciplinary team to deliver the plan of care and expected health/social outcomes which are evidence based and lead to recovery and minimise risk.
- d. The post holder will be responsible for devising a crisis plan with each individual service user and alerting the Urgent Care services as required.
- e. The post holder will operate within the principles of recovery and as such support each patient to reduce dependence on Secondary Mental Health Services enabling a planned integration into local community facilities and then discharge as part of the service user's recovery plan.
- f. As a qualified mental health practitioner, the post holder will direct and supervise junior staff and/or students and resources within their area of responsibility and take an active participation in clinical quality assurance and learning programmes.

2. Leadership

- a. As a qualified mental health practitioner, the post holder will direct and supervise junior staff and/or students and resources within their area of responsibility and take an active participation in clinical quality assurance and learning programmes.

3. Point of Delivery

- a. The post holder will be a member of the WAM Community Mental Health Team and as such will be mainly based at the CMHT and work within its hours of operation as set out in its operational policy.

RESPONSIBILITIES

1. Care delivery

- a. To communicate complex and sensitive information and advice to service users, carers and professionals, including information about diagnosis and prognosis, to find ways of enabling the information to be understood, providing empathy and reassurance.
- b. To maintain and develop relationships with professionals external to the area of service, service users and their significant others (where appropriate) within area of service/specialism.
- c. To be responsible for the assessment, planning, implementing and evaluating of specialist care, including evaluating the work of junior staff. And to be responsible for developing care packages and programmes of care, including the involvement of multi-agency input around the service users needs.
- d. To provide effective analysis of a range of facts and inputs to establish and apply an evidenced based formulation and options of care that can be negotiated with the service users and appropriate judgments made that best improve the opportunity of the service user's recovery and which mitigates risk to themselves or others.
- e. To formulate and design physical interventions as part of the service user's care plan, ensuring that clinical policies and procedures are followed correctly and risks inherent in any procedures are minimised.
- f. To ensure services are delivered in a manner that is appropriate, relevant and respectful to all community members, recognizing the diversity of ethnicity, culture, belief, privilege and capacity of service users and carers.
- g. To provide advice to other members of the service and agencies on the particular needs of service users.
- h. The post holder is required to adopt the principles of the Care Programme Approach (CPA) and work within the framework when assessing, planning and co-ordinating the care and medical treatment that a person requires.

2. Record keeping, information collection and communication.

- a. Effectively manage complex and sensitive situations and condition related information and situations to service users, other professionals and external agencies, where there may be barriers to understanding or a hostile and antagonistic working environment
- b. To ensure data recorded (by post holder and by those staff and students supervised by post holder) on all electronic systems, RiO, and safeguarding systems, conforms to necessary policies, processes and protocols.
- c. To be responsible for the accurate maintenance of clinical record keeping and the required communication of individual service user's care packages for the post holders area of responsibility/specialism
- d. To be responsible for the accurate recording and transferring (to other services) of information relating to a service user in receipt of care as determined by the Trusts operational policies or when directed by the team leader.

GENERAL

1. This is a varied role where you'll be expected to undertake the range of responsibilities specified above, working together with your line manager and colleagues to ensure that the activities of this post make a real difference to our patients. Your line manager may ask you to undertake other reasonable duties to facilitate the smooth running of your service or team.
2. We are an equal opportunities employer and you'll be expected to role model equality of opportunity, live the values and always operate in accordance with our Equal Opportunities Policy.
3. Health and Safety at work is important to us and we would like you to role model the highest standards of behaviour and go above and beyond by adopting excellent practice where it links to the health and wellbeing of our colleagues. It is important that you cooperate with us to ensure that statutory and departmental safety regulations are adhered to.

BEHAVIOURS

In addition to the responsibilities and requirements outlined in this job description, you should refer to the associated and expected behaviours that are relevant to this role - your line manager will be able to provide you with this detail.

Our values define the behaviours we are all expected to display during the course of our work and they underpin our organisational recruitment, appraisal, reward and development processes.

LOCATION/MOBILITY

We may require you to work at or from a different work base or location from time to time, to meet service demands and deliver an operational service. Given the geographical nature of the Trust, you may be required to travel between Trust premises as part of your role.

We also may need to change your work base on a permanent basis and if this is the case, we will consult with you in line with our policies and procedures.

FLEXIBILITY

We may need to amend your job description and/or your duties from time to time in order that we can continue to provide the best possible service to our patients. It is important that you work with us to deliver our services, by complying with lawful and reasonable instructions, by adapting to new ways of working, and by attending training courses as requested from time to time.

CONTINUING PROFESSIONAL DEVELOPMENT

You'll be expected to attend and contribute to staff meetings and forums, supervision sessions, training courses, seminars and workshops, all of which will contribute to the development and enhancement of our current working practices.

You will also be expected to participate in all personal review meetings and to take responsibility for your own personal and professional development and the professional accountability for your role.

DATA PROTECTION ACT

We are all expected to be aware of the Data Protection Act and to follow the local Codes of Practice to ensure appropriate action is taken to safeguard confidential information.

HEALTH & SAFETY

We all have a responsibility for health and safety, risk assessment and workplace inspections, and you will be expected to take reasonable care for your own health and safety and that of others.

You will also be expected to co-operate with your colleagues to ensure that statutory regulations, policies, codes of practice and departmental safety procedures are adhered to, and to attend any training programmes that we consider to be relevant.

INFECTION CONTROL

We all have a responsibility to make sure that Infection Control remains a priority in terms of attention and resources. If you work in a role that provides direct patient care then you'll be expected to follow our policies and procedures which are designed to reduce the risk of passing on the organisms that can cause infections.

We all, collectively and individually, have a duty of care to follow best practice and adhere to any guidelines which underpin the management of Infection Control.

CONFIDENTIALITY

We all have a responsibility to make sure that we don't disclose any information of a confidential nature relating to the services we provide or in respect of any service user, client or third party. This applies both during and after your employment.

You must not remove or copy any documents or tangible items including software which belong to the Trust or which contain any confidential information unless you have specific permission to do so. When you leave our employment, or if you are asked, you must return all documents and tangible items which are in your possession or are under your control, but which belong to us or contain or refer to any confidential information.

You should be aware that a breach of confidentiality may result in your dismissal and that, regardless of any disciplinary action that we may take, a breach of confidence could result in civil action for damages.

DATA QUALITY

We are all responsible for making sure that our data and electronic records are updated, accurate, relevant, reliable, and completed in line with our record keeping standards and policies.

CLINICAL GOVERNANCE

We aim to provide the highest standards of care. To help us achieve this aim, you are expected to follow acceptable working practices as defined in our policies and guidelines. You also have a personal responsibility to your colleagues and patients to keep yourself up to date with any changes to policies and to report any practice that you consider to be unacceptable through the appropriate channels.

ASYLUM & IMMIGRATION ACT 1996 AND AMENDMENTS

We need to make sure that we comply with the Asylum and Immigration Act 1996. To do this, we check the documentation of all applicants to confirm that they have the right to work in the UK. We won't offer employment to any applicant who does not have valid leave to remain and work in the UK or whose leave is subject to conditions which prevent them from taking up employment with us.

If your leave to remain and/or right to work status changes during the course of your employment, we will determine what impact this may have on our ability to continue employing you.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a responsibility for safeguarding individuals who come into contact with our services, whether they are a child or young person, a person with Learning Disabilities or an older or vulnerable adult.

We adhere to the Berkshire Local Safeguarding Children Boards Child Protection Procedures, which places a duty of care and responsibility on us all to safeguard and promote the welfare of children.

SMOKE FREE

We operate a smoke free policy which means that smoking is not permitted on any of our sites. This also applies when you are travelling in vehicles (including owned and lease cars) whilst on official business, parked on our premises in privately owned vehicles, or transporting services users or visitors. We will not support taking additional breaks during the working day to smoke off site. Further information can be found in the Staff Smoke Free policy.

PERSON SPECIFICATION

CATEGORY	ASSESSMENT METHOD		
	Application Form Essential or Desirable	Interview Essential or Desirable	Selection Tool
Education/Qualifications/Training <ul style="list-style-type: none"> Degree/ Diploma in Mental Health Nursing Specialist knowledge acquired through training in a specialised discipline. Current NMC Registration 	<p>E</p> <p>D</p> <p>E</p>		
Continuous Professional Development <ul style="list-style-type: none"> Evidence of continuous learning 	<p>E</p>		
Previous Experience <ul style="list-style-type: none"> Previous knowledge and experience of working in a care environment and with service users who have complex mental health needs. 	<p>E</p>		
Knowledge, Skills & Abilities <ul style="list-style-type: none"> Experience of clinically supervising junior and unqualified staff and mentoring students Ability to administer depot medication. Substantial experience of managing a busy caseload of 	<p>E</p> <p>E</p> <p>E</p>		

service users with a range of mental health conditions			
• Experience of working effectively in a multi-disciplinary team and multi-agency environment	E		
• Excellent knowledge and understanding of relevant Health and Social Care legislation including Mental Health Act 1983, Mental Capacity Act 2005 and the Care Act 2014	E		
• Effective and competent interpersonal, influencing, communication, observation, and reporting skills.	E		
• Strong organisational skills and the ability to analyse situations and be able to make the right decisions.	E		
• Able to empathise, be supportive and sensitive to the needs of others as well as being able to cope with distressing circumstances.	E		
• Ability to cope in a pressurised environment and apply practical problem-solving skills in everyday situations.	E		
• Competent IT skills and the ability to navigate around various systems and software packages (<i>such as outlook, databases, MS office and the internet</i>)	E		
• Able to work flexibly on a shift pattern as required and the ability to travel independently between locations to fulfil the requirements of the position.	E		
• Ability to work effectively in a team, work on own initiative, work unsupervised and manage own workload.	E		
• Manage difficult situations with service users that have complex mental health conditions and challenging behaviours.	E		
• Hold a full UK Driving Licence and have use of a car for work purposes.	E		



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Additional Requirements			
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