

## Job description for Community Mental Health Practitioner

### About us – team NHFT

As a **health and wellbeing organisation** here at **team NHFT** we are dedicated to continually **innovate** and **strive to make a difference** to our community and those working for our Trust, we aim to serve the people of Northamptonshire and surrounding areas with **safe, quality care**. We deliver this from an understanding of our local healthcare needs, economy and the changing demands of our community.

**Our mission, making a difference for you, with you** was chosen by our staff and stakeholders. It means in everything we do and through every service we provide, we want to make a **positive difference in people's lives** – for **those we care for, those we work with** and **those who work with us**. **Everyone is part of our team**.

Our core strategy is to be an **employer of choice, a great place to work** and be known for a **diverse and inclusive culture** whose staff feel **valued**. We provide a range of NHS services including physical, mental health and specialty services provided in hospital settings and out in the community within schools, GP clinics and patients own homes.

Here at NHFT we pride ourselves on our 54321 roadmap, pictured here which encompasses our **PRIDE values, leadership behaviours, teams, enablers** and **our mission** all of which are driven by **our vision of 'being a leading provider of outstanding, compassionate care'**. We are extremely proud to say this has also been recognised by the Care Quality Commission (CQC) and our CQC rating of **Outstanding for team NHFT**.



## This role...

NHFT have an exciting opportunity for a Band 6 Registered Mental Health Nurse within our Central Clinic Team. The Community Mental Health Central Team aims to provide planned and effective mental health support and interventions alongside the service user, their loved ones and other services in line with the goals and needs of the service user.

The Central Team is a key part of our community mental health service and provides depot medication and Clozapine treatment across Northamptonshire. This post will be mainly based within Northampton. As this is a countywide team you will be expected to travel across Northamptonshire to meet the needs of the service. You will be supporting the most vulnerable groups of service users, those with severe and enduring mental illness e.g. treatment resistant Schizophrenia. Some of the role is within a clinic setting but there is also an element of community work, providing an assertive outreach approach for those harder to engage.

The Central Team includes Band 6 registered mental health nurses, support workers and non-medical prescribers. The post holder is expected to be able to lead the Clozapine/Depot clinics and work autonomously with the support of the central Clinic team and work with the wider Community Mental Health Teams to provide outstanding care for service users. The postholder is required to provide professional advice and support to other agencies and members of the wider multidisciplinary team and act up for the Operations Manager in their absence as appropriate.

### The key responsibilities of the post are as follows:

The post holder is responsible for providing treatment for service users who require a depot and Clozaril treatment

Responsible for ensuring care plans are co-produced with service users and carers and are kept up to date and relevant

To contribute to the delivery and development of the Community Mental Health Service by using effective evidence-based practice in line with agreed national standards for clinical practice

To undertake the role of keyworker for service users whose needs may be highly complex, liaising and sharing information with others involved in their care and in line with the Consent to Share Information Policy

To be accountable for the planning and delivery of all aspects of patient care in relation to the service as set out in the NMC Code of Practice.

To continuously improve clinical care standards in line with the clinical governance framework to ensure the highest quality of care is provided in safest manner

To work as an autonomous member of a team in the provision of specialist care and knowledge

To communicate effectively with all members of the multi-disciplinary team, patients, carers and the public

Organise and provide relevant practical and theoretical teaching sessions for students, staff and other agencies users/carers as required

To always act as a resource and role model for the profession

To provide education and training to clinical staff and internal /external agencies

To act regularly in the absence of the Operations Manager to provide continuing responsibility

## About you

Behaviours and Values	Knowledge and Experience
<ul style="list-style-type: none"> <li>• Well-developed high level of communication skills.</li> <li>• The ability to communicate at all levels, information that may be contentious or highly emotive.</li> <li>• To be able to communicate where there may be barriers to understanding. Non-judgmental, flexible attitude.</li> <li>• To communicate in a range of forums.</li> <li>• Acts as an effective role model and positive change agent, identifying and initiating changes as required to enhance service provision.</li> <li>• Provide clear and consistent leadership ensuring a positive working environment for the team.</li> <li>• Willingness to work flexibly in response to changing organisational requirements.</li> <li>• Willingness to work flexibly in response to changing organisational requirements</li> <li>• Motivated, enthusiastic and reliable.</li> <li>• Assertive</li> <li>• Team player</li> <li>• Compassionate</li> <li>• Innovative</li> <li>• Committed to Continuous Professional Development (CPD)</li> </ul>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Registered Mental Health Nurse</li> <li>• At least 1 year post registration experience in Adult Mental Health.</li> <li>• High level of communication and interpersonal skills.</li> <li>• Good working knowledge of the Mental Health Act and Mental Capacity Act.</li> <li>• Ability to cope with and diffuse difficult and stressful situations.</li> <li>• Evidence of ongoing professional development.</li> <li>• Understanding of change management</li> <li>• High level of interpersonal and communication skills.</li> <li>• Team working skills.</li> <li>• Commitment to evidence-based practice.</li> <li>• Excellent organisational skills and the ability to prioritise workload.</li> <li>• Car driver and access to own vehicle</li> <li>• IT skills/knowledge appropriate to the role</li> <li>• Management/caseload management and leadership skills.</li> <li>• Evidence of ongoing professional development</li> </ul>

**Skills and Abilities****Planning and Organisation**

- Autonomous in planning, organisation and implementation of individual patient care
- Plan own workload, demonstrating effective time and caseload management
- Support the planning and implementation of audits to meet the needs of reviews, service development and improvements
- Carry out audit of compliance with protocols/care pathways
- Communicating risk assessments and management plans within the MDT

**Analytical and Judgement**

- Assess patients using clinical skills and knowledge to make a clinical judgement on condition and treatment plan.
- Work as a specialist practitioner, providing support and advice relevant to patient care and treatment/ management plan
- Utilise analytical and judgement skills in the implementation of agreed protocols
- Effectively deal with complaints from patients and relatives
- Effectively deal with sensitive issues and patients and relatives who are distressed
- Analyse clinical information through detailed patient assessment
- Analyse audit data and research, relating it to practice
- Make judgements and recommendations about clinical nursing practice
- Comply with the Trust's Risk Management Strategy and report any incidents/accidents and near misses in accordance with the Trust Policy

**Physical Skills**

- Competence in the use of relevant medical devices
- Competence in the use of specialist equipment relevant to the role
- Accurate IT skills for policy, presentation, reports, data entry and email communication
- Competence to administer Intramuscular injections

**Communication and Relationship Skills**

- Ability to form effective working relationships with different members of the MDT
- Establish, maintain and effectively manage barriers to communication with service users and carers in order to develop a therapeutic relationship within which highly sensitive, distressing health conditions and complex issues will need to be addressed; this may include using highly skilled and effective communication to impart information relating to assessment and the basis for any treatment recommendations.
- Ability to develop therapeutic rapport to ensure patient involvement in assessment and care planning.



## About the role – linking with our 4 Leadership Behaviours

### ENGAGING PEOPLE/WORKING TOGETHER

- To provide clinical expertise for the team within a designated locality.
- Undertake (acting) team management responsibilities as directed by the Operations Manager.
- To organise and constructively participate within clinical or managerial meetings
- Maintain positive promotion of the specialist community mental health teams and mental health. Provide mental health education to service users, carers and other agencies.
- To undertake clinical supervision with junior staff
- To undertake the assessor/mentor role with students on placement within the service and assist with the teaching of students or junior staff and exercise good and fair judgements in dealing with both staff and service users.
- Be responsible for ensuring all students receive supervision during their placement
- To develop and maintain projective working relationships with your team, managers and other colleagues.
- Promote choice, well-being and the protection of all service users and maintain positive promotion of the specialist community mental health teams and mental health.

### BEING AUTHENTIC

- To use effective judgement and interventions in emergency clinical situations.
- To undertake self-development and facilitate and/or provide education and training, in particular to other agencies, professionals, clients and carers. Develop and maintain professional profile/portfolio.
- To organise and actively participate in team/professional meetings, including peer and 1:1 supervision.
- To participate in IPDR sessions and undertake identified training/development requirements, in-line with Trust Policy
- To promote peoples equality, diversity and rights in-line with Trust Equality and Diversity Policy.
- To promote joint working with a variety of partnership agencies liaising with and providing relevant information in formats both formal and informal either verbally or electronically or as written reports.

## TAKING RESPONSIBILITY

- Develop a high degree of professional autonomy responsibility and clinical leadership skills while remaining within the overall clinical governance framework.
- To act as keyworker for more complex cases and to prioritise and effectively manage resources efficiently
- To manage and supervise the day-to-day work of junior staff, and to provide clinical and professional support.
- To be responsible for and be able to effectively manage own day-to-day workload including travel, utilising job planning format.
- To undertake the assessor/mentor role with students on placement within the service and assist with the teaching of students or junior staff.
- To record accurate records and statistics, both written and electronic in-line with relevant professional standards and Trust Policy.
- To organise and constructively participate within clinical or managerial meetings and team briefing as required.
- Organise and provide relevant practical and theoretical teaching sessions for students, staff and other agencies users/carers as required.
- To act as nominated supervisor for patients subject to Section 25/CTO Mental Health Act 1983 Amendment Act.
- To use effective judgement and interventions in emergency clinical situations.
- Ensure debriefing sessions with staff following critical incident takes place.

## EMBRACING CHANGE

- To participate in the ongoing community mental health transformation
- To provide such other services as may be required from time to time in relation to the post
- To undertake self-development and facilitate and/or provide education and training, in particular to other agencies, professionals, clients and carers.
- To participate in audits carried out within the service to enable service improvement/development.
- To be involved in projects in relation to the development of the service.

## Benefits

<p><b>Salary</b></p>	<p><b>Location of work</b></p>	<p><b>Permanent/fixed term</b></p>								
<p><b>Band 6 Agenda for Change £35,392 – £42,618.</b></p> <p>You will be paid on the 27<sup>th</sup> of each month. If this date falls at a weekend you will be paid on the Friday before this date.</p>	<p>Main base: Campbell House, Northampton</p> <p>Must be able to travel independently to other bases in the Trust across Northamptonshire to meet the needs of the service.</p>	<p><b>Permanent</b></p>								
<p><b>Hours/pattern of work</b></p>	<p><b>Annual leave and bank holiday entitlement</b></p>	<p><b>Pension entitlement</b></p>								
<p>Monday to Friday 9am-5pm <b>Flexible working is offered</b></p>	<table border="1"> <tr> <td>Length of service</td> <td></td> </tr> <tr> <td>On appointment</td> <td>27 days + 8 days</td> </tr> <tr> <td>After five years' service</td> <td>29 days + 8 days</td> </tr> <tr> <td>After ten years' service</td> <td>33 days + 8 days</td> </tr> </table>	Length of service		On appointment	27 days + 8 days	After five years' service	29 days + 8 days	After ten years' service	33 days + 8 days	<p>Details on the benefits of the NHS Pension Scheme can be found here: <a href="https://www.nhsbsa.nhs.uk/nhs-pensions">https://www.nhsbsa.nhs.uk/nhs-pensions</a></p>
Length of service										
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<p><b>Health and Wellbeing</b></p> <p><b>Because your health matters too</b></p>	<p><b>Learning and Development</b></p>	<p><b>Equality and diversity</b></p>								
<p>Our Occupational Health and Wellbeing team support our staff through many different channels. Whether you have a physical or emotional issue or want to take positive steps to improve your fitness, this team can help you.</p>	<p>Our Learning and Development team provide effective and impactful learning solutions for our staff. Our experienced team of facilitators offer a wide range of opportunities from corporate induction, mandatory and role specific training, personal development and leadership training.</p>	<p>We are committed to ensuring people are treated equally and fairly whether at work, during care or out in the community. Equality, diversity and inclusion will always be a core focus and commitment for team NHFT. We have a number of staff networks to support this focus too. These networks are open to all our staff.</p>								

Find out more about us at:

[www.bit.ly/24hoursinNHFT](http://www.bit.ly/24hoursinNHFT)

[www.nhft.nhs.uk](http://www.nhft.nhs.uk)

### **Confidentiality and Data Protection**

Any matters of a confidential nature, including patient and staff records, and any commercially sensitive information must, under no circumstances, be divulged or passed on to any unauthorised person or persons without a legal basis to do so. In accordance with the Data Protection Act 2018, if you are required to access personal data held in any format, you will be expected to adhere to the Trusts Information Governance Policies, copies of which are held on the staff intranet.

Any breach of confidentiality or data protection legislation will result in disciplinary action and may result in summary dismissal.

### **Infection Control**

The prevention and control of healthcare associated infections in service users, staff and visitors is taken seriously by the Trust. All staff employed by Northamptonshire Healthcare NHS Foundation Trust are required to adhere to the Trust infection control policies and procedures.

Employees must be aware of the importance of protecting themselves, service users and visitors and of maintaining a clean safe environment. Any breach in infection control practice, which places service users, other staff or visitor at risk, may result in disciplinary action. Each staff member is responsible for ensuring they identify together with their manager, their infection control training needs in their PDP.

### **Health and Safety**

To carry out the duties placed on employees by the Health and Safety at Work Act 1974 i.e.

- I. To take reasonable care for the Health and Safety of themselves and of other persons who may be affected by their acts or omissions at work.
- II. To co-operate with their employer as far as is necessary to meet the requirements of the legislation.
- III. Not to intentionally or recklessly interfere with or misuse anything provided in the interest of health, safety or welfare in the pursuance of any relevant statutory provision.

### **No Smoking**

In order to protect the health of employees, patients and visitors, Northamptonshire Healthcare NHS Foundation Trust operates a No Smoking Policy. Therefore smoking is prohibited in all of the Trust's buildings, grounds and all Trust-owned or leased vehicles.

### **Equality and Diversity**

To ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work and the Trust Managing Diversity and Equal Opportunities in Employment Policy.

### **Risk Management**

To have a commitment to identify and minimising risk, report all incidents and report to manager any risks, which need to be assessed.

### **Safeguarding Adults and Children**

It is the duty of all staff working for the Trust;

- To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and supervision as appropriate to the role.
- To support the organisation in ensuring service users are protected from abuse or the risk of abuse and their human rights are respected and upheld.
- To ensure concerns are responded to appropriately in line with the Trust's Safeguarding Adults Policy and the Child Protection Policy and interagency safeguarding procedures.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

### **Professional Registration**

All qualified/ professional staff are required to adhere to the relevant Code of Practice (and other guidance issued by them). It is the responsibility of the individual concerned to keep professional registered and updated in accordance with the requirements of the relevant Code of Practice and to follow guidance issues by the professional body.

### **Policies and Procedures**

The post holder is expected to comply with all relevant Trust policies, procedures and guidelines. Any contravention of the Trust Policies or managerial instructions may result in disciplinary action being initiated.

**Review of Job Description/ Person Specification**

This is not an exhaustive list of duties and responsibilities, but indicates the key responsibilities of the post. The post holder may be required to undertake other duties as may reasonably be required commensurate with the grade and/ or hours of work at the postholder's initial place of work or at any other of the Trust's establishment.

**NOTE:** This is a description of the job as it is at present constituted. It is the practice of this Trust regularly to examine employee's job descriptions and to up-date them to ensure that they relate to the job as then being performed, or to incorporate whatever changes are being proposed.