

JOB DESCRIPTION

Job evaluation ref number:	
Job Title: Family & Carers Clinical Lead	
Reports to (post title): Team Leader	
Evaluated Banding: band 7	
<p>Role Purpose: The role will be integral to bolstering and embedding a carer and family sensitive approach across the Early interventions Service (EIS) which includes the At- Risk Mental State (ARMS) and First Episode of Psychosis (FEP) pathways . Ensuring that the interventions offered comply with the national standards for FEP and ARMS . To oversee that family Interventions including carer support are provided within EIS and are integrated into routine clinical practice of all teams/areas. Delivering high quality specialist Family Intervention's to a small caseload of service users and their supporters. Co-work with staff in the delivery of Family Interventions including Behavioural Family Therapy (BFT) interventions. To train, supervise and support the application of Family Interventions provided by staff members. To become involved in research , performance monitoring audit, contributing to service development.</p>	
<p>Role Context:</p> <p>To work within professional guidelines and exercise responsibility for Family Interventions and Carer Support within AMH Early Intervention service</p>	
Trust Values	
<p>All colleagues are expected to demonstrate at interview and throughout employment that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values:</p> <p style="text-align: center;">Trust Honesty Respect Compassion Teamwork</p>	
Key Accountabilities	Performance Measures

- Work across Early Intervention base (County & City)
- Direct work with Service Users and their supporters
- Advising individuals and teams.
- Working as part of the extended EIS MDT
- Work as part of the senior Clinical Leadership Team

Safeguarding

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 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. A focus on the 'Think Family' approach and support to embed this practice in the early Intervention Service

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 Foundation 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 and 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

- Well-developed skills in the ability to communicate effectively, orally and in writing, highly technical, and clinically sensitive information to patients, their supporters and other professional colleagues both within and outside the NHS.
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- Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.

Knowledge, Training and Experience

- Relevant Qualification in a core profession (Registered Mental Health Nurse, Occupational Therapy, Social Work or Psychology)
- 5 day BFT Training, Degree or Diploma level training in Family Interventions or Psychosocial Intervention or a recognised alternative.
- Experience of working as a qualified mental health professional with people with psychosis
- Experience of working as a senior practitioner delivering Family Interventions to service users and their supporters, individually and in context of MDT working.
- Experience of training and supervising other practitioners.
- Highly developed knowledge of the theory and practice of specialized Family Interventions for Psychosis.
- Ability to undertake individual and family assessments using specialized assessments develop formulations and provide family interventions.
- Knowledge of legislation in relation to the patient group and mental health.
- Evidence of continuing professional development as recommended by professional guidelines.
- I.T. skills.
- Leadership & managerial experience
- Understanding of national policies & guidelines relating to EIS

Analytical and Judgement Skills

- Experience of assessment techniques, planning, implementing and evaluating family interventions/care programmes.
- Leadership & managerial experience
- Supervisory/Facilitator skills

Planning and Organisational Skills
<ul style="list-style-type: none"> • Able to manage own time effectively and prioritize time depending on clinical on service need • Able to flex workload dependent of service need and to meet quality standards • Ability to work on own initiative.
Physical Skills
Car driver or access to a vehicle for work purposes is required due to the geography of the role IT Skills are required, use of work, excel , PowerPoint and Microsoft teams
Responsibility for Patient/Client Care
<ul style="list-style-type: none"> • Experience of working with service users/supporters that have complex presentations relating to their mental health and well-being. • Holding a small caseload of families/ Carers/ supporters, this is not in a CCO/lead professional capacity
Responsibility for Policy/Service Development/ Research
Research and service evaluation <ul style="list-style-type: none"> • To participate as a senior clinician in the evaluation, monitoring and development of operational policies, through the deployment of professional skills in research, service evaluation and audit. • To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members. • To undertake appropriate research and provide research advice to other staff undertaking research. • Undertake monthly case note audits related to Family Interventions & carer support
Responsibility for Financial and Physical Resources
No budget holder responsibly
Responsibility for HR
No direct line management responsibility May include recruiting new staff (not lead) Many include inducting new starters Post holder will support the in training of Early Interventions staff in their field of expertise
Responsibility for Information Resources
<ul style="list-style-type: none"> • Responsibly for maintaining Early Interventions shares • Responsibility to RECAP contact relating to EIS Carer Support & Family Interventions • Ability to produce reports and undertake audits as required

Freedom to Act
This role is the capacity of a senior clinician responsibly for overseeing family interventions offered within the service through 1:1 & group supervision, as well as co-working with colleagues including junior staff, students, and volunteers. The post holder will work autonomously to deliver clinical work, supervision and training to EIP staff and inputting into service developments
Physical Effort
This role often requires exposure to physically demanding tasks. High levels of driving, occasionally escorting patients and their supporters and community working can be physically demanding.
Mental Effort
Skills in the use of complex methods of assessment and intervention frequently require sustained and intense concentration.
Emotional Effort
<ul style="list-style-type: none"> • Maintaining a high degree of professionalism in the face of highly emotive and distressing problems, potential verbal abuse and the threat of physical abuse. • Ability to identify, provide and promote appropriate means of support to carers, families, supporters and staff exposed to highly distressing situations and severely challenging behaviours. • Ability to identify, and employ, as appropriate, clinical governance mechanisms for the support and maintenance of clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.
Working Conditions
<ul style="list-style-type: none"> • Frequent exposure to unpleasant working conditions – service users are seen in their own environment, which can include exposure to unsafe environments, i.e. risks of aggressive behaviours from service users, family members, carers, supporters general public, pets and unsafe properties. • High levels of driving are also components of this post. • Working with dual diagnosis patients also poses a potential risk. • Complex risk assessments are required for safe working practices
Organisation Chart
<p style="text-align: center;">Strategic & Operational Lead for Psychosis EIS Service Manager EIS Family & Carers Clinical Lead (this post) Carer peer support worker</p>
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 document please sign to confirm agreement

Post holder:

Date:

Line Manager:

Date:

EMPLOYEE SPECIFICATION FOR THE POST OF

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

Attribute	Essential	Weight	Desirable	Weight	How Identified
Values	<p>All colleagues are expected to demonstrate that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: Trust Honesty Respect Compassion Teamwork</p> <p>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</p>	10			Application Form / Interview
Physical Requirements	<ul style="list-style-type: none"> Work in uncomfortable/unpleasant physical conditions Drive for long distance 	5	•		Application Form / Interview
Qualifications - Academic / Craft / Professional	<p>Mental Health Nurse Degree or Diploma in Mental Health Nursing</p> <p>Registered with the NMC or Occupational Therapist</p> <p>Registered with Health Professionals Council or Clinical Psychologist.</p> <p>Extensive experience at Band 6 (or equivalent level)</p>	10	•		Application Form / Interview
Training	5-day Behavioural Family Therapy training.	10	BFT Train the Trainers Training or commitment to attend BFT 10-day course	10	Application Form /

			Psycho-social interventions training		Interview
Experience	<p>Extensive experience at Band 6 (or equivalent level)</p> <p>Experience of working as a senior practitioner delivering Family Interventions to service users and their supporters, individually and in context of MDT working.</p> <p>Experience of working with service users/supporters that have complex presentations relating to their mental health and well-being.</p> <p>Experience of co-working</p> <p>Experience of providing Individual/ Group Supervision and consultancy to other professional and nonprofessional groups.</p> <p>Leadership experience</p> <ul style="list-style-type: none"> • 	10	<p>Acute/Recovery inpatient and community psychiatry</p> <p>Working with families, carers and supporters</p> <p>Experience of delivering presentations/training.</p> <p>Experience of working with EIS Service Users & their support network</p> <p>Managerial experience</p> <p>Experience in delivering BFT training & supervision</p> <ul style="list-style-type: none"> • 	10	Application Form / Interview
Knowledge	<p>Highly developed knowledge of the theory and practice of specialised Family Interventions for Psychosis.</p> <p>Ability to undertake individual and family assessments using specialised assessments develop formulations and provide family interventions.</p> <p>Knowledge of legislation in relation to the client group and mental health.</p> <ul style="list-style-type: none"> • 	10	<p>Evidence of continuing professional development.</p> <p>Understanding of the EIS evidence base, ethos and current national quality standards</p>	5	Application Form / Interview
Skills	<p>Experience of assessment techniques, planning, implementing and evaluating family interventions/care programmes.</p> <p>Commitment towards evidence based practice.</p> <p>IT skills/training.</p>	10	<ul style="list-style-type: none"> • 		Application Form / Interview

	<p>Evidence of previous initiatives/developments. Management of own caseload. Able to manage own time effectively and prioritise.</p> <p>Good written and verbal communication skills. Committed to CPD. Interest/experience in research. Motivator. Supportive nature Effective verbal and written communication skills and relationship building skills. Teaching skills Supervisory/Facilitator skills Planning skills to organise workload and contribute to service co-ordination and delivery of Family Interventions Skills for assessment involving complex facts where expert opinion may differ. Skills in providing consultation to other professional and non professional groups.</p>				
Contractual Requirements	<ul style="list-style-type: none"> A full UK driving license and vehicle for business use is required for this post; however reasonable adjustments will be made for disabled individuals in line with the Equality Act 2010 	5	•		

PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT