



JOB DESCRIPTION / COMPETENCY PROFILE

Job Title	Primary Care Mental Health Practitioner:
Pay band/Grade	Agenda for Change Band 7 or equivalent
Directorate	Innovation & Transformation
Job Description Reference	

My job makes better lives by being a proactive member of a new team responsible for the development of a transformational approach to integrating primary and community mental health care.

Job Overview

NHS England/Improvement has developed a new Framework to support local systems in implementing the NHS Long Term Plan's vision for transforming community mental health care. This Framework sets out how the LTP's vision for a new place-based community mental health model can be realised, and how we can modernise community mental health services to shift to whole person, whole population health approaches. [The Community Mental Health Framework for Adults and Older Adults](#)

The role of Primary Care Mental Health Practitioner is fundamental to the developing of these innovative new teams and mental health services based within networks of GP Practices (PCN's). The role will support the ongoing development and mobilisation of integrated primary care mental health services. The role provides and promotes early assessment, treatment and/or onward bridging to community resources and support and improved access to evidence based interventions for people with serious mental illness. The role will help people to focus on achievable goals and access local community resources. The service will be for people over 18 years (including carers) with a specific focus on:

- mental health needs that do not meet the access criteria for IAPT or secondary care
- people with serious mental illness who are in recovery and stable in secondary care mental health services who could be cared for within Primary Care
- People with a severe mental illness who should be receiving an annual health checks and medication review and improved access to physical health interventions.
- Younger adults (18-25) particularly those transitioning between children's and adult services.

[For a better life](#)

- People who present frequently in primary care with a diagnosis of Emotionally Unstable Personality Disorder or with traits that interfere with their daily functioning.

NHS Competencies		Level	Personal Competencies	
Communication		4	Interpersonal Sensitivity	2
Personal and People Development		3	Courage	2
Health, Safety and Security		2	Team working	2
Service Improvement		2		
Quality		3		
Equality and Diversity		3		
IT Skills		2		
Statutory Requirements				
NMC Registration as RMN or Occupational Therapy; Social Work				
Values				
Treat People Well				
Create Respectful Places				
Involve not Ignore				
Open, Inclusive and Accountable				

Qualifications required

- Professional Qualification in Mental Health Nursing. or
- Occupational Therapy or
- Social Work.

Experience required

- Completion of mentorship / preceptorship course or the intention to complete
- Experience of providing a range of evidence based interventions to people with a variety of mental health problems and serious mental illness

Reporting to:

- Clinical Psychologist/Clinical Lead – for day to day leadership, line management and support
- CMHRS Professional Supervision according to professional registration requirements

Suitable for someone who is proactive and passionate about innovation and providing a high quality holistic approach to the care of people who have been identified as in need of mental health support in a primary care setting.

- Subject to reasonable adjustments in respect of any disability, the post holder must possess a valid driving license and be able to drive and have the unrestricted use of a car or motorcycle for work at all times.

Key Responsibilities

Overall: As part of a small team, to contribute to delivering and co-developing the primary care mental health service model and care pathways for the provision of integrated physical and mental health care in Primary Care Networks.

To accept referrals direct from primary care and promote early assessment, treatment and ensure robust relationships and links with other community based services. To work predominantly with adults (18+) with SMI whose needs are best met within primary care and whose difficulties are best understood within a biopsychosocial model.

To work closely with colleagues in specialist community mental health services to ensure smooth transitions between teams and services and facilitate an 'easy in, easy out' approach to improve access to evidence based interventions

To work closely with and provide day to day support and guidance to the Community Connections Primary Care Link Worker/Connector role.

- Facilitate mental health and assets based assessments in Primary Care and support the Primary Care Team in accessing appropriate level of services.
- Case find, screen, triage, assess and coordinate the development of care plans for people that have been referred by a member of the Primary Care Team
- Provide brief support and time limited evidence-based interventions, using the principles of motivational interviewing.
- Complete joint assessments with CMHRS to identify and support patients ready to transition to primary care, and develop care plans and prepare people for step down.
- Work with the Primary Care Link Worker/Community Connector to actively understand what community resources and assets are available within the specific PCN geography and population and ensure awareness of these is communicated throughout the Network.
- Foster collaborative working between a full range of physical health and mental health services to ensure that people who need care are able to access it quickly and easily and are prevented from being 'bounced around' or excluded from services or 'falling through the gaps'.
- Support and sign post service users, carers and families to access voluntary services and other relevant community providers and utilise available information (e.g. Health Surrey, First Steps) that promote self-management approaches.
- Work with Primary Care to increase awareness and recognition of mental health issues that affect the registered population through the provision of support, education and problem-solving approaches.
- Develop and deliver education and training which better support the Primary Care Team in management of people with co morbid physical and mental health issues and support completion of , and onwards action from, SMI physical health checks undertaken within the PCN
- Participate in the formal evaluation of the integrated primary mental health care model.
- Establish and participate in networks that help to streamline care pathways across community, primary and secondary care services within the PCN population.
- Keep accurate, contemporaneous electronic and written documentation, care plans and reports in primary care (EMIS system). Outcome measurement
- Be responsible for relevant data collection on work activities, inputting data onto the GP Practice and/or SABP databases as required, and to maintain a high standard of clinical record keeping.

- Maintain high standard of care in all areas of practice in accordance with the relevant professional Code of Conduct and guidelines.

CLINICAL LIAISON & EDUCATION

1. Provide a prompt response to requests for information and advice in line with agreed response times.
2. Develop and deliver education and training which better support the Primary Care Team in management of people with co-morbid physical and mental health issues, and support completion of physical health checks and associated interventions
3. Promotion of positive attitudes towards people with mental ill health, mutual understanding and effective collaborative working between mental health services, primary care trusts and community and voluntary sector.
4. Provision of a suitable learning environment for nursing and other students on placement, and undertake the roles of supervisor or mentor for students on designated undergraduate, postgraduate courses and post experience courses where appropriate.
5. Provide education on request from statutory and voluntary organisations.

MONITORING & EVALUATION

1. To participate in the formal evaluation of the integrated primary mental health care model.
2. Maintain awareness of current research within own area of specialist practice, and demonstrate a commitment to evidence-based practice.

PROFESSIONAL DEVELOPMENT

1. To maintain high standard of care in all areas of practice in accordance with the relevant professional Code of Conduct and guidelines.
2. Maintain and develop a level of professional knowledge, skills and expertise that ensure the highest standards of practice and is responsive to changing care needs.
3. Act at all times according to professional standards, maintaining own knowledge and skills.

MANAGEMENT AND LEADERSHIP

1. Maintain effective functioning of the service by working effectively in management and leadership tasks as required.
2. Contribute to the development of procedure and accepting delegated management tasks.
3. Supply the necessary information of activity outcomes (and other KPI data) as agreed with the Service manager.
4. Have good quality IT skills appropriate to the needs of the post.

This job description is not restrictive or definitive in any way and should be regarded only as a guideline to normal duties.