

AVON & WILTSHIRE MENTAL HEALTH PARTNERSHIP NHS TRUST

JOB DESCRIPTION

Job Title: Practitioner- Recovery Service

Pay Band: Band 5

Responsible to: Team Manager

Base:

Hours: e.g. Full time 37.5 hours, or job share.

Job Purpose

This role is focussed on providing appropriate, effective interventions and treatments to people with severe and enduring mental health needs, and their carers (including friends and relatives) and their supporters in the community, enabling and assisting them to meet daily health, social care and well being needs, in line with personal recovery goals, and facilitating engagement with mainstream services.

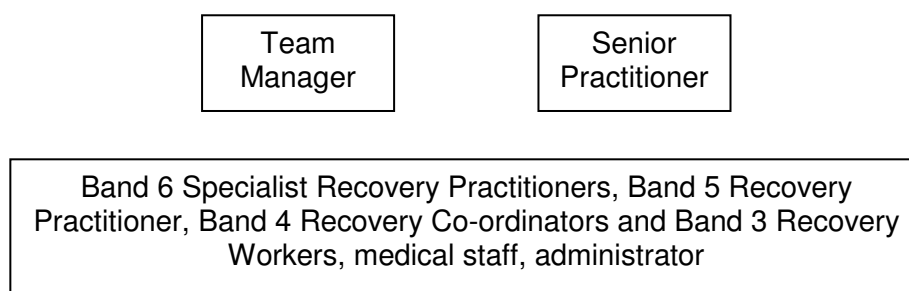
Always under the overarching framework of CPA, the post holder will be contribute to the ongoing assessment, planning delivery and review of activities and interventions against identified health, social care and well being needs, acting as care/ for a defined group of service users. The role will also require undertaking and delivering specific health or social care assessments and interventions, according to care clusters, including identified service users on other caseloads. This maybe either on a one to one basis, or as part of a group activity. Some regular out of hours working will be required.

AWP Recovery Statement

We in AWP place recovery and reablement at the heart of our service. Therefore we all demonstrate the recovery principles of:

- Hope
- Partnership
- Maximising opportunities every day, in all that we do.

Organisational chart:



Dimensions:

Budget Managed: £0

Number of staff responsible for: 0, provides clinical supervision as appropriate within the team

Key Result Areas

1. To contribute to the full range of activities required to deliver ongoing comprehensive mental health assessment for service users with severe and enduring mental health needs living in the community and in a range of settings. This may include:
 - a. The use of standardised assessment tools such as Cluster Allocation Support Tool (CAST), KGV
 - b. Recovery Star
 - c. History, strengths and aspirations
 - d. Mental state
 - e. Impact of culture and diversity
 - f. Functional needs
 - g. The needs of family and carer
 - h. Evaluation of risk
 - i. Physical health
 - j. Complicating factors
 - k. The interventions and treatments required to enable positive change.
 - l. Social Care needs
 - m. Safeguarding and public protection
2. To contribute to planning, delivering and reviewing treatment programmes using appropriate frameworks in line with evidence-based practice, including strategies to manage risk for service users with complex needs and carers, bringing in other resources as required.
3. To act as care coordinator for identified service users, also providing defined interventions to individuals on other workers caseloads.
4. To contribute to the planning, delivery and evaluation of defined, therapeutic interventions as identified, in line with personal recovery plans, including to service users who maybe on other caseloads. This might include:
 - a. Individual or group therapeutic intervention
 - b. Psychological treatments such as CBT, DBT approaches , family interventions
 - c. Psychosocial interventions
 - d. Motivational and coping enhancement strategies.
 - e. Medication management
 - f. Interventions under the Mental Health Act,
5. To deliver a range of activities/defined interventions to improve the friends/relatives/carers (carers) ability to support the service user and to enable them in their relationship with the service user.
6. To develop and maintain good partnership working with other services is maintained throughout all treatment episodes, including regular liaison within Primary Health Care

Team, inpatient services, day services, voluntary sector and with nominated carers/advocates.

7. In collaboration with service users and carers, to be responsible for facilitating the development of comprehensive crisis plans, rapid access plans, advance statements etc, involving other agencies such as primary care etc where appropriate.
8. To personally build, hope inspiring relationships with service users, which acknowledge the personal journey of each person, and focus on strengths and aspirations to allow the creation of meaningful personal recovery plans.
9. To be responsible for maintaining own workload, on a day to day basis, ensuring that time is prioritised effectively, making full use of electronic resources such as diaries/scheduling.
10. To be responsible for the protection of individuals from abuse and harm in line with local safeguarding policies and procedures, by contributing with others to the plans to protect people at risk, ensuring the appropriate sharing of information.
11. To facilitate access for service users and carers to appropriate community services and interventions outside secondary mental health services and across the complete recovery pathway.
12. Personally working collaboratively and sensitively with individuals with a range of mental health needs to develop skills to manage their own health, in accordance with their personal recovery plan, by actively promoting and using approaches which are affirming, build on strengths, identify past positive experience and success, and use small steps to move towards the persons goal.
13. To maintain the single health and social care record, ensuring both paper and electronic records are kept up to date in accordance with professional and organisational standards.
14. Report and record within agreed timeframes, all activity relating to information reporting and performance requirements.
15. To proactively participate in management, workload and clinical supervision in accordance with trust policy, taking personal responsibility for making appropriate arrangements.
16. To provide mentoring/ training for others in relevant practice areas, according to professional requirements, taking a collaborative approach to practice development and evidence-based care. Specifically this means providing a safe and effective learning environment for the mentoring and supervising of students , participating in their learning objectives and assessments
17. Demonstrate responsibility for developing own practice in line with professional qualifications and for contributing to the development of others, by making use of effective feedback, supervision, coaching and appraisal, and by providing appropriate information to help others.

18. To adhere to professional codes of conduct ensuring required skills and competencies required are maintained.
19. To participate in local arrangements in order to ensure consistent care to service users across the local geography
20. To show willingness to support practices which foster and maintain team working.

Communications and Working Relationships

Services Users and Carers
Health and social care teams
Primary care
Third sector/voluntary agencies
Community groups and local authority provision
Other statutory agencies

Most challenging part of this role

To balance the personal delivery of defined interventions to empower and enable service users to maintain and/or regain their independence in line with their personal recovery goals, alongside a wider contribution to the work of the team, and third sector providers. To co-ordinate the care of individuals with a range of mental health needs, to develop increasing skill and confidence with a wide range of health social care and wellbeing needs, setting priorities and working in community based settings This must be achieved whilst respecting the dimensions of personal choice, diversity and culture and the benefits which these bring to the therapeutic relationship.

Policies and Procedures

Trust employees are expected to follow Trust policies, procedures and guidance as well as professional standards and guidelines. Copies of Trust policies can be accessed via the staff intranet (Ourspace) or from your manager.

In particular, attention is drawn to the Trust's arrangements in relation to safeguarding children and vulnerable adults as well as infection prevention and control.

All employees are expected to be familiar with the Trust's approach to risk management, take a risk management approach to their own work and take responsibility for the management of the risks they own.

Confidentiality

Much of the work is of a confidential nature. This means that no discussion should take place about the care, needs, or activities of any service user, except in the clear interest of that service user or other members of staff. Staff are reminded that personal information concerning colleagues is also confidential

Equality and Diversity

Avon and Wiltshire Mental Health Partnership NHS Trust is committed to the fair treatment of all people, regardless of their gender, gender re-assignment, race, colour, ethnicity, ethnic or national origin, citizenship, religion, beliefs, disability, mental health

needs, age, domestic circumstances, social class, sexual orientation, ex-offender status, political allegiance or trades union membership.

The Trust requires all of its employees to treat all of its stakeholders including colleagues, service users, carers and their visitors with dignity and respect.

Smoking

Smoking by Trust Staff is not permitted whilst on duty whether that be on Trust premises or grounds or out in the community. Staff must also be mindful of public perception and must therefore not smoke whilst travelling in Trust identified vehicles or when in uniform or can otherwise be identified as Avon and Wiltshire Mental Health Partnership NHS Trust staff.

Review

These duties are intended to be a guide to the post and should not be considered exhaustive. It is subject to review, depending on the needs of the department. The post holder will be encouraged to participate in any such review. The Trust is committed to regular performance appraisal (including setting objectives for review annually) and agreement of personal development plans for all staff to enhance their ability to fulfil the requirements of their post.

Person Specification
Practitioner- Recovery Service
Band 5

Essential knowledge, skills and experience

- Essential knowledge, skills and experience
- Diploma level/Degree in relevant health/social care profession, eg RMN, OT, Social Worker. For qualified staff, current relevant registration with the NMC or HCPC
- Is able to contribute to the delivery of a range of possible key therapeutic interventions
- Demonstrates significant experience of, and relevant professional practice qualification in mentoring/assessing students and learners
- Demonstrates a good understanding of recovery principles and the role of secondary mental health services in the delivery of care
- Demonstrates significant experience of assessing risk and developing risk management strategies
- Able to articulate a sound understanding of the relevant legal frameworks/legislation including CPA process, Mental Health Act , Mental Capacity Act, and Safeguarding.
- Well developed verbal communication skills, able to engage effectively with people at all levels including when a more assertive approach is needed.
- Well developed active listening skills, which allow for reframing and testing of understanding
- Well developed written communication skills, with experience of compiling and sorting notes and reports, establishing statistical data and analysing information
- Well developed IT skills with an understanding of Microsoft Office, and demonstrate a willingness to embrace new technology and processes
- Mobile with the facility to move quickly across a geographically dispersed area with limited access to public transport.
- Able to work in self-directed manner
- Time management skills
- Ability to prioritise, particularly when working under pressure

Desirable knowledge, skills and experience

- Demonstrates experience of supervising others, monitoring their performance and ensuring delivery of activity.