

## Job Description

<b>Job Title:</b>	Specialist Practitioner Mental Health
<b>Band:</b>	6
<b>Responsible to:</b>	Mental Health Advance Practitioner
<b>Department:</b>	Wisbech Neighbourhood Team
<b>Directorate:</b>	OPAC

## Our Values

	<b>Behaviour</b>	<b>How we will demonstrate this behaviour</b>
<b>Professionalism</b>	We will maintain the highest standards and develop ourselves and others	By demonstrating compassion and showing care, honesty and flexibility
<b>Respect</b>	We will create positive relationships	By being kind, open and collaborative
<b>Innovation</b>	We are forward thinking, research focused and effective	By using evidence to shape the way we work
<b>Dignity</b>	We will treat you as an individual	By taking the time to hear, listen and understand
<b>Empowerment</b>	We will support you	By enabling you to make effective, informed decisions and to build your resilience and independence

## Job Purpose

<ul style="list-style-type: none"> <li>• Mental Health practitioners in Neighbourhood Teams will provide assessment and interventions for people with significant mental health conditions</li> <li>• Offer advice and guidance to colleagues in the neighbourhood team on common mental health conditions.</li> <li>• Participate in MDT meetings and ensure key information is recorded in shared care plans</li> <li>• Work closely with the mental health integrated care team in order to provide an excellent mental health service.</li> </ul>
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## **Key Responsibilities**

### **Clinical / Service Specific**

1. Direct- face to face assessment of mental health needs
2. To complete required documentation for assessment and management of clinical needs including treatment goals in conjunction with the patient and their carers
3. Delivery of mental health interventions for both service users and their carers in accordance with mental health care pathways for dementia and functional illness
4. To supervise and assess the use of prescribed medications according to professional guidelines and policies. To be familiar with therapeutic and side effects of prescribed medication and observe statutory and local policies in the prescribing, storage and administration of medications.
5. To practice as a supplementary non – medical prescriber (with appropriate qualification) providing specialist advice in non – medical prescribing and medicine management policy line with Trust's non medical prescribing policy.
6. To develop the professional role within the neighbourhood teams.
7. To offer guidance and support to colleagues and learners within the neighbourhood teams
8. To offer development of skills in working with common mental health conditions within the neighbourhood team
9. To contribute to local multi-disciplinary team reviews and care planning for identified service users
10. To provide support to people on discharge from hospital
11. To work closely with colleagues in the mental health integrated care team and the Crisis Resolution and Home Treatment to ensure smooth transitions of care and joint work.
12. Ability to work flexible including working outside core hours if clinically required by exception.
13. To participate in the local Duty system, supporting patients open to the wider caseload.

### **Research & Service Evaluation**

- To contribute to research, audit and service evaluation
- To collect key data as agreed by CPFT
- To utilise research – based practice and person centred approach in the assessment and treatment of needs
- To promote local and regional research trials in order to offer service users the best information about potential involvement in research

### **Information Technology**

- To use CPFT patient record to record assessment and care planning
- To ensure clinical records and other documentation are completed as per trust and local policies and procedures
- To use mobile technology to maximise efficiency in work planning
- To ensure key information is recorded as part of shared care plans

## **Training & Development**

- To participate in regular supervision in accordance with good practice guidelines and Trust policy.
- To participate in the Trust's annual Appraisal process.
- To attend all relevant mandatory training as and when required to do so.

## **Quality & Patient Safety**

- Protection of Children & Vulnerable Adults – To promote and safeguard the welfare of children, young people and vulnerable adults.
- Implementation of NICE guidance and other statutory / best practice guidelines. (if appropriate)
- Infection Control - To be responsible for the prevention and control of infection.
- Incident reporting - To report any incidents of harm or near miss in line with the Trust's incident reporting policy ensuring appropriate actions are taken to reduce the risk of reoccurrence.
- To contribute to the identification, management and reduction of risk in the area of responsibility.
- To ensure day to day practice reflects the highest standards of governance, clinical effectiveness, safety and patient experience.
- To ensure monitoring of quality and compliance with standards is demonstrable within the service on an ongoing basis.
- To be aware of the responsibility of all employees to maintain a safe and healthy environment for patients/ clients, visitors and staff.to adhere to the local lone working proceses.

## **General**

- To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
- To comply with the Professional Codes of Conduct and to be aware of changes in these. To maintain up to date knowledge of all relevant legislation and local policies and procedures implementing this.
- To ensure that all duties are carried out to the highest standard and in accordance with currently quality initiatives within the work area.
- To comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information and to be aware of any changes in these.
- To comply at all times with the Trust's Information Governance related policies. Staffs are required to respect the confidentiality of information about staff, patients and Trust business and in particular the confidentiality and security of personal identifiable information in line with the Data Protection Act. All staff are responsible for ensuring that any data created by them is timely, comprehensive, accurate, and fit for the purposes for which it is intended.

## **Equality & Diversity**

- The Trust is committed to equality and diversity and works hard to make sure all staff and service users have access to an environment that is open and a free from discrimination. As a Trust we value the diversity of our staff and service users, and therefore recognise and appreciate that everyone associated with the Trust is different and so should be treated in ways that are consistent with their needs and preferences.

- Therefore all staff are required to be aware of the Trust's Equality and Diversity Policy and the commitments and responsibilities the Trust has to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.
- We firmly believe that it makes good business sense to have a workforce representative of the communities we serve and so encourage applications from all sections of the community.

**To be noted:**

- This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties, which fall within the grade of the job, in discussion with the manager.
- This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.
- This post is subject to the Rehabilitation of Offenders Act 1974 (Exemption Order 1975) and as such it will be necessary for a submission for disclosure to be made to the Criminal Records Bureau to check for previous criminal convictions. The Trust is committed to the fair treatment of its staff, potential staff or users in line with its Equal Opportunities Policy and policy statement on the recruitment of ex-offenders.

## Person Specification

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Criteria	Essential	Desirable
Education / Qualifications	<ul style="list-style-type: none"> <li>Relevant professional registered qualification (Registered Mental Health Nurse, Occupational Therapist or Social worker.</li> <li>Training in supervision and appraisal</li> </ul>	<ul style="list-style-type: none"> <li>Post qualifying training Degree level practitioner</li> <li>Non –medical prescribing Qualification</li> <li>Pertinent qualifications to the specialism</li> </ul>
Experience	<ul style="list-style-type: none"> <li>Significant relevant experience in working within a mental health service</li> <li>Registered student mentor</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working with an older people's community mental health service</li> <li>Have lived experience of mental health challenges</li> <li>Experience of clinical and managerial supervision of junior staff</li> </ul>
Skills & Abilities	<ul style="list-style-type: none"> <li>Able to demonstrate commitment to high quality care and service provision</li> <li>Excellent clinical skill in assessment and interventions for common mental health conditions</li> <li>Excellent communication skills and ability to summarise information and communicate with colleagues</li> <li>Excellent understanding of the needs of carers</li> </ul>	<ul style="list-style-type: none"> <li>Experience as safeguarding investigator</li> <li>Experience of doing best interest assessments</li> <li>Experience of working with nursing home and care providers</li> </ul>

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	<ul style="list-style-type: none"> <li>• Ability to communicate effectively with people in distress or with communication difficulties</li> </ul>	
Knowledge & Understanding	<ul style="list-style-type: none"> <li>• Understanding of statutory framework and care commissioning including: safeguarding, commissioning of care and mental health act and mental capacity act</li> <li>• Knowledge of research in field</li> </ul>	
Physical Requirements	<ul style="list-style-type: none"> <li>• Ability to travel in the community</li> <li>• Ability to sit for sustained periods of time</li> </ul>	
Other	<ul style="list-style-type: none"> <li>• Positive approach to older people</li> <li>• Recognise peoples right to privacy and dignity, treating every person with respect</li> <li>• Willingness to embrace integrated model and new ways to working</li> <li>• Willingness to be flexible in approach and attitude</li> </ul>	

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The Trust believes in treating everyone with dignity and respect and encourages applications from all sectors of the community. We guarantee an interview to candidates with disabilities who meet the minimum essential criteria.