

JOB DESCRIPTION

JOB DETAILS

Job Title	Primary Care Mental Health Practitioner, older people's focus
A4C Band	
Hours of Work	Band 6
Directorate	37.5 hours Mon- Fri
Location	Doncaster mental Health and Learning Disability Care Group Primary Care Mental Health Hub – Locality based
Accountable to	
Key Relationships	Primary Care Mental Health Manager RDaSH, PCN and VCSE.

1. JOB SUMMARY

Doncaster is delivering a place-based, community mental health service for adults and older adults to align with Primary care Networks. This service consists of four hubs called the Primary Care Mental Health Hubs (PCMMH). In the hubs you will work with people experiencing both common and severe mental health issues, as part of a multidisciplinary team which includes: CBT Therapists, Clinical Associate Psychologists, Mental Health Wellbeing Practitioners, Primary Care Mental Health Practitioners (Mental Health Nurses, Occupational Therapists, Social Workers) Community Connectors and Peer Support workers. We are a partnership with RDASH, the local specialist Mental Health Trust, Primary Care Doncaster, and the Voluntary Community and Social Enterprise Sector (VCSE).

This role has a focus on supporting and improving the access to primary care mental health services for older people, both by working directly with this age group and supporting the wider team to consider the additional and differing needs of an aging population.

We provide personalised, trauma-informed care at a Primary Care Network level and are improving access to evidence-based psychological interventions and supporting engagement in valued activities in people's local communities.

If you are passionate about delivering innovative mental health care, like a new challenge working as part of a diverse primary care team and being part of wider system change, then this could be just the post for you.

The post holder will fulfil a first contact specialist mental health role within an identified primary care mental health hub, along with providing assessment and intervention the role involves networking and navigation, promoting ease of access to a range of specialist mental health support services ensuring that each person, once assessed, receives the best possible care in the right place at the right time and by the right supporting service.

This role facilitates the interface between Primary Care and Secondary Mental Health Services to provide specialist advice and support, assessment, treatment, education and solution-focused approaches to the local Primary Care Teams, for patients and carers.

The post holder will be an effective member of the multi-disciplinary team. They will be professionally accountable and responsible for patient care, undertaking initial assessment, therapeutic interventions and to provide short term psychotherapeutic interventions as appropriate.

2. Scope

To have a special interest and understanding of the additional complexities which often come with an aging population and the impacts of these life events and circumstances on people's mental health.

Provide a service in a community setting which will include person led assessments, risk assessment, support planning in order to promote service user recovery and social inclusion. This will be delivered in accordance with legislative requirements, policy and professional practice and strengths-based approach.

To provide assessment and collaboratively identify patient focused recovery goals.

Specialist advice and support, assessment, treatment, education, and solution-focused approaches, for patients and carers.

This post involves liaison with other roles and services within the community and will directly link with a group of General Practice surgeries. To participate in the overall development of the service ensuring that the principles of Clinical Governance underpin all developments

To work collaboratively with patients and their carers to facilitate and promote recovery, helping patients to achieve and maintain their optimum level of mental health functioning and quality of life in the community.

To participate in a Multi-Disciplinary Team meeting supporting the formulation and most appropriate intervention to meet the needs of the service user, with a specific knowledge to share in relation to working with older people.

3. MAIN DUTIES AND RESPONSIBILITIES

PROFESSIONAL:

To triage referrals that are made to the service.

Provide specialist consultation and advice to other health and social care colleagues as required, broadly across the adult age range, but particularly relating to older adults.

To complete assessment of mental health problems/needs including risk assessment and management, involving family and carers in the assessment and care planning with the patients consent.

To identify onward referral to the most appropriate service to meet the individual needs of the service user following triage or assessment.

To provide short term evidence based psychotherapeutic interventions as appropriate.

To act as duty worker dealing with incoming calls from patients and their relatives or significant others under the care of our service. To deal with calls that require a clinical response e.g. from GP's and other stakeholders.

Participate in multi-disciplinary meetings relating to referrals or clients in treatment.

Prepare and present clinical information for all patients you are working with, to support clinical case management/supervision within the service on an agreed and scheduled basis.

Provide advice, information, training, and clinical supervision to other colleagues in the service.

To be responsible for the effective management of appointments and caseload.

To support the development and delivery of clinical pathways, including group interventions.

To evaluate systematically and record, outcomes of mental health assessments, adapting care on the basis of these outcomes.

To identify the need for protection in line with safeguarding children and the Protection of Vulnerable Adult Policy and to comply with statutory obligations.

Adhere to an agreed activity contract relating to the overall number of client contacts offered, and clinical sessions carried out per week in order to minimise waiting times and ensure treatment delivery remains accessible and convenient.

To develop a thorough understanding of deliberate self-harm, suicide and possible management strategies.

To provide advice and information to non-mental health trained partners regarding the management of patients with mental health problems.

To maintain professional awareness by keeping abreast of changing trends in clinical / professional practice. To be aware of professional accountability, with due regard your professional Code of Conduct.

To contribute to the development of the team and promotion of best practice by participation in team meetings, review days, action planning, research, journal clubs and training.

To ensure implementation of all Trust Standards, policies, procedures, and relevant legislation.

ADMINISTRATIVE:

To maintain accurate and up to date clinical documentation on all service user contacts.

Complete all requirements relating to data collection and support the service to maintain full compliance in respect of key performance Indicator (KPI) reporting.

To ensure performance data/ activity is collected and presented in the agreed format.

To maintain confidentiality.

EDUCATION:

To act as a resource for the education, support, advice, and guidance of members of the Community Mental Health Services and also other statutory and voluntary agencies as appropriate.

To offer health promotion to all patients, families, and other organisations.

To act as a mentor and supervise learners and others as required, contributing to the facilitation of an effective learning environment for all learners, providing the opportunity for the achievement of learner competencies.

To keep up-to-date with developments within the mental health field and to participate in research and audit programmes to improve service delivery, with evidence of on-going continuing professional development

To maintain own personal educational needs in accordance with governing body requirements

Infection Control

Maintain an up to date awareness of the infection control precautions relevant to your area of work and implement these in practice.

Learning and Development

As an employee of the Trust, you have a responsibility to participate, promote and support others in undertaking learning and development activities. This includes a proactive approach to ensuring you meet the statutory/mandatory training requirements of your role and engaging in the PDR processes in line with Trust policy and guidance.

Health and Safety

As an employee of the trust, you have a responsibility to abide by the safety practices and codes authorised by the trust. You have an equal responsibility with management for maintaining safe working practices for the health and safety of yourself and others.

Dignity at Work Statement

We are committed to treating all of our staff with dignity and respect. You are responsible for behaving in a way that is consistent with the aims of our Bullying and Harassment Policy. This includes not discriminating unfairly in any area of your work and not harassing or otherwise intimidating other members of staff.

Safeguarding Children and Vulnerable Adults

All Trust employees are required to act in such a way that at all times safeguards (and promotes) the health and wellbeing of children and vulnerable adults. Familiarisation with and adherence to Trust safeguarding policies is an essential requirement of all employees as is participation in related mandatory/statutory training.

PERSON SPECIFICATION

		Essential	Desirable	Assessment
Qualifications	Registered qualification in either Mental Health Nursing, Social Work or Occupational Therapy	x		A/I
	To be a member of the relevant professional body (NMC, Social Work England, HCPC)	x		
	Evidence of continuous post registration training	x		
	Further training in brief psychosocial interventions		x	
	Completion of Preparation for Mentorship / Practice Teacher / Fieldwork Educator qualification or willingness to complete		x	
Experience, Knowledge & Skills	Extensive and appropriate experience of working with older adults within mental health or care setting	x		A/I
	Extensive and appropriate clinical experience with a focus on assessment and formulation	x		
	Experience of working within a multi-disciplinary team	x		
	Knowledge of appropriate and relevant frameworks, legislation and policy	x		
	Ability to organise and respond efficiently to complex information. Complete comprehensive assessment of needs and strengths of people and their carers	x		
	Carrying out risk assessments and collaboratively developing management plans	x		
	Interventions, treatment approaches and evidence-based practice in the care of people with mental health difficulties		x	
	Experience of working with a formulation driven model of care		x	
	Experience of delivering bio-psychosocial interventions		x	

	Experience of providing supervision to junior staff		x	
	Complex case management		x	
	Experienced in the use of outcome measures such as CORE, PHQ9 and GAD7		x	
	Experience of working with personality disorder		x	
	Good written and verbal communication skills	x		
	Ability to reflect and critically appraise own performance	x		
Values	<ul style="list-style-type: none"> • Passionate • Reliable • Caring and safe • Empowering and supportive of staff • Open, transparent and values • Progressive 	✓ ✓ ✓ ✓ ✓ ✓		
Additional Requirements				A/I

This job description reflects the immediate requirements and objectives of the post. It is not an exhaustive list of duties but gives a general indication of the work undertaken which may vary in detail in light of changing demands and priorities.

This job description is subject to review and amendment, in consultation with the post holder, to meet service and organisational requirements.