



**Job Title:** Physical Health Care Practitioner

**Grade:** Band 4

**Hours of Work:** 37.5 hours per week

**Responsible to:** Physical Health Clinical Nurse Specialist

**Accountable to:** Team Manager

**Location and mobility:** Your normal place of work will be with the Community Mental Health Teams at St Ann's hospital Haringey. However, you may also be required to work at any other location of the Trusts interests e.g. Lucas House/Springwell or other locations in the Boroughs of Barnet Haringey or Enfield including travelling to appropriate meetings, outside of the borough, as required.

**WORKING RELATIONSHIPS:**

**Internal:** Multi-disciplinary team, Locality Teams, Primary Care Link-Working Team, and GPs

**External:** Patients, family, carers, voluntary services.

**JOB SUMMARY**

Patients with severe and enduring mental illness are known to have poorer physical health outcomes than the general population. For this reason, Barnet Enfield and Haringey Mental Health Trust (BEHMHT) is providing support to patients around their physical health needs.

The post holder will work together with team members conducting supervised specialist assessments of patients, focusing on their Physical health needs. They will lead on ensuring that patients with enduring mental health conditions are not discriminated by virtue of their mental illness in terms of their physical health. The post holder will lead on supporting patients carrying out physical health checks as specified in the Lester tool, health screening, health promotion and lifestyle advice.

This information will support in identifying referral to the appropriate physical health care settings as well as monitoring health conditions. Patients may also be facilitated with active support from the Physical Health Practitioner to access their GP if necessary.

The post holder will be expected to develop an understanding of the physical health needs of patient group.

The post holder will be responsible for participating and assisting in the delivery of care/services to patients as part of a Mental Health Care Team, in this case the Community Mental Health service, working under the direct supervision of a registered nurse.

They will be responsible for carrying out practical tasks, identified as part of the patient's care plan to promote their physical health and wellbeing.

The post holder will provide supportive care management to patients as delegated by the physical health clinical nurse specialist.

The post holder will be expected to work in the community teams in line with service needs.

The post holder will receive clinical supervision as appropriate and partake in reflective practice on a regular basis.

The right candidate will be willing to undergo trainings/updates to enhance their abilities in physical health checks i.e., phlebotomy, ECG, wound care.

#### **MAIN TASKS AND RESPONSIBILITIES:**

- Under the direction of the physical health clinical nurse specialist, undertake a range of duties which involve patient care independently.
- Assist in the coordination of care delivery for patients with mental health conditions in the community teams, including those with severe and enduring mental illness under the supervision of a registered nurse, in close collaboration with the psychiatric multidisciplinary team, patients and other stakeholders.
- Work under the supervision of qualified nurse, but they work independently with patients.
- Have informed basic knowledge and understanding in the psychological, social, physical, and spiritual needs of all patients.
- Support health promotion and physical health groups for example walking, gym, and badminton as per the co designed care plan.
- Actively participate in the physical healthcare and rehabilitation of patients.
- Maintain clear, timely, comprehensive, and contemporaneous written clinical records on all patients in accordance with Trust policies.
- Utilise IT skills and knowledge to access and input physical health data collected onto the Trust Electronic System (Rio).
- Use the strength-based assessment / trauma informed care, assess patient's physical health needs.
- To be conversant with physical health illness that occur in Serious Mental health Illness (SMI).
- Carry out the physical health check of patients and record in physical health monitoring form, reporting any abnormal data to the physical health clinical nurse specialist /GP i.e. Any changes in the patient's physical health condition, or any significant factors relevant to the patient.
- Provide health promotion information and healthy living either individually or in a group setting.
- Provide audit information around physical health as required.
- To be able to undertake phlebotomy duties when directed by registered Nurse/Psychiatric doctors.
- Carry out ECG on patients as required.
- Have informed knowledge and understanding of the Mental Health Act 1983 amended 2007 Part 3 of the Act and other legislations such as Safeguarding Children and Adults,
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- DOLS, Mental Capacity Act 2005 and others relating to care of patients in the community.
- To be able to work and travel across a geographical area or across integrated teams, using the guidelines of the Trust Lone Working policy.
- Recognise and respond appropriately to aggressive behaviour and incidences, completing a Ulysses form as necessary as per Trust policy.

### **Organisational**

- Work as member of a multi-disciplinary team.
- Attend all formal and informal meetings as requested by the line manager.
- Report any complaints or concerns to the manager as necessary and give verbal reports on any unusual or untoward incidents on the ward.
- Be aware of and apply work practices in line with health and safety requirements and Trust policies and procedures.
- Maintain standards of professional behaviour and appearance.
- Take part in the induction of new staff to the team/unit.

### **Development**

- Participate in the annual appraisal of work activities, agreeing objectives and a personal development plan in line with the Trust's implementation of the Knowledge and Skills Framework.
- Attend mandatory training and other training programmes as identified by the physical health clinical nurse specialist.
- Actively participate on all aspects of physical health care audit including quality improvement initiatives.

### **Emotional Effort**

- Frequently provide support to colleagues in managing challenging patients in what can sometimes be distressing circumstances in line with Trust values.

### **Communication**

- Maintain confidentiality of Information in accordance with Trust Confidentiality Code of Practice Policy.
- Contribute to the effective communication process of patients, carers, family, friends, and staff colleagues.
- Communicate appropriate information to and from other department/service areas as required.
- To attend and participate in team meetings and contribute ideas to the multi-professional team.

### **Patient/Customer Care (both direct and indirect)**

- Maintain regular contact with patients in carrying out the role.
- To create and complete holistic care plans for physical health care conditions.
- Provide patients and carers with a service that is culturally sensitive and give due consideration to any special needs.

### **Information Management**

- Update and keep accurate patient records according to Trust guidelines on record keeping, i.e. Rio.
- Maintain clear, comprehensive, and contemporaneous clinical records on all patients in response to personally generated clinical observations, in accordance with professional standards and Trust policies.
- To liaise with other stakeholders in planning and assessing care needs associated with specified physical health treatment pathways.

### **Service Development**

- Contributing to quality improvement work within the mental health community team.

### **Systems and Equipment**

- Appropriate management and safe keeping of Trust issued equipment e.g. mobile phone, laptop, nursing/medical equipment.
- Must keep medical device passport training up to date.

### **Effort, Mental and Environment**

- To take responsibility for own learning and development including mandatory training, personal study, attending agreed courses and shadowing colleagues.
- Undertake surveys or audits as necessary to own work and participate in clinical trials/R&D activity as required.
- Contribute to service/clinical developments based on appropriate research evidence.
- Promote health and provide advice/education regarding physical and mental wellbeing to patients.
- Receive regular, on-going clinical supervision. The post holder will be subject to periodic appraisal for their work performance review and objectives will be set on an annual basis between the post holder and their manager.
- Provide support to colleagues in managing challenging patients in what can sometimes be distressing circumstances.

## **JOB DESCRIPTION – CORE ADDITIONAL INFORMATION FOR ALL EMPLOYEES**

### **MOBILITY**

As an employee of this organisation you may be asked to carry out duties at any of its establishments, at any time throughout the duration of your contract.

### **HEALTH and SAFETY**

It is the duty of all employees to ensure that a safe working environment and safe working practices are maintained at all times. It is also the responsibility of management to do so.

### **INFECTION CONTROL**

All staff will be expected at all times to practice in accordance with the infection control standard specified in the policies of the organisation.

### **RISK MANAGEMENT**

All staff have a responsibility to manage risk within their sphere of responsibility. It is a statutory duty to take reasonable care of their own safety and the safety of others who may be affected by acts or omissions.

### **HEALTH PROMOTION**

This organisation is committed to helping people live a healthier life. All staff are encouraged to make healthier choices and to be aware of the range of health promotion information and local policies that support the promotion of health and the prevention of ill health e.g., food and nutrition, stress management etc.

All clinical staff are reminded of their individual professional responsibilities for the promotion of health, by providing up to date and relevant best practice advice, in supporting their patients/clients to live a healthy life.

### **FLEXIBLE WORKING**

This organisation is committed to offering flexible, modern employment practices which recognise that all staff need to strike a sensible balance between home and work life. All requests to work flexibly will be considered.

### **SMOKING**

Barnet Enfield & Haringey Mental Health NHS Trust has a smoke free policy. Smoking will not be permitted on any Trust premises (including the grounds that those premises are sited on) or in any Trust-owned vehicle. Applicants should be aware that it will not be possible to smoke throughout working hours.

### **EQUAL OPPORTUNITIES**

In line with the organisation's Equal Opportunities Statement, this organisation is committed to ensuring and promoting the rights of all people to equality of opportunity and all staff are required to abide by and promote this.

### **POLICIES AND PROCEDURES**

All employees, at all times are subject to the policies and procedures of this Organisation.

### **SAFEGUARDING CHILDREN & VULNERABLE ADULTS**

Safeguarding is everyone's responsibility, and all employees are required to act in such a way that at all times safeguards the health and wellbeing of children and vulnerable adults.

Familiarisation with, and adherence to, the appropriate organisational Safeguarding Policies and any associated guidance is an essential requirement of all employees as is participation in related mandatory/statutory training. All employees must ensure that they understand and act in accordance with this clause. If you do not understand exactly how this clause relates to you personally then you must ensure that you seek clarification from your immediate manager as a matter of urgency. Equally, all managers have a responsibility to ensure that their team members understand their individual responsibilities with regard to Safeguarding Children and Vulnerable Adults

## **DATA PROTECTION**

In line with national legislation, and organisational policy, all data will be processed in a fair and lawful way, for the specific registered purpose and not disclosed in any way incompatible with such purpose or to any unauthorised persons or organisations.

## **CONFIDENTIALITY**

This organisation attaches the greatest importance to patient confidentiality and to the confidentiality of personal health data, and other data held and processed by the organisation. All data should be treated as confidential and should only be disclosed on a need to know basis. Some data may be especially sensitive and is the subject of a specific organisational policy, including information relating to the diagnosis, treatment and/or care of patients, individual staff records and details of contract prices and terms. Under no circumstances should any data be divulged or passed on to any third party who is not specifically authorised to receive such data. Due to the importance that the organisation attaches to confidentiality disciplinary action will be taken for any breach of confidentiality. All members of staff are expected to comply with national legislation and local policy in respect of confidentiality and data protection.

All employees should be mindful of the six-information management Caldicott principles when dealing with data belonging to the organisation and person identifiable information.

1. Justify the purposes of using confidential information.
2. Only use it when absolutely necessary.
3. Use the minimum that is required.
4. Access should be on a strict need to know basis.
5. Everyone must understand his or her responsibilities.
6. Understand and comply with the law.

If there is any doubt whether someone has legitimate access to information, always check before you disclose.

## **STANDARDS OF BUSINESS CONDUCT FOR NHS STAFF & CODES OF CONDUCT**

You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the Code of Conduct for NHS Managers. All staff are required to act in accordance with the rules and regulations as described in the organisation's Standing Orders and Standing Financial Instructions.

The organisation reserves the right to report any activity, incident, or suspicion of behaviour likely to be deemed a breach of a professional code of conduct to the appropriate professional body. This decision as to whether such a report will be made will only be taken by the appropriate service Director after he/she has fully considered the available facts. At all times, the safety of the public, staff and the reputation of the employing organisation and the wider

NHS will be key points for consideration before any report is made.

### **MANDATORY TRAINING**

All staff are required to attend any training designated by the organisation and/or service as mandatory (compulsory) for the position held or to provide evidence of previous, recent equivalent training at a level appropriate to the post held.

### **SATISFACTORY CLEARANCES**

For all posts where the appointment is subject to satisfactory clearance via the Criminal Records Bureau or Independent Safeguarding Authority, or any other successor agency, it should be clearly understood that the post holder must maintain satisfactory clearance status throughout his/her employment in the post.

### **PROFESSIONAL REGISTRATION**

With respect to any post for which the appointment is subject to holding a specific professional registration, as set out in the person specification for the post, it should be clearly understood that the post holder must maintain satisfactory registration status throughout his/her employment in the post.

## **ADDITIONAL CLAUSE FOR ALL MANAGERS**

### **RISK MANAGEMENT**

All managers throughout the organisation have a responsibility to ensure that policies and procedures are followed, and that staff receives appropriate training, that a local risk register is developed and regularly monitored and reviewed. Significant level risk must be reported through the Quality Improvement and Risk Committee (QIRC) network. Risk registers need to be submitted to the Support Services Manager or other nominated officer, on an annual basis.

## **ADDITIONAL INFORMATION FOR ALL STAFF**

Where relevant, further information regarding these core clauses can be found in each employee's written statement of terms and condition of employment (contract documentation).

As part of a three-year project to transform mental healthcare across North Central London, we are investing £25 million to ensure everyone who experiences mental illness can access the care they need, when they need it, close to where they live. This role is integral to the success of this program with the post-holder needing to be flexible and willing to adapt to possible changes to their role as the project evolves. In return, we offer a once-in-a-career opportunity to be part of a major transformation program that will radically improve care and quality of life for thousands of people in our community.

## BEH-MHT VISION AND VALUES

### Our vision

Our vision is embedded within our clinical strategy. We want to help people live, love, do.

- Live - A safe and secure place to call home.
- Love - Re-building relationships which may have broken down during a period of illness.
- Do - Help people to find a meaningful activity - that may be getting back into employment or further education.

### Our values

The Trust's values are:

Compassion.

- Respect
- Being Positive
- Working together

## NHS VALUES

**It is recommended that where possible the NHS values below are reflected in job descriptions.** Please go to the NHS Confederation website for further information [www.nhsconfed.org](http://www.nhsconfed.org)

### RESPECT AND DIGNITY

We value each person as an individual, respect their aspirations and commitments in life, and seek to understand their priorities, needs, abilities and limits. We take what others have to say seriously. We are honest about our point of view and what we can and cannot do.

### COMMITMENT TO QUALITY OF CARE

We earn the trust that is placed in us by insisting on quality and striving to get the basics right every time – safety, confidentiality, professional and managerial integrity, accountability, dependable service, and good communication. We welcome feedback, learn from our mistakes, and build on our success.

### COMPASSION

We find the time to listen and talk when it is needed, make the effort to understand and get on and do the small things that mean so much – not because we are asked to but because we care.

Improving lives

We strive to improve health and well-being and people's experiences of the NHS. We value excellence and professionalism wherever we find it – in the everyday things that make people's lives better as much as in clinical practice, service improvements and innovation.

### WORKING TOGETHER FOR PATIENTS

We put patients first in everything we do, by reaching out to staff, patients, carers, families, communities, and professionals outside the NHS. We put the needs of patients and communities before organisational boundaries.

### EVERYONE COUNTS

We use our resources for the benefit of the whole community, and make sure that nobody is excluded or left behind. We accept that some people need more help, that difficult decisions

have to be taken – and that when we waste resources, we waste other's opportunities. We recognise that we all have a part to play in making ourselves and our communities healthier.

#### **DIGNITY AT WORK STATEMENT**

Barnet Enfield & Haringey Mental Health NHS Trust is committed to treating all of our staff and patients with dignity and respect. You are responsible for behaving in a way that is consistent with these aims. This includes not discriminating unfairly in any area of your work and not harassing or otherwise intimidating other members of staff.

## Person Specification

### Physical Healthcare Practitioner– Band 4 (AFC)

| Attribute                       | Essential   | Desirable  | Method of Assessment  |
|---------------------------------|---|--|---|
| <b>Education/Qualifications</b> | <ul style="list-style-type: none"> <li>• A Nursing Associate Graduate/Degree holder (Adult Nursing)</li> <li>• NMC registration</li> </ul>  | Evidence of recent study<br><br>and <ul style="list-style-type: none"> <li>• NVQ Level IV in healthcare or equivalent</li> </ul> OR <ul style="list-style-type: none"> <li>• Two years (minimum) working experience in adult/mental health setting.</li> </ul> | Certificate / Application Form<br><br>Interview               |
| <b>Knowledge</b>                | <p>Awareness of patient care within the wider context of the organisation, in particular around health inequalities</p> <p>Have an understanding of the importance of user/carer involvement.</p> <p>Awareness of treatment outcomes, recovery tools, care planning, assessment of risk</p> | Knowledge of the roles within the multi-professional team  | Interview<br><br>Application Form/ Interview<br><br>Interview |

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|-----------------------------|---|--|--|
|                             | <p>Have an understanding of equal opportunities, diversity, and anti-discriminatory practice.</p> <p>Awareness and understanding of the functions of MDT.</p> <p>Moving and handling awareness</p> <p>Basic food hygiene, first aid, health and safety awareness</p> <p>Understanding of clinical and managerial supervision</p> <p>Knowledge and understanding of the Mental Health Act 1983 amended 2007 in particular Part 3 of the Act and other legislations such as Safeguarding Children, Adults, DOLS, Mental Capacity Act 2005</p> |  | <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview<br/>Application Form</p> |
| <b>Experience</b>           | <p>Experience in a health and social care setting.</p> <p>Experience of liaising with other health agencies</p>   |  | <p>Application Form</p> <p>Interview</p>   |
| <b>Skills and Abilities</b> | <p>Excellent written and verbal communication skills.</p> <p>Ability to assess clinical situations quickly and use initiative.</p> <p>Able to work on own initiative.</p> <p>Able to work as part of a team.</p> <p>Well-developed interpersonal skills</p> <p>Have an interest in working with patients who suffer from mental health problems.</p>  | <p>Report writing skills.</p> <p>Group facilitation skills</p> | <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p>                      |

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|-----------------------------------|--|--------------------------|--|
|                                   | <p>Ability to remain calm in emergency situations and respond in a professional manner.</p> <p>Ability to maintain boundaries and form positive therapeutic relationship with patients and carers.</p> <p>Able to provide practical support with daily living activities.</p> <p>Basic IT skills.</p> <p>Willing to undertake Phlebotomy training to take blood specimen from patients if required.</p> <p>Willing to undertake ECG training if not already trained.</p> |                          | <p>Interview</p> <p>Application form/interview</p> <p>Application form/interview</p> <p>Application form</p> <p>Interview</p> <p>Interview</p> |
| <b>Personal Attributes</b>        | <p>Motivated and enthusiastic.</p> <p>Adaptable to change.</p> <p>Committed to equal opportunities.</p> <p>Able to work using a non-judgmental attitude.</p> <p>Contribute to improving the quality of life for patients.</p>  |                          | <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p>   |
| <b>Work Related circumstances</b> | <p>Ability to travel across a geographical area and various locations within the trust.</p> <p>Ability to work flexibly to meet the needs of the service.</p>  | Full UK driving license. | Application form   |
| <b>Other requirements</b>         | <p>Honest, trustworthy, and reliable.</p> <p>An understanding and positive regard for the needs and</p>  |                          | Interview  |

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|  | <p>rights of people with mental health problems and their carers.</p> <p>Ability to manage stress and work under pressure.</p> <p>Ability to ensure effective communication both within and outside the services.</p> <p>Ability to adapt to changing environments, needs and demands of the service.</p> <p>Act as a positive role model, dynamic, motivated, caring, and supportive</p> <p>Ability to work closely and form good working relationships with a wide range of people Interested in further professional development.</p> <p>Ability to remain flexible and support the team with other tasks commensurate to banding when needed. For example, answering the duty phone and giving input to screening.</p> |  |  |
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