

## **AVON & WILTSHIRE MENTAL HEALTH PARTNERSHIP NHS TRUST**

### **JOB DESCRIPTION**

<b>Job Title:</b>	Community Mental Health Specialist Practitioner
<b>Pay Band:</b>	6
<b>Responsible to:</b>	Team Manager
<b>Base:</b>	Victoria centre
<b>Hours:</b>	Full Time – 37.5 hours

### **Job Purpose**

This role is focussed on providing appropriate, effective interventions and treatments to people with severe and enduring mental health needs, and their carers (including friends and relatives) and their supporters in the community, enabling and assisting them to meet daily health and well being needs, in line with personal recovery goals, and facilitating engagement with mainstream services. The post holder will also provide clinical leadership and supervision to team members.

Always under the overarching framework of CPA, the post holder will be responsible for the ongoing assessment, planning delivery and review of activities and interventions against identified mental health and well being needs, acting as care coordinator for a defined group of service users. The role will also require undertaking and delivering specific health assessments and interventions, according to care clusters, including identified service users on other caseloads. This may be either on a one to one basis, or as part of a group activity.

### **AWP Recovery Statement**

We in AWP place recovery and reablement at the heart of our service. Therefore we all demonstrate the recovery principles of:

- Hope
- Partnership
- Maximising opportunities every day, in all that we do.

### **Patient Experience Statement**

In all service user and carer contact, your attitude, actions and ambitions should reflect wholeheartedly the Trust's motto of 'You matter, we care'. Your goal must be to provide for each individual the quality of care, support and involvement that you would personally expect from a leading mental health trust. 'You matter, we care' should shape your approach to all those who have contact with our Trust.

## Living our Values – Shared Statement

In all your contacts with our stakeholders, your behaviours should reflect whole heartedly the Trusts PRIDE values:

### **Passion:** Doing my best all of the time

Everything I do is in the interests of everyone who uses our services  
I am positive and enthusiastic in my work  
I am receptive to new ideas and service improvements  
I actively seek opportunities to learn and develop

### **Respect:** Listening, understanding and valuing what you tell me

I show compassion and kindness at all times  
I am a team player and support my colleagues  
I listen carefully and communicate clearly  
I respond positively to differences of opinion

### **Integrity:** Being open, honest, straightforward and reliable

I encourage and value feedback from others to help me develop  
I try to always do what I say I will do  
I am open and honest about when things have not gone well  
I raise concerns and report incidents that arise

### **Diversity:** Relating to everyone as an individual

I try to listen without judging  
I respect other people's culture, beliefs and abilities  
I actively take account of the needs and views of others  
I understand and support the benefits that diversity brings to my team

### **Excellence:** Striving to provide the highest quality support

I set high standards for my work and personal conduct  
I plan my workload and deliver on my commitments  
I make best use of available resources  
I put forward ideas to improve the quality of services

## Organisational chart:

Team Manager

Senior Practitioner

Band 6 Specialist Practitioners, Band 5 Practitioner, Band 4 Co-ordinators and Band 3 therapy workers, medical staff, administrator

## Key Result Areas

1. To undertake the full range of activities required to deliver ongoing comprehensive mental health assessment for service users with severe and enduring mental health needs living in the community and in a range of settings. This will include:

a. The use of standardised assessment tools, i.e. the Cluster Allocation Support Tool (CAST)

- b. History, strengths and aspirations
- c. Mental state
- d. Impact of culture and diversity
- e. Functional needs
- f. The needs of family and carer
- g. Evaluation of risk
- h. Physical health
- i. Complicating factors
- j. The interventions and treatments required to enable positive change.
- k. Safeguarding and public protection
- l. Capacity under the Mental Capacity Act

2. To be responsible for developing delivering and reviewing comprehensive and complex treatment programmes using appropriate frameworks in line with evidence-based practice, including strategies to manage risk for service users with complex needs and carers, bringing in other resources as required.

3. To act as care coordinator for service users with the most complex needs, also providing defined interventions to individuals on other workers caseloads.

4. To plan, deliver and evaluate defined, specialist therapeutic interventions as indicated in the assessment process ,in line with personal recovery plans, including to service users who maybe on other caseloads. This might include:

- a. Individual or group therapeutic intervention
- b. Psychosocial interventions
- c. Motivational and coping enhancement strategies.
- d. Medication management
- e. Interventions under the Mental Health Act,

5. To deliver a range of defined activities/interventions to improve the carers' ability to support the service user and to enable them in their relationship with the service user.

6. To develop and maintain good partnership working with other services throughout all treatment episodes, including regular liaison within Primary Health Care Team, inpatient and intensive services, day services, Local Authority Swindon Borough Council, voluntary sector and with nominated carers/advocates.

7. In collaboration with service users and carers, to be responsible for facilitating the development of complex comprehensive crisis plans, rapid access plans, advance statements etc, involving other agencies such as primary care etc where appropriate.

8. To personally build and lead others to build, hope inspiring relationships with service users, which acknowledge the personal journey of each person, and focus on strengths and aspirations to allow the creation of meaningful personal recovery plans.

9. To be responsible for maintaining own workload, as well as planning the workload of others, on a day to day basis, ensuring that time is prioritised effectively, utilising of electronic resources such as diaries/scheduling.

10. To be responsible for the protection of individuals from abuse and harm in line with local safeguarding policies and procedures, including working with others in the planning development and review of protection plans, ensuring the appropriate sharing of information.

11. Coordinating and undertaking protective interventions which maybe required in the protection of others, as outlined in the protection plan, taking individual action where indicated.

12. Personally and leading others to collaboratively and sensitively work with individuals, with a range of mental health needs to develop skills to manage their own health, in accordance with their personal recovery plan, by actively promoting and using approaches which are affirming, build on strengths, identify past positive experiences and success, and use small steps to move towards the persons goal.

13. Undertake active clinical leadership and supervision within the team, covering for the colleagues as required.

14. To maintain the health and clinical records, ensuring both paper and electronic records are kept up to date in accordance with professional and organisational standards.

15. Report and record within agreed timeframes, all activity relating to information reporting and performance requirements.

16. To participate in management, caseload and clinical supervision in accordance with trust policy.

17. To provide mentoring/training for others in relevant practice areas, according to professional requirements, taking a collaborative approach to practice development and evidence-based care. Specifically this means providing a safe and effective learning environment for the mentoring and supervising of students , participating in their learning objectives and assessments

18. Demonstrate responsibility for developing own practice in line with professional qualifications and for contributing to the development of others, by making use of and providing, effective feedback, supervision, coaching and appraisal.

19. Monitor and maintain health, safety and security of self and others, undertaking assessments and taking appropriate action where required.

20. Develop own knowledge and practice, and contribute to the development of others, making use of available feedback, supervision and appraisal to identify appropriate areas of development for this work role, taking responsibility for accessing identified learning and training opportunities.

21. Lead, maintain and participate in practices which enable effective team working.

22. To participate in on call rotas as required.

23. To participate in local arrangements in order to ensure consistent care to service users across the local geography.

### **Other Duties**

The postholder may be required to perform duties other than those given in the job description for the post. The particular duties and responsibilities attached to posts may vary from time to time without changing the general character of the duties or the level of responsibilities entailed. Such variations are a common occurrence and would not of themselves justify the re-evaluation of a post. In cases, however, where a permanent and substantial change in the duties and responsibilities of a post occurs, consistent with a higher level of responsibility, then the post would be eligible for re-evaluation.

### **Communications and Working Relationships**

Services Users and Carers

Health and social care teams

Primary care

Third sector/voluntary agencies

Community groups and local authority provision

Other statutory agencies

### **Most challenging part of this role**

Individually, and through leadership and supervision to co-ordinate the care of individuals within an individual and across a wider defined caseload, to develop increasing skill and confidence with a wide range of health and wellbeing needs, setting priorities and working in community based settings. To contribute to the development of a culture where the personal and positive aspirations of service users are the primary focus of the care plan, while developing and maintaining individual skills in delivering a range of therapeutic interventions. This must be achieved whilst respecting the dimensions of personal choice, diversity and culture and the benefits which these bring to the therapeutic relationship.

## **Policies and Procedures**

Trust employees are expected to follow Trust policies, procedures and guidance as well as professional standards and guidelines. Copies of Trust policies can be accessed via the staff intranet (Ourspace) or from your manager.

In particular, attention is drawn to the Trust's arrangements in relation to safeguarding children and vulnerable adults as well as infection prevention and control.

All employees are expected to be familiar with the Trust's approach to risk management, take a risk management approach to their own work and take responsibility for the management of the risks they own.

## **Confidentiality**

Much of the work is of a confidential nature. This means that no discussion should take place about the care, needs, or activities of any service user, except in the clear interest of that service user or other members of staff. Staff are reminded that personal information concerning colleagues is also confidential

## **Equality and Diversity**

Avon and Wiltshire Mental Health Partnership NHS Trust is committed to the fair treatment of all people, regardless of their gender, gender re-assignment, race, colour, ethnicity, ethnic or national origin, citizenship, religion, beliefs, disability, mental health needs, age, domestic circumstances, social class, sexual orientation, ex-offender status, political allegiance or trades union membership.

The Trust requires all of its employees to treat all of its stakeholders including colleagues, service users, carers and their visitors with dignity and respect.

## **Smoking**

Smoking by Trust Staff is not permitted whilst on duty whether that be on Trust premises or grounds or out in the community. Staff must also be mindful of public perception and must therefore not smoke whilst travelling in Trust identified vehicles or when in uniform or can otherwise be identified as Avon and Wiltshire Mental Health Partnership NHS Trust staff.

## **Review**

These duties are intended to be a guide to the post and should not be considered exhaustive. It is subject to review, depending on the needs of the department. The post holder will be encouraged to participate in any such review. The Trust is committed to regular performance appraisal (including setting objectives for review annually) and agreement of personal development plans for all staff to enhance their ability to fulfil the requirements of their post.

## **Person Specification**

### **Job Title**

### **Band 6**

#### **Essential knowledge, skills and experience**

- Diploma level/Degree in relevant health/social care profession, eg RMN, RGN
- Current relevant registration with the NMC and commitment to CPD, registration with Social Work England, registration with Health and Care professions Council (OT)
- Demonstrates substantial post-registration experience gained working in front-line mental health services, undertaking assessment and delivering interventions.
- Is able to deliver from a range of possible key therapeutic interventions
- Demonstrates a developed understanding of the recovery principles, and the role of secondary mental health services in the delivery of care
- Demonstrates substantial experience of, and relevant professional practice, qualification in mentoring/assessing students and learners
- Demonstrates substantial experience of assessing risk and developing risk management strategies
- Demonstrates substantial experience of supervising others, monitoring their performance appraisal and ensuring delivery of activity
- Able to articulate a detailed understanding of the relevant legal Frameworks/legislation including CPA process, Mental Health Act , Mental Capacity Act, and Safeguarding.
- Highly developed verbal communication skills, able to engage effectively with people at all levels even when a more assertive approach is needed.
- Highly developed active listening skills, which allow for reframing and testing of understanding
- Highly developed written communication skills, with experience of compiling and sorting notes and reports, establishing statistical data and analysing information
- Substantially developed IT skills including competent use of Microsoft Office, and the use of electronic record keeping systems
- Demonstrates a willingness to embrace new technology and processes
- Mobile with the facility to move quickly across a geographically dispersed area with limited access to public transport.

#### **Desirable knowledge, skills and experience**

- Relevant post-registration qualifications, such as Thorn, Non Medical Prescribing, CBT, AMHP, Brief Interventions etc
- Experience gained in a wide variety of settings