

Job Description

Our vision: To support our local communities by excelling in everything we do together.

Job Title:	Mental Health Practitioner
Band:	Band 6
Network:	Mental Health
Base:	Charnley Fold, Bamber Bridge, Preston.
AfC Ref:	
Hours of work:	37.5 hours per week

Our Values

The values represent what we as an organisation, and the individuals who make up that organisation, are about.

It is our aim that everything we do fits in with, and reinforces, these values:

- *We are always learning*
- *We are respectful*
- *We are kind*
- *We are a team*

Reporting Arrangements:

Accountable to: Team Leader

Job Summary

To actively promote teamwork, respect, integrity, accountability, excellence and compassion within the clinical team in accordance with the Trust values and code of conduct.

To provide nurse leadership within the multidisciplinary team and ensure the effective assessment formulation planning, monitoring of care given to service users.

To undertake mental health assessments including Risk assessments within a multidisciplinary assessment team.

To be proficient in referring to other clinicians within the service or referring to other services/agencies where necessary.

To provide a fast, responsive service to assess individual's needs. • Providing a communication structure between GP's , IAPT and non IAPT services in LCFT, non-statutory service, as a means of ensuring the highest possible standards of patient care

To provide mentoring and clinical supervision to other staff and trainees on placement.

Key Responsibilities

Communication and Relationship Skills

To ensure that the team has an in-depth understanding of the current and ever present potential for risk; is able to communicate the situation effectively, and be responsive in the provision of appropriate interventions. This includes risk associated with violence and aggression, vulnerability, neglect, falls, skin integrity, mobility, self-harm and suicide.

We are

We are
LSCft

To advocate on behalf of the service user, recognising when more formal advocacy is needed and referring the client to the appropriate advocacy service.

To actively promote teamwork, respect, integrity, accountability, excellence and compassion within the clinical team in accordance with the Trust values and code of conduct.

To provide nurse leadership within the multidisciplinary team and ensure the effective assessment formulation planning, monitoring of care given to service users.

Analytical and Judgmental Skills

To exercise professional accountability and responsibility using skills, knowledge and expertise in changing environments, across clinical boundaries and in unfamiliar situations as outlined within the NMC Code of Professional Conduct

Planning and Organisational Skills

To ensure the nursing team deliver all clinical and non-clinical activities in a safe manner which ensure the smooth delivery of an effective and comprehensive service

Physical Skills

To ensure prevention of and de-escalation of potential aggression using de-escalation techniques.

To administer medication including depot injections.

To work safely and effectively on shifts as agreed by the Trust

Patient/client care

To ensure that service users receive comprehensive, planned, structured care through effective assessment of need, formulation and care planning. This should take into account existing assessments and plans formulated by the care coordinator, service user and others.

To ensure that the team work collaboratively with others to provide holistic engaging and Department Chart AfC 3/12/14 ref 3301 therapeutic care.

To model and ensure that appropriate practice and engagement in the delivery of high standards of nursing care is ever present and to be vigilant in addressing substandard practice and behaviours.

To ensure nursing staff understand and engage positively with the mental health and mental capacity acts, meeting legal requirements and ensuring that the service user remains central and informed at all stages of the process, as supported by Trust policies and protocols.

To ensure that the physical health care needs, of the service user are effectively assessed and managed through the care planning process involving other specialists as appropriate.

To ensure that health promotion and illness prevention is understood, and actively managed to support the optimum wellbeing of the individual service user. This will include the maintenance of self-care and education around unhealthy practices.

To ensure that standards around infection prevention and control are understood and actively managed as designated within the Trust policy.

To ensure that Safeguarding standards and practices are understood and actively managed as designated within the Trust policy.

To ensure that nursing staff feel confident and able to engage with service users and carers in the provision of customer care at an optimum level, to support effective and timely management, of questions, concerns and complaints as supported by the Trust policy. To be a qualified mentor, and provide leadership and support to mentors, to ensure that all student nurses are effectively and appropriately mentored through their placement, and raise concerns with the practice education facilitators as necessary.

To promote the best interests of clients and ensure that delegated nursing care is effectively.

To work inclusively and supportively with carers and families

To act as care co-ordinator in accordance with CPA policy and guidelines

Responsibilities for Policy and Service Development

To actively promote the Trust values of teamwork, compassion, integrity, excellence and accountability. • To maintain a positive and open attitude towards organisational change and service developments.

To ensure all practice delivered by the team is in line with Trust and NMC policies and procedures. AfC 3/12/14 ref 3301

Responsibilities for Finance

To ensure adequate management of team resources

To support the team manager in managing the team budget

Responsibilities for HR

**We are
LSCft**

To ensure the effective preceptorship of newly qualified staff into the service.
Undertaking Personal Development Planning for junior members of staff as directed in accordance with the team priorities identified by the team manager.
Carrying out regular clinical, managerial and specialist supervision, with junior team members.
To act into the role of the team manager as required.
To participate in the process of recruitment, selection and induction of new staff where appropriate if relevant training has been completed.
To actively engage in the support and development of others via supervision, clinical teaching and role modelling.

Responsibility for Information Resources

To oversee and ensure a positive commitment to completing all relevant outcome indicators and data collection as required by the service.
To provide leadership to oversee and ensure all contacts with service users are recorded promptly and accurately and are of a high standard.
Provision of information and participate as requested, to assist service development and Clinical Governance requirements e.g. surveys, audits etc.

Research and Development

To actively engage staff in the promotion of holistic and evidence based nursing practice; setting high standards, leading to innovation sustained and monitored through effective systems and processes.

Freedom to Act

To ensure that you maintain and update your practice on an ongoing basis in line with NMC requirements for re-registration.
To engage in professional and clinical supervision to ensure on going safe and effective practice. AfC 3/12/14 ref 3301

The above indicates the main duties of the post which may be reviewed in the light of experience and development within the service. Any review will be undertaken in conjunction with the postholder.

Special Conditions:

As a member of staff you have:

- Legal duties and responsibilities under Health & Safety legislation, plus a general duty to work safely and not to put others at risk i.e. colleagues, service users, visitors, as a result of any activity or omission at work.
- A duty to report any practice that you consider compromises standards of risk and health & safety. The Whistle-blowing Policy gives effect to the Public Interest Disclosure Act under which an individual who raises such concerns for unfair treatment is protected.

All Lancashire & South Cumbria NHS Foundation Trust staff employed within all Environments that have contact with service users, their families or systems to support them have a responsibility to safeguard and promote the welfare of children, adults and vulnerable families.

As a member of staff you must:

- All Lancashire & South Cumbria NHS Foundation Trust staff employed within Clinical Environments have contact with children, vulnerable adults, service users and their families must familiarise themselves and be aware of their responsibilities and adhere to Local

We are

**We are
LSCft**

kind • a team • respectful • always learning

Safeguarding Children's Board, Local Safeguarding Adult Board and LSCFT Procedures for Safeguarding and Protecting Children.

- The Trust places great emphasis on the need for the strictest confidentiality in respect of personal data - both that of service users and staff. All information about people will be treated in the strictest confidence at all times. Breaches of confidentiality will be investigated and may lead to Disciplinary action being taken.
- The Trust view its responsibility under the Data Protection Act and the Caldicott Principles as central to all activities that are carried out in its name. Staff are therefore expected to acquaint themselves with the principles of Information Governance, and to complete the mandated training modules that have been agreed."

Promoting Equality and Reducing Inequalities

- To understand and uphold organisational policies and principles on the everyday promotion of equality, diversity and inclusion.
- To create an inclusive working environment which values a variety of ideas, experiences and practice, where differences are respected and celebrated for the benefit of ourselves, the Trust and the communities we serve.

Behaviour

The post holder is expected to ensure their behaviours are consistent with our values at all times, we expect you to:

Support the aims and vision of the Trust

- Act with honesty and integrity at all times
- Be a positive ambassador for the Trust
- Demonstrate high standards of personal conduct
- Value and respect colleagues, other members of staff and patients
- Work with others to develop and improve our services
- Uphold the Trust's commitment to equality and diversity
- Take personal responsibility for their words, deed and actions and the quality of the service they deliver

We are

**We are
LSCft**

kind • a team • respectful • always learning

Person Specification

Our vision: high quality care, in the right place, at the right time, every time.

Description	Essential	Desirable
Education/ Qualifications	Registered Mental Health Nurse Degree ♣ On-going registration with the NMC. ♣ Specialist qualification or equivalent level in skills and development ♣ Evidence of commitment to continuing professional development ♣ Mentorship qualification	Honour degree 2:2 or above or an equivalent professional qualification related to Health ♣ Sign-Off Mentor qualification ♣ First line management/
Knowledge	Understanding of Health and Safety policies and procedures ♣ Knowledge and practice of Mental Health Act 1983 ♣ Knowledge and practice of the Mental Capacity Act 2005 ♣ Demonstrate understanding of how research has influenced practice A/I (all) AfC 3/12/14 ref 3301 CRITERIA ESSENTIAL DESIRABLE ASSESSED BY ♣ Can provide evidence of recent professional/personal development ♣ Can demonstrate the ability to manage change ♣ Good interpersonal skills ♣ Developed clinical and managerial skills ♣ Can demonstrate communication skills through practice and experience ♣ Clear ability to understand new concepts and ideas and excellent clinical practice ♣ Ability to maintain own performance and participation in group skills ♣ An understanding and awareness of the NHS Plan, NSF and other relevant documentation ♣ Ability to manage time and workload ♣ Demonstrates an ability to motivate self and others ♣ Knowledge of common mental health problems and medication used in relation to these ♣ Knowledge of common physical health conditions ♣ IT Skills ♣ Understanding and knowledge of physical and mental health promotion ♣ Where the post holder is a non-medical prescriber, practice responsibly and maintain competence to effectively prescribe from the relevant prescribing formulary."	
Experience	Post graduate experience ♣ Supervision and management of staff ♣ Able to work as part of a multidisciplinary team	

We are

We are
LSCft

	<ul style="list-style-type: none"> ♣ Experience of assessing, planning and implementing and reviewing care needs ♣ Experienced in acting as a mentor/assessor of student staff ♣ Experience of CPA 	
--	---	--

EFFORT FACTORS

PHYSICAL EFFORT What physical effort is required for the job?	How often?	For how long?	What weight is involved?	Any mechanical aids?
Moving and Handling people	Moving and Handling people	Moving and Handling people	Moving and Handling people	Moving and Handling people

Is the job holders expected to sit / stand in a restricted position?	How often?	For how long?	What activity is involved?
Yes	Daily	Variable	Some home environments, documenting notes

MENTAL EFFORT Are there any duties requiring particular concentration? – Please detail.	How often?	For how long?
Patients with Mental Health concerns require staff to be extra alert for changes in presentation especially during home visits, extra concentration during interventions and observation.	Daily	Variable
Are there any duties of an unpredictable nature? – Please detail.	How often?	For how long?
All home visits are generally unpredictable	Variable	Variable

EMOTIONAL EFFORT Does the job involve dealing with any distressing or emotional circumstances? – Please detail.	Direct / Indirect exposure	How often?
---	----------------------------	------------

We are

LSCft

kind • a team • respectful • always learning

Distressing and or emotional situations are a regular component when working with service users who may have a recent or long standing mental health issue	Both	Variable
WORKING CONDITIONS Does the job involve exposure to unpleasant working conditions? – Please detail.		How often?
Some home environments expose staff to unpleasant working conditions, bodily fluids, out of date food and unclean environments. Occasionally highly unpleasant conditions, exposure to dust, dirt, odours, noise, bodily fluids, lice and fleas. Contact with saliva. Occasional hazards which are unavoidable, such as road traffic accidents, aggressive behaviour of patients, clients, relatives and carers.		Can be weekly

We are

We are
LSCft

kind • a team • respectful • always learning