

PROGRESS *your* CAREER



Senior Practitioner Band 8a

Job Description and Person Specification

Job Description

JOB TITLE: Senior Practitioner

BAND: 8a

RESPONSIBLE TO: NHS Talking Therapies Barking & Dagenham
Professional & Strategic Lead

KEY RELATIONSHIPS:

Internal	External
Own Team Line Manager Acute Mental Health Services Members of the Inpatient and Acute Psychology Service. Multi-disciplinary ward team Community Psychology Services Members of other disciplines, teams and agencies involved in the service users care within NELFT.	GP Collaborative Care Social Services Acute Hospital Psychological therapies training organisations. IMCAs and key third sector organisations including those supporting carers.

The purpose of this job description is to outline the level of responsibility and accountability of this post. This will ensure that all work undertaken by our staff is clearly identified and carried out under clear lines of accountability.

Aim of the role:

The expectation of this post holder will be to support their team, department and organisation to achieve the Trust's Values in their day to day work. These are the 5P's:

- Putting people first
- Prioritising quality
- Being progressive, innovative and continually improve
- Being professional and honest
- Promoting what is possible – independence, opportunity and choice

The post holder will achieve this by:

Participating in the development and implementation of high standards of clinical care ensuring the service provided is needs led, compliant with national guidance and is viewed positively by service users.

To contribute to the strategic development and modernisation of mental health services in Barking & Dagenham by assisting in the strategic approach to mental health service development in primary care in Barking & Dagenham.

To improve the capacity of the primary care services to meet the needs of people with common mental health problems through the development and management of Talking Therapies Barking & Dagenham

To improve integrated working between primary and secondary care in relation to mental health.

To improve integrated working between mental health and primary care teams e.g. G.P. Practices

To deputise in the absence of the Talking Therapies Barking & Dagenham Professional & Strategic Lead and Principal Therapist.

To provide leadership, line management and support for High Intensity practitioners and Psychological Wellbeing Practitioners within Talking Therapies Barking & Dagenham

To carry a small clinical caseload.

Key Responsibilities:

- To provide leadership and line management for senior clinical practitioners and psychological wellbeing practitioners in Talking Therapies Barking & Dagenham. This will include day-to-day guidance and support to the team, management supervision, case management, performance management, and monitoring service delivery.
- To provide clinical leadership alongside the Talking Therapies Barking & Dagenham Professional & Strategic Lead & Principal Therapist.
- To engage with a wide range of stakeholders, including users and carers in the mental health primary care agenda.
- To ensure clinical staff are familiar with, and use, the PC-MIS database, producing reports/figures/statistics/performance/flow rates and data on clinical outcomes for the Talking Therapies Barking & Dagenham Professional & Strategic Lead as required.
- To develop/coordinate/edit and review Talking Therapies Barking & Dagenham material for the intranet and be the liaison link with the PCT press office for the internet.
- To assist in the development and management of the NHS Talking Therapies model in Barking & Dagenham. This model includes information and self help, assessment, brief therapy, intermediate care and enhanced care.
- To work with Talking Therapies Barking & Dagenham Professional & Strategic Lead and Principal Therapist to establish the appropriate future direction of the service.
- To identify primary care training needs in relation to mental health and plan, coordinate and deliver training as appropriate.
- To ensure practice development plans include mental health and substance misuse issues and support and audit the implementation of these plans.
- To ensure service users and carers are fully engaged in the development and delivery of mental health services in primary care. This will include supporting the development of user led self help groups for a range of mental health problems in primary care.
- To assist in the delivery of the Diversity, Race and Equality Agenda in primary mental health.
- To ensure delivery of safe and leading edge in clinical practice that reduces risk for service users, carers, and staff, and improves people's experience of the service and leads to better mental and physical health outcomes.
- To assist in the provision of a strategic vision for the development of a high-quality mental health service in primary care, taking account of the Choice initiative and the development of new models of care around Recovery and Social Inclusion.
- To be responsible for the translation of national and local strategies into best practice in NHS Talking Therapies.
- To communicate highly sensitive information to service users/carers and delivers communication to internal and external bodies, including presentations of a highly complex nature.
- To embrace and articulate a compelling vision of the future of service delivery in mental health primary care and clinical services. The vision is placed within the NHS plan and National Policy.
- To create an environment where staff see change as an essential element of healthcare, demonstrated through a quick and positive response in the face of the need to change.
- To discuss the future vision of primary care mental health in terms of changes taking place in society and the health and social care environment
- To articulate the significance and potential impact of government policies as they relate to practice and its development.
- To create commitment in Talking Therapies Barking & Dagenham's vision from key stakeholders by involving them in the process.

- To articulate the significance and potential impact of government policies as they relate to practice and its development
- To seek opportunities to influence policy development through clear articulation of service user and service needs.
- To demonstrate leadership in all actions, including inspiring and sustaining commitment of colleagues, improving the quality of practice through enacting clinical governance, providing effective management, establishing clarity of purpose and direction, developing, and encouraging collaboration at all levels.
- To demonstrate high levels of political and organisational awareness and the ability to reach a common understanding without compromising the needs of service users, families, and carers.
- To create a culture that acknowledges professional trends, responds quickly and positively to change, is more flexible and outward looking and enhances team performance.
- To act as an effective role model to create a positive impression of primary care mental health across a variety of arenas. Is an advocate for the integrity of the service across a variety of arenas, whilst seeking to create stronger alliances within the NHS, Social Care, Voluntary sector, and service user and carer agencies.
- To contribute to corporate functions of the PCT such as preparing reports.
- To liaise with a wide range of senior staff from partner agencies, users and carers of service and other key stakeholders.

Clinical Skills

- To have the knowledge of, and be able to, apply highly specialist clinical skills, including clinical reasoning.
- To carry a small clinical caseload as appropriate to clinical/therapeutic expertise.
- To chair, attend and participate in clinical meetings as required.
- To maintain own professional registration/accreditation with governing/professional bodies e.g. HCPC, BABCP etc
- To pursue personal professional development and to take responsibility for developing an annual Personal Development Plan.
- Prioritise own time to ensure availability to teach and mentor others and to ensure that clinical governance is met.
- To ensure the delivery of safe and leading edge in clinical practices that reduces risk for service users, carers and staff.

Leadership

- To assist in the establishment of closer working relationship between primary and secondary care, psychiatric liaison, access, psychology and psychotherapy services
- To liaise with a wide range of senior staff from partner agencies, users and carers of service and other key stakeholders
- To promote integrated working between primary care teams, NHS Direct and the wider range of local agencies in contact with people experiencing mental health problems.
- To facilitate the development of a positive and supportive team culture.
- To participate in the audit process, linking in with the clinical governance agenda.
- To advise, encourage and share knowledge utilising the latest research and practice development, through literature and peer reviews.

Administration

- To be computer literate.
- To ensure accurate recording of actions, and updating patient's records, maintaining confidentiality at all times.
- To take part, and assist, in the planning and administration relating to day to day running of the caseload.

Communication

- To have a wide range of knowledge in approaches to communicating and managing patient care.
- To be able to effectively communicate with colleagues, peers, senior managers and clinical leads within the Trust.
- To be able to communicate complex patient related information facilitating positive outcomes and ensuring collaborative working.
- Participate in the review and development of clinical policies and identifies improvements to service provision.

Training

- To ensure own continued professional development and support a culture of lifelong learning in self and others.
- To undertake, and assist, in the planning of own mandatory training and workshops.
- To undertake a regular appraisal, developing a personal development plan that includes clinical competencies reflecting the health needs of the local population and relates to Trust strategy.
- To support new staff and their integration within the team.
- To support training as part of the role including changes to professional development and implementation of new policies and guidelines.

Specific tasks directly related to the post

Please note that this is the only part of the job description that you can add in specific tasks related to the post that are not covered in the above content of the job description. For brevity, please consider whether it is necessary to include additional tasks.

Additional Information

Additional information about protocols and guidelines while working at NELFT are outlined in [this document](#).

Key Performance Indicators (KPI) and Objectives

Each individual and service will be set KPIs and achievement against these will be regularly reviewed. Performance against individual and service KPI's will be routinely monitored by your manager.

Review of this Job Description

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

Other Duties

There may be a requirement to undertake other duties as may reasonably be required to support the Trust. These may be based at other Trust managed locations.

Date last reviewed: Insert date job description approved by panel

Date to be reviewed: Insert date job description to be reviewed by manager

Job evaluation reference number: Insert job evaluation reference number

Person Specification

Please note if you do not meet all the criteria listed in the person specification, we encourage you to still apply and development needs can be discussed at the interview.

Demonstration of Trust Values	Essential	Desirable	Measurement
<ul style="list-style-type: none"> • Putting people first • Prioritising quality • Being progressive, innovative, and continually improve • Being professional and honest • Promoting what is possible, independence, opportunity, and choice 	✓		Application Form Interview Assessment

Qualifications	Essential	Desirable	Measurement
Relevant qualified therapist accredited (or registered with appropriate level of experience) with BABCP, HCPC or, with a recognised professional training leading to a minimum of P.G. Diploma Level in CBT or Doctoral level in Counselling Psychology or Clinical Psychology	✓		Application Form Interview Assessment
A first degree or equivalent	✓		State measurement i.e. Application Form Interview Assessment
A management qualification		✓	Application Form Interview Assessment

A professional qualification e.g. Nursing, Social Work		✓	Application Form Interview Assessment
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Experience	Essential	Desirable	Measurement
Demonstrable experience of working with primary care practitioners	✓		Application Form Interview Assessment
Demonstrable experience of working with mental health practitioners	✓		
Experience of delivering change programme		✓	
Experience of redesigning services and overseeing implementation		✓	
Experience of auditing and evaluating projects		✓	
Experience of managing staff	✓		
Experience of project management and delivering results within financial targets and set timeframes		✓	
Experience of delivering training and supervision	✓		
Experience of report writing	✓		

Knowledge	Essential	Desirable	Measurement
An awareness of NHS priorities	✓		Application Form Interview Assessment
An appreciation of general practice and how it works	✓		Application Form Interview Assessment
The ability to influence, persuade and facilitate	✓		Application Form Interview Assessment
The ability to engage a wide range of stakeholders including service users and carers	✓		Application Form Interview Assessment
A commitment to anti discriminatory practice	✓		Application Form Interview Assessment

Other	Essential	Desirable	Measurement
To be able to travel efficiently throughout the area	✓		Application Form Interview