

## Job Description

<b>Job Title:</b>	Specialist Mental Health Practitioner
<b>Band:</b>	6
<b>Responsible to:</b>	Team Leader
<b>Department:</b>	Crisis Resolution and Home Treatment Team for Older People
<b>Directorate:</b>	Older People and Adult Community

### 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

- The post holder will work within the Crisis Resolution and Home Treatment Team for older people to provide a mental health service seven days a week, within a community setting, by providing a psychosocial assessment to those who present with a range of mental health problems.
- To work in partnership with service users and carers to provide treatment within the least restrictive environment.
- To take on the role of care coordinator for clients and provide leadership support to others, to ensure that full assessment of individual care needs are undertaken, that care is planned, implemented and reviewed on a regular basis.
- To provide assessment to those at risk of being admitted to hospital and provide care, support and treatment within a community setting or facilitate admission to hospital and promote rapid discharge.
- To provide clinical risk and mental health assessment, formulation and short-term contingency planning for people presenting in mental health crisis.
- To act as a role model and promote effective teamwork across the service to meet individual client needs.

- To provide a crisis and home treatment service to patients, which incorporates dementia intensive support.



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A member of Cambridge University Health Partners

## Key Responsibilities

### Clinical / Service Specific

1. Screen referrals to the service and prioritise referrals effectively and safely
2. Provide holistic psychosocial assessment, and subsequent planning and implementation of individual packages of care and treatment.
3. Undertake clinical risk assessments, based on latest empirical evidence and compliant with local policies and procedures.
4. Undertake risk management; practising safely and according to individual service user needs.
5. Provide evidence based clinical interventions, making autonomous clinical decisions about own professional practice.
6. Responsibility for the development, planning and implementation of brief care and treatment interventions for individual patients.
7. Ensure that individual episodes of care are delivered in a timely, effective, and integrated manner.
8. Promote a recovery model that empowers patients, carers, and relatives to be at the forefront of decision making and ownership of their packages of care and treatment.
9. Act as the patients and relatives' advocate. Champion patients' rights, including dignity, equality, diversity, choice, and respect.
10. Enable patients and carers to manage disability, loss, and change.
11. To provide support, information and education to family members, carers, and other professionals
12. To liaise effectively with referrers and professionals within CPFT, promoting good working relationships and continuity of clinical care
13. To supervise junior staff as required
14. To act as a role model and clinically expert practitioner within the service
15. Participate as an active member of the multi-disciplinary team, accountable for your practice, and work in partnership with other health care professionals, service users and others in the delivery of care.
16. Be conversant and proactive with Government legislation pertaining to the Mental Health Act, CPA, National Service Framework, NHS Plan and Clinical Governance.
17. Represent the Crisis Resolution and Home Treatment Team at meetings.
18. When undertaking all of the above ensure good documentation is provided and entered within the appropriate systems of record sharing.
19. Participate in the team's support and training of students
20. The post will include flexible working patterns over a 37.5 working hours per week to provide cover from 8am to 8pm, over 7-day service.

## **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 a 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.  
Take on project work to assist in the development of the service as agreed with Team Manager.

## **Information Technology**

To use CPFT patient record systems 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.  
The post holder will contribute to the ongoing operation and development of the service by working with the senior clinicians and other managers to be involved with:  
Data collection for the ongoing evaluation of the service.  
Promotion of the Service locally to GP practices and nationally as appropriate.

## **Training & Development**

To lead by example at all times.  
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.  
Identify, develop, and participate in audit and research projects to promote and enhance the service development and practice.  
To train and develop staff and to carry out annual appraisal, objective setting, and performance management and establish professional development in line with service need.

## **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.

Nurses to comply with the NMC code of professional conduct, other professionals to comply with their own professional body's code of conduct.

## 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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<b>Responsible to:</b>	Team Leader
<b>Department:</b>	Crisis Resolution Home Treatment Team for Older People

Criteria	Essential	Desirable
Education / Qualifications	<p>Mental Health Nurse, Social Work or Occupational Therapy Qualification</p> <p>Current NMC/HCPC/Social work Registration.</p> <p>Evidence of continuing professional development.</p>	<p>Clinical supervision qualification.</p> <p>Post Graduate level education relating to specialism.</p> <p>Non-medical prescribing</p> <p>Approved Mental Health Practitioner</p> <p>Teaching (clinical practice) qualification/certificate or equivalent experience.</p>
Experience	<p>Mental health care/treatment relevant to service.</p> <p>Experience of working as part of a team.</p> <p>Working with people presenting with complex mental health needs.</p> <p>Multi-agency working/working across service interfaces.</p> <p>Working within a multicultural framework.</p> <p>Experience of supervising staff</p>	<p>Teaching, training and/or supervision of clinical staff.</p> <p>Lived experience of mental health</p> <p>Experience of developing service user and carer involvement</p> <p>Experience relating to specialism.</p>
Skills & Abilities	<p>Assessing, formulating, and working with people presenting in heightened state of distress.</p> <p>Communicating (oral and written) complex/highly technical and clinically sensitive information to clients, their families, carers and other professional colleagues</p>	<p>Brief psychological interventions/strategies for managing crisis.</p> <p>Evidence of ability to develop and lead new initiatives within the clinical care environment.</p>



	<p>both within and outside the NHS.</p> <p>Clinical risk assessment and contingency planning.</p> <p>Able to meet the service needs for mobility across the geographical area covered.</p> <p>Able to demonstrate commitment to high quality care and service provision</p> <p>Effective organisational and time management skills</p> <p>Ability to follow instructions &amp; support junior &amp; senior staff</p> <p>Ability to work flexibly</p> <p>Clear evidence of effective &amp; safe decision making and problem solving</p> <p>Ability to contribute to service development and ability to manage change</p> <p>Ability to work as part of a team, as a role model, empowering and motivating.</p> <p>Ability to build effective working relationships with staff across a wide range of professional groups</p>	
<p>Knowledge &amp; Understanding</p>	<p>Evidenced based clinical interventions relevant to the service.</p> <p>Models of care and treatment relevant to working with older people.</p> <p>Evidence of continuing professional development.</p> <p>Sound knowledge of Mental Health Act, Care Act, Mental Capacity Act, Deprivation of Liberty, Safeguarding Act, Children’s Act, Equality Act 2010, Health and Safety Act and the Data protection Act</p>	<p>SystemOne</p> <p>Relevant specialist clinical courses/training.</p>

	<p>Knowledge of physical healthcare needs</p> <p>Commitment to and understanding of evidence-based practice.</p> <p>Knowledge of NICE guidance</p>	
Physical Requirements	<p>Able to cover shifts over 7 days a week, between 8am to 8pm</p> <p>Ability to travel promptly across a large geographical area.</p> <p>Physically able to undertake a demanding role safely, as required.</p>	
Other	<p>Positive approach to older people</p> <p>Recognise people's right to privacy and dignity, treating every person with respect</p> <p>Willingness to embrace integrated model and new ways of working</p> <p>Willingness to be flexible in approach and attitude</p> <p>Willingness to follow instructions but also able to question and challenge</p> <p>To continue your professional development and participate.</p> <p>There to assist patients, carers, families, referrers and colleagues.</p> <p>Works flexibly.</p> <p>Motivated, reliable and committed to team working.</p> <p>Embrace opportunity to work with local community, 3rd sector and other partners</p> <p>Values opinions of others.</p> <p>Innovative and pioneering approach to new ways of working.</p>	

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.