

Job Description

Job Title:	Mental Health Practitioner
Band:	5
Responsible to:	Mental Health Advanced Practitioner
Department:	St Ives Neighbourhood Team
Directorate:	Older People and Adult Community

Our Values

	Behaviour	How we will demonstrate this behaviour
Professionalism	We will maintain the highest standards and develop ourselves and others	By demonstrating compassion and showing care, honesty and flexibility
Respect	We will create positive relationships	By being kind, open and collaborative
Innovation	We are forward thinking, research focused and effective	By using evidence to shape the way we work
Dignity	We will treat you as an individual	By taking the time to hear, listen and understand
Empowerment	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 collaboratively with all disciplines as part of the multidisciplinary team. The post holder will also provide high quality interventions, which will entail the development, implementation and evaluation of programmes of care for service users and provision of support to their carers. This is likely to take place in a variety of settings but primarily in the patient's community. The post holder will manage a caseload under the supervision of a Band 6 Mental Health Practitioner.
- To ensure accurate record keeping using CPFT data systems.
- To attend agreed meetings, meet supervisor and team manager on matters of service development.

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Main Tasks, Duties and Responsibilities

1. To provide an ongoing assessment of the care needs, plan care in collaboration with the service user, their carers (where appropriate) and MDT colleagues. Deliver care in a safe and effective manner and ensure that needs are reviewed on a timely basis commensurate with service user needs.
2. Supporting service user medication concordance in association with MDT colleagues. This will be achieved by demonstrating a working knowledge of medications and policies commonly used in older people's mental health services including relevant NICE guidance e.g., anti-psychotic prescribing in dementia care
3. To actively engage in partnership working in respect of the patient, carers and service development
4. To have a working knowledge of current mental health and wider legislation, in addition ensuring effective application of CPA assessment and care planning principles and effective risk assessment.
5. Contribute to the assessment, treatment, evaluation and effectiveness of treatment / care offered and review plan with multi -professional team / team manager.
6. Liaise effectively with other members of the service team, primary health care teams, residential/nursing homes, adult social care and other organisations contingent upon the client.
7. Employ specific skills to help resolve/manage problems in older persons mental health e.g. anxiety management strategies, behavioural management strategies in dementia, family support skills etc.
8. Be familiar with and observe statutory and local policies in the prescribing, custody and administration of medications in line with the Trust's medicine management policies and procedures.
9. Maintain a high standard of written reports, records of visits/interventions, care plans recording the progress of clients in line with standards for records and record keeping
10. Participate in:
Clinical case management and supervision groups.
Lead as appropriate, clinical meetings/reviews.
Administrative/management meetings as required.
11. To be familiar with up-to-date knowledge of current trends, pertinent research findings within this specialised area of practice. To keep up to date with nursing practices and Revalidation requirements.
12. To engage in clinical supervision and mentorship to enhance professional development.

Equipment & Systems

1. Maintain confidentiality in accordance with the Data Protection Act
2. To ensure that accurate and timely written records are kept on Rio which comply with the Trust policy and NMC / HCPC guidance, reporting on any issues as appropriate
3. To ensure that all patient care is documented on to System 1 and that all face-to-face activity is documented
4. Participate in agile working, maintaining responsibility for equipment in conjunction with IT.

Decisions & Judgements

1. Refer to team leader/supervisor/senior colleague's patients who may be considered to be at 'risk' or where there are safeguarding concerns.

2. To have a working knowledge and participate in activities related to the Capacity and Care Act, undertaking training as required.

Research & Audit

5. Participate in the development of annual and other audit plans for the neighbourhood/ mental health teams.
6. To maintain an up-to-date knowledge of research trials relevant to the area of work.

Communication & Relationships

1. To develop and promote good relationships with service users and carers and obtaining feedback where possible.
2. To develop and promote good relationships with colleagues and other agencies.
3. Liaise effectively with other members of the service team, primary healthcare teams, residential/ nursing homes, adult social care and other organisations contingent upon the client.
4. Employ specific skills to help resolve/ manage problems in older person's mental health.

Managerial & Financial Requirements

7. All staff will support their managers to make efficient and effective use of resources.
8. All staff must ensure they use resources in a manner consistent with organisational objectives and policies, ensuring that resources are realistic, justified and of clear benefit to the organisation.

Physical, mental, emotional & environmental demands of the job

9. Post will involve lone and agile working and travelling independently where necessary.
10. Seeking support and utilising supervision from line manager as required.
11. Responding to complex cases and presentations and seek support as needed.

Training & Development

- To participate in regular supervision (clinical or management) 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.
- To maintain appropriate registration.

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.

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. Staff 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

Job Title:	Mental Health Practitioner
Band:	5
Responsible to:	Neighbourhood Team Advanced Mental Health Practitioner
Department:	St Ives Neighbourhood Team

Criteria	Essential	Desirable
Education / Qualifications	<ul style="list-style-type: none"> • RMN level 1 RMN level 2 . or HCPC registered professional with mental health training i.e. Occupational Therapist or Social worker , • Evidence of professional development 	<ul style="list-style-type: none"> • ENB 998 or other teaching qualification, mentorship
Experience	<ul style="list-style-type: none"> • Experience in acute or community mental health setting – can be part of your training. • Experience of working with people with a diagnosis of dementia – can be part of training. 	<ul style="list-style-type: none"> • Community experience • Primary care experience • Have a lived experience of mental health changes
Knowledge & Skills	<ul style="list-style-type: none"> • Able to demonstrate commitment to high quality care and service provision • Ability to work flexibly as part of a team • Good communication skills • Good report writing. • Able to plan and implement care. • Teach and support student nurses and HCA's • Standard keyboard skills and ability to communicate through IT using packages 	<ul style="list-style-type: none"> • Understanding of clinical supervision

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	<p>such as Word, Time Management and prioritisation skills.</p> <ul style="list-style-type: none"> • Accepts responsibility and accountability for own work and can define the responsibilities of others. • Recognizes the limits of own authority within the role. • Seeks and uses professional support appropriately. • Understands the principle of confidentiality. • Registered with NMC / HCPC and or other professional bodies. 	
Personal Qualities	<ul style="list-style-type: none"> • Demonstrates empathy for the concerns of others. • Listens to and understands directly and indirectly expressed feelings. • Encourages others to express themselves openly. • Manages strong emotions and responds constructively to the source of problems. • Shows respect for others' feelings, views and circumstances. • In highly stressful situations keeps own feelings in check, takes constructive action and calms others down. • Has a range of mechanisms for dealing with stress, can recognise when to use them and does so. 	
Other	<ul style="list-style-type: none"> • Positive approach to older people. • Recognise peoples right to privacy and dignity, treating every person with respect • Able to travel independently in community. • Willingness to embrace integrated model and new ways of working. • Willingness to be flexible in approach and attitude with respect 	

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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.