

## JOB DESCRIPTION

**For Personnel use only**

Job reference number:

**Job Title: Specialist Mental Health Practitioner (Band 6) Nottinghamshire Mentalization Based Treatment (MBT) Service**

**Reports to (post title): Team Leaders**

**Role Purpose:**

The post holder will work as a member of an integrated multi-disciplinary team that provides/delivers intensive psychological and psychosocial treatment to service users with severe and enduring psychological problems. The role will include supporting and working alongside service users in a collaborative, therapeutic partnership and participation in the development and provision of social/therapeutic activities, psycho-educational programmes for service users (and their family and friends) and facilitation of group therapy programmes (Mentalization Based Treatment and Cognitive Analytic Therapy informed). The post holder will be involved in the provision of training programmes and consultation as required to staff across a range of agencies in contact with people with personality disorder. The post holder will be expected to work across the Service.

The post holder will work with people with different cultural backgrounds and ages, using interpreters when necessary and should be committed to equality, diversity, and inclusion.

**Role Context:**

The Nottinghamshire Mentalization Based Treatment (MBT) Service is a community based service based at the Mandala Centre in Nottingham and is a service managed as a part of the Low Secure and Community Forensic Directorate. The Notts MBT Service delivers assessment, advice, consultation, training and the delivery of a range of specialised Personality Disorder psychotherapeutic interventions, in group and individual programmes to individuals with highly complex personality disorders across Nottinghamshire, utilising other community bases to deliver interventions where appropriate.

Service development and delivery includes ensuring strong links with Primary Care, AMH services, Local Authority, Forensic, Criminal Justice Liaison & Diversion services and third sector agencies.

**Trust Values**

All colleagues are expected to demonstrate at interview and throughout employment that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values:

**Trust Honesty Respect Compassion Teamwork**

**Key Accountabilities**

- To work as a member of a specialist multi-disciplinary team is essential as the client group traditionally elicit severe splits in the team.

**Performance Measures**

Attendance at training and supervision

<ul style="list-style-type: none"> <li>To maintain boundaries between formal psychotherapy treatment and social intervention with service users.</li> <li>To assess people referred with complex personality disorder and decide on their appropriateness and suitability for treatment within the service and ensure regular attendance in assessment supervision to support MDT decision making/recommendation in relation to treatment pathways within Notts MBT Service.</li> <li>To be actively involved in the clinical risk assessment and development of risk management plans and crisis plans with service users and be vigilant towards the management of risk.</li> <li>Communicate to service users, in a highly skilled and sensitive manner, information concerning their assessment, including formulations of their difficulties and the basis for the treatment recommendations.</li> <li>Write reports in relation to assessments, formulations, treatment recommendations and communicate to referrers and other clinicians.</li> <li>Facilitate group and individual treatment interventions as appropriate and required by the service.</li> <li>To be involved in the development and delivery of regular family &amp; friends events.</li> <li>Facilitate and coordinate the care of service users in line with the Care Programme Approach and to hold care co-ordination for this challenging and complex service user group as required.</li> <li>To attend individual and group clinical supervision on a regular basis as agreed with the lead clinicians and the clinical governance structures of the service, professional practice guidelines and Trust policy requirements.</li> <li>Provide clinical supervision and support to junior staff to meet their educational and development needs.</li> <li>Support the provision of an effective learning environment in the service.</li> <li>Participate in the teaching and mentoring of students and other professionals from healthcare professions and other agencies.</li> <li>Provide supervision and consultation to other staff groups, across the Trust and in Primary Care Health Services, Social Services and Voluntary Agencies.</li> <li>Deal effectively with verbal and physical aggression, showing sensitivity, skill and an understanding of possible psychological processes involved, utilising, if required, risk assessment and management procedures in response to disturbing and difficult behaviour.</li> <li>Observe the requirements of the Mental Health Act.</li> <li>To comply with Professional Conduct and Code of Ethics and requirements of post-registration education in practice.</li> </ul>	<p>Service user and staff feedback</p>  <p>Clinical risk assessment plans MDT note reviews</p> <p>RiO, assessment documents</p> <p>MDT note review</p> <p>Programme plans</p>    <p>Attendance at supervision</p>   <p>Presentations and teaching plans</p>
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<ul style="list-style-type: none"> <li>• Maintain a high level of expertise in the area of Personality Disorder through participation in Continuous Professional Development and continually update professional practice as appropriate and share the relevant learning from courses and training events to the team.</li> <li>• To identify personal training and professional needs in line with a Personal Development Plan.</li> <li>• To compile and maintain timely and clearly written records in the multi-disciplinary notes in accordance with Profession and Trust Standards.</li> <li>• To ensure the maintenance of accurate statistical records as required by the team or Trust and, as required, participate in clinical audit.</li> <li>• To participate in service audit or on-going research as required by the service.</li> <li>• To ensure the maintenance of accurate statistical records as required by the team or Trust and, as required, participate in clinical audit.</li> <li>• To work collaboratively with the multidisciplinary team to implement and evaluate service improvements through the appropriate forums.</li> <li>• Successfully time manage and prioritise areas of responsibility.</li> <li>• To compile and maintain timely and clearly written records in the multidisciplinary notes in accordance with NMC and Trust Standards</li> <li>• Contribute to the general workplace Risk Assessment process and adhere to specific activity risk management plans and ensure the maintenance of a safe treatment environment.</li> <li>• Complete all essential training</li> </ul>	<p>PAD reviews</p> <p>MDT note review, RiO records</p> <p>Completed audits</p> <p>Health and safety risk assessments</p> <p>Training reports</p>
<b>Dimensions</b>	
<ul style="list-style-type: none"> <li>• Assess service users referred with severe personality disorder to Notts MBT Service.</li> <li>• Along with colleagues, deliver highly specialised psychological group and individual treatments for people with severe personality disorder across Nottinghamshire.</li> <li>• Provision of teaching, training programmes and consultation as required to staff across multi-agencies.</li> </ul> <p>The post holder will have some responsibility for the operational supervision of peers and provide mentorship, preceptorship, supervision, and support of students/newly appointed staff. The post holder will have access to robust supervision offer.</p>	
<b>Safeguarding</b>	
<p>All employees are responsible for taking all reasonable measures to ensure that the risks of harm to children and vulnerable adults are minimised. They should take all appropriate actions to address</p>	

concerns, working to agreed local policies and procedures including the guidance on Safeguarding, in partnership with other relevant agencies. This includes accessing appropriate training, advice and support.

#### **Disclosure and Barring Services**

Where this post relates to the types of work, activity, employment or profession as set out in The Exceptions Order made under the Rehabilitation of Offender Act 1974; the post will be subject to a DBS Disclosure check at the point of recruitment and thereafter, as the Trust determines appropriate. The level of the check will be determined by the type of activities undertaken and the level of contact the post holder will have with children and/or adults in receipt of health services.

#### **Infection Control**

All employees of Nottinghamshire Healthcare NHS Trust have an individual responsibility to have knowledge of and employ the basic principles of infection prevention and control practice. All employees must comply with Infection Prevention and control mandatory training requirements specific to their role.

#### **Equality & Diversity**

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation.

#### **Sustainability**

It is the responsibility of all staff to minimise the Trust's environmental impact wherever possible. This will include recycling, switching off lights, computers, monitors and equipment when not in use. Helping to reduce paper waste by minimising printing/copying and reducing water usage, reporting faults and heating/cooling concerns promptly and minimising travel. Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases.

#### **Data Quality Statement**

All staff of Nottinghamshire Healthcare NHS Foundation Trust have a responsibility for data quality, improved data quality leads to better decision-making across the Trust. The more high-quality data, the more confidence the organisation has in decisions. Good data decreases risk and can result in consistent improvements in results. Employees within data roles have a responsibility for inputting high quality data (accurate, valid, timely, complete) and for ensuring that high quality data is maintained.

#### **Communication**

The post holder is required: To provide and receive complex, sensitive and contentious information and to use persuasive, motivational, empathetic skills to overcome barriers where there may be resistance to change or engage.

- Communicate to service users, in a highly skilled and sensitive manner, information concerning their assessment, including formulations of their difficulties and the basis for the treatment recommendations.
- Produce timely and informative reports in relation to assessment and treatment recommendations and communicate, to referrers and relevant others.
- To compile and maintain timely and clearly written records in the multi-disciplinary notes in accordance with Profession and Trust Standards.
- Highly developed interpersonal skills to successfully interact with a wide range of service users, professionals and families.
- Presentation skills.
- To liaise with all members of the multi-disciplinary team developing effective working relationships and within wider AMH and third sector colleagues.
- Ability to communicate with empathy and reassurance and to overcome barriers to understanding.
- Ability to communicate highly complex information requiring empathy and maintenance of professional boundaries.
- Ability to work with people with ethnic minority and cultural diverse backgrounds
- Ability to work effectively with service user representatives
- Positively encourages the learning, teaching and development of all junior staff including nursing students.
- Ability to communicate effectively at all levels and with a diverse group of people and to communicate information in a way in which it can be easily understood by service users and non-professional staff.
- The capacity to manage and contain anxiety without resorting to premature action.
- To be able to use information technology effectively.

Maintain a position of integrity at all times whilst appreciating the need for a high level of confidentiality when dealing with sensitive information and issues appertaining to this post, in compliance with any existing or new legislation.

### **Knowledge, Training and Experience**

- Recognised qualification in one of the core mental health professions to Degree level e.g. psychiatric nursing, clinical psychology, social work and occupational therapy **OR** post-graduate therapy training (e.g. CBT therapy training, psychological wellbeing practitioner qualification, psychotherapy qualification with associates HCPC, BACP or UKCP registration).
- Substantial post registration experience in mental health to include; post-graduate experience in delivering psychological interventions.
- Specialist knowledge of working with people diagnosed as having a personality disorder.
- A sound theoretical and practical knowledge of the clinical presentation and problems experienced by patients diagnosed with personality disorder.
- Specialist skills and knowledge of assessing individuals with life-long emotional difficulties resulting in a diagnosis of personality disorder.
- Specialist skills to facilitate small and larger group treatment programmes.

- Introductory level knowledge of the therapies including Mentalization Based Treatment / Cognitive Behavioural Therapy, Cognitive Analytic Therapy or equivalent.
- Responsibility for implementing a range of therapeutic interventions drawn from different evidence-based models.
- To maintain effective records in line with Trust Policies and Procedures and to demonstrate excellent written and verbal communication skills.
- The ability to work in partnership providing consultation, supervision, specialist training, education and support when required and appropriate within existing Mental Health services, statutory and non statutory organisations.
- A sound knowledge of CPA and risk assessment/management.
- A sound knowledge of Safeguarding Procedures.
- Sound knowledge of the Mental Health Act and be fully aware of the legal and ethical issues.
- Evidence of Continual Professional Development.
- Skills to contain and manage high levels of emotional distress and disturbance in self and others.
- Experience in delivering clinical supervision to other mental health clinicians.
- Some experience in undertaking research and audit projects.

#### **Analytical and Judgement Skills**

Required to analyse and make judgements on complex clinical situations and to deploy sound professional judgement.

Undertake patient centred interviews which identify areas where the person wishes to see change and recovery and makes an accurate assessment of risk to self and others.

Assessment and management of clinical need and risk to patients and staff.

Assist with the analysis of statistical data.

#### **Planning and Organisational Skills**

- Participate in the planning and delivery of psychosocial and psychotherapeutic interventions for service users with complex emotional needs.
- Prepare and deliver information to visitors from various disciplines and other organisations.
- To support 3<sup>rd</sup> year students, more junior staff in their professional development through supervision, mentorship and providing initiatives to meet their educational and developmental needs.
- To participate in the theoretical and practical teaching on aspects of care and dynamics within a Personality Disorder service.
- Manage own caseload under supervision of the Team Leader.
- Contribute service evaluation and development within Notts MBT Service.

### **Physical Skills**

- This post will require someone who can sit and concentrate on distressing clinical material for lengthy periods of time such as in individual and group sessions.
- Full Breakaway training.

### **Responsibility for Patient/Client Care**

- Assess people referred with severe personality disorder and decide on their appropriateness and suitability for either for one of the treatment programmes.
- As part of the assessment process, undertake risk assessments and develop risk management plans with service users in line with appropriate programme principles.
- Communicate to service users, in a highly skilled and sensitive manner, information concerning their assessment, including formulations of their difficulties and the basis for the treatment recommendations.
- Deliver Psychotherapy interventions to a service users with complex personality disorders.
- Write reports in relation to assessment and treatment recommendations and communicate, if appropriate, to referrers and others.
- Ensure that all records, case notes and other material are maintained to the highest professional standards, taking into account the Trusts policies, procedures, and service users' rights to confidentiality.
- Facilitate and coordinate the group approach to admission, discharge and after care of service users in line with the Care Programme Approach.
- Hold care co-ordination for this challenging and complex client group as required.
- Facilitate treatment groups, as appropriate and required by the service
- Deal effectively with verbal and physical aggression, showing sensitivity, skill and an understanding of possible psychological processes involved, utilising, if required, risk assessment and management procedures in response to disturbing and difficult behaviour.
- Observe the requirements of the Mental Health Act.
- To report safeguarding issues according to Trust and Local Authority policies and Procedures.

### **Responsibility for Policy/Service Development**

- Follows and implements policies in own work area and proposes changes to working practices.
- The duties and responsibilities of this post will be undertaken in accordance with the policies and procedures of Nottinghamshire Healthcare NHS Trust and in line with professional practice guidelines.
- To make recommendations for clinical practice and service development to the Team Leader.
- Contribute in implementing clinical practice and service change.
- Contribute in drawing up service guidelines.

### **Responsibility for Financial and Physical Resources**

Personal duty of care in relation to the use and management of resources and equipment, as necessary.



<b>Responsibility for HR</b>
The post holder will be responsible for operational supervision of junior staff and provide mentorship, preceptorship, supervision and support of students/newly appointed staff. The post holder will provide Case Management Supervision to junior staff under the supervision of the Team Managers/Senior Clinical Therapist/Clinical Lead.
<b>Responsibility for Information Resources</b>
<ul style="list-style-type: none"> <li>• To compile and maintain timely and clearly written records in the multidisciplinary notes in accordance with professional and Trust Standards</li> <li>• Record accurate statistical data electronically and retrieve data to support Team Leader with service review.</li> <li>• Use IT skills to prepare presentations and written reports.</li> </ul>
<b>Responsibility for Research and Development</b>
<ul style="list-style-type: none"> <li>• To participate in research as relevant.</li> <li>• To participate in the evaluation and audit of service delivery, implementing recommendations.</li> <li>• Participate in completing outcome measures within Notts MBT Service.</li> <li>• Participate in literature reviews to inform practice.</li> </ul>
<b>Freedom to Act</b>
<p>The post-holder can expect to have regular managerial and clinical supervision to support personal and professional development and delivery of support. To have the freedom to act within the realms of Trust policy, procedure and codes of professional conduct. Accountable for own professional actions.</p> <p>Manages own caseload, autonomous practitioner who decides how best agreed outcomes are achieved.</p>
<b>Physical Effort</b>
<ul style="list-style-type: none"> <li>• Ability to undertake relevant essential training and engage in the management of violence and aggression from de-escalation to potentially breakaway level.</li> <li>• Requirement to sit in restricted position for long periods during therapy programmes, supervision and meetings.</li> <li>• This post will require someone who can sit and concentrate on distressing clinical material for lengthy periods of time such as in individual and group sessions.</li> </ul>
<b>Mental Effort</b>
<ul style="list-style-type: none"> <li>• Concentrate on distressing clinical material for lengthy periods of time such as in individual and group sessions.</li> </ul>



- Concentrate for significant periods whilst preparing reports, presentations and discuss complex service information.

### **Emotional Effort**

This post includes:

- Frequent exposure to distressing or emotional circumstances as a result of reviewing with patients their own traumatic histories. Working closely in clinical practice with people who are in distress. The backgrounds and presentation of many of these clients can present exceptional challenges both in working with the patients, in managing personal emotional responses and those of others e.g. carers.
- Maintaining high levels of self-awareness, mindfulness, boundaries within the therapeutic relationship.
- Ability to maintain a balanced/objective perception while working under potentially stressful situations and conditions. Responsible for managing potentially stressful situations and giving support to others involved in those situations.

### **Working Conditions**

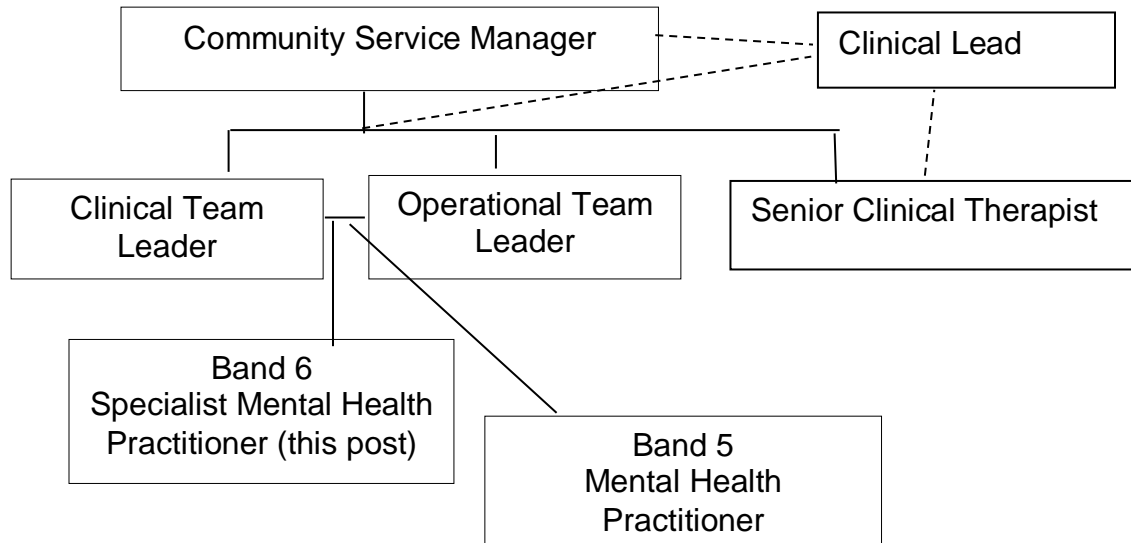
Working in a range of community settings (Trust and Non-Trust bases). Occasional exposure to unpleasant working conditions, for example: physical violence and verbal abuse and emotionally stressful situations.

This includes:

- Exposure to aggressive behaviour from individuals and carers
- Security procedures – related to criminal justice settings
- Being alert to emergency security procedures
- Knowledge and adherence to organisational security policies and procedures
- Demonstrate an understanding of the need to integrate relational security requirements within therapeutic relationships
- Effectively use lone worker system

This job description is not exhaustive and other duties or tasks may be required as consistent with the job role and grade.

## Organisation Chart



## Our promise to you

We will ensure that you are supported and lead in line with our Trust Values: **Trust**, **Honesty**, **Respect**, **Compassion** & **Teamwork**



Nottinghamshire Healthcare NHS Foundation Trust actively works to fulfil the seven elements of the NHS People Promise.

We will adhere to the promise and support all our colleagues, assuring that we are continuously striving to listen to colleagues, adapting accordingly and striving always to be the best place to work.



## Signatures

After reviewing the questionnaire please sign to confirm agreement

Post holder:

Date:

Line Manager:	Date:
Next level Manager:	Date: