



JOB DESCRIPTION

JOB TITLE:	ARRS Specialist Mental Health Practitioner
PAY BAND:	Band 7
LOCATION:	Purbeck PCN GP practices: (Bere Regis Surgery, Corfe Castle Surgery, Sandford Surgery, Swanage Medical Practice, Wareham Surgery, The Wellbridge Surgery)
ACCOUNTABLE TO:	Clinical & Operational: Integrated Service Manager for Community Mental Health Teams South and East Dorset. Logistics and PCN Support: PCN Mental Health Lead GP
LINE MANAGER:	Integrated Service Manager for Purbeck CMHT
KEY RELATIONSHIPS:	GP and Primary care staff Social Prescribers Pharmacy CMHT staff Steps to Wellbeing staff Patients, Families, Carers Trust Staff Deputy Director of Nursing and Quality Medical staff Acute Trusts Social Care Professionals Voluntary Organisations
HOURS OF WORK:	Full-time post of 37.5 hours a week.
JOB SUMMARY	This new role will work collaboratively between Primary Care and Secondary Mental Health Services as part of an Integrated Model of Care.

The intention is to focus services around local communities and local GP practices to help rebuild and reconnect healthcare teams across the communities they serve. This practitioner role will provide targeted care according to the needs of the population by supporting the PCN clinical strategy.

This role will work across an identified Primary Care Network to provide early assessment, treatment and improved access to appropriate care pathways and provide evidence-based interventions for people with mental illness.

Key responsibilities

1. Work collaboratively with practices within identified network to agree priorities for each local population.

2. Take a person centred care approach to enable collective decision-making with patients
3. Proactively and effectively engage with PCN MDT meetings to provide clinical updates.
4. Work closely and creatively with colleagues in Community Mental Health Teams to determine the most appropriate service for a patient whose needs exceed those which can be met in a primary care setting.
5. Work closely with local Community Mental Health Teams by attending Team meetings, jointly meeting patients and generally integrating with the team to help form a seamless care pathway for patients
6. Use complex decision-making to inform, formulate plans and manage episodes of care within a broad scope of practice.
7. Assess and triage patients, including same-day triage
8. Make necessary referrals to other members of the primary care team.
9. Manage undifferentiated undiagnosed conditions, identify red flags and underlying serious pathology and take appropriate action
10. To be responsible for organising and prioritising own workload in the day to day allocation of work

MAIN DUTIES AND RESPONSIBILITIES

1.0 CLINICAL RESPONSIBILITIES

- 1.1 Provide high quality, innovative clinical practice. Be proactive in clinical decision making, underpinned by an advanced level of theoretical and practical knowledge and be able to demonstrate improved patient care outcomes.
- 1.2 Undertake comprehensive holistic assessment of patients and carers where needed. This will involve planning, implementing and evaluating the care delivery according to changing healthcare needs.
- 1.3 To work autonomously using advanced levels of history taking and examination skills within multidisciplinary team, guidelines and protocols.
- 1.4 Utilise clinical skills in assessment and/or formulate a diagnosis and/or treatment plan.
- 1.5 Demonstrate a high level of knowledge in relation to pattern of disease or disorder, markers of condition progression and range of treatment available at each stage of disorder or condition.
- 1.6 Anticipate likely potential physical and psychological problems and develop personalised treatment plans as appropriate.
- 1.7

- 1.8 Where appropriate to profession, Independent Non-Medical / Supplementary prescriber, able to take a history, assess, examine, diagnose and prescribe where appropriate and develop an onward personalised treatment plan.

- 1.9 Advise and communicate as appropriate with acute hospitals, primary and social care and community teams thus ensuring seamless continuity and transfer (if appropriate) of care for patients between other relevant health, social and third sector agencies, professionals and other care settings.

- 1.10 Facilitate learning for patients and their carers in relation to their identified health needs.

- 1.11 To act at all times as an advocate for patients, carers and relatives.

- 1.12 Facilitate 'sign posting' to PCN services and those provided by voluntary and community groups. Maintain links with local community groups and help maintain a local directory of services

- 1.13 Establish, maintain and effectively manage barriers to advanced, highly skilled and effective communication with patients, carers and professionals across health and social care, and education services as appropriate in order to develop a therapeutic relationship within which highly sensitive, distressing health conditions and complex issues are often addressed. This includes imparting information regarding diagnosis, prognosis and treatment and referring to other teams as appropriate to promote integrated working and to improve patient outcomes.

- 1.14 Provide appropriate support and advice to carers and refer for carer's assessment if appropriate.

- 1.15 Collect, collate, evaluate and report information, maintaining accurate confidential patient records.

- 1.16 Contribute to the development, implementation and audit of protocols, guidelines and policies for the service. These will be shared with the multi-professional teams in all care settings.

- 1.17 Maintain a professional portfolio and demonstrate that practice is up to date and evidence based.

- 1.18 Ensure own compliance with mandatory training, revalidation requirements and lifelong learning.

- 1.19 Ensure the safety of self and others at all times and promote a safety culture through the effective management of risk in the working area.

- 1.20 Participate in maintaining systems for risk assessment and minimisation including promoting a 'fair blame' culture in order that near misses and incidents are reported and investigated.

- 1.21 Contribute to investigation of incidents and complaints when required; participate in identifying lessons learnt and the sharing of learning across the organisation.

Promote people's equality, diversity and rights. Provide high quality innovative clinical practice. Be proactive in clinical decision making, underpinned by an advanced level

of theoretical and practical knowledge and be able to demonstrate improved patient care outcomes.

2.0 LEADERSHIP RESPONSIBILITIES

- 2.1 To lead collaborative working between the full range of physical health and mental health services, ensuring that people who need care are able to access appropriate services quickly and easily.
- 2.2 To lead on establishing a sustainable network to provide the PCN population with access to community, primary and secondary care pathways.
- 2.3 To lead on the development, implementation and review of care pathways, service wide policies and protocols to supplement local information resource directories.
- 2.4 To inspire and demonstrate leadership qualities through delivery of specialist advice, working with others, demonstration of personal qualities, continuous service improvement, and setting direction.
- 2.5 Manage change through strategic thinking, use of negotiating skills, self-awareness and effective communication.
- 2.6 Act as a role model, provide professional leadership to the team and promote the Trust Behaviours of being proactive, positive, respectful, supportive, reliable and trustworthy.

3.0 RESPONSIBILITY FOR HUMAN RESOURCES / WORKFORCE

- 3.1 Provide mentorship and shadowing opportunities for other professional colleagues undertaking post registration courses or specialist placements, ensuring this learning experience is effectively managed, supporting the individual through complex and emotive clinical situations.
- 3.2 Recognise and utilise the individual's skills and knowledge, coaching others in their development and acting as a mentor/preceptor across all professional boundaries.
- 3.3 Plan, deliver and evaluate appropriate learning programmes and study days.
- 3.4 Formally educate, supervise, mentor, coach and advise to enhance the principle of 'advancing practice' for new staff/team members within the Trust and in primary care.
- 3.5 Support an environment in which clinical practice development is fostered, evaluated and disseminated.

4.0 RESPONSIBILITY FOR FINANCE / RESOURCES

- 4.1 Ensure the effective and efficient use of physical and financial resources with shared responsibility to identify and order goods as required within agreed financial parameters.

5.0 RESEARCH & DEVELOPMENT

- 5.1 Regularly undertake audit, and service evaluation to inform service improvement. When necessary, support and facilitate colleagues in research, clinical audit and clinical trials in order to improve effectiveness and quality of patient care.
- 5.2 Critically analyse research findings and their implications for practice.
- 5.3 Disseminate evidence based practice and audit findings through local and/or regional presentation to professional groups.

6.0 POLICY & SERVICE DEVELOPMENT

- 6.1 The post holder will be responsible for implementing policies and proposing changes to practices, procedures for own area and those which impact beyond own area.
- 6.2 To ensure that good practice is rapidly shared within the service area and wider organisation where appropriate.
- 6.3 Contribute to the strategic development of the service by the evaluation of service delivery, identifying opportunities for and recommending improvement and change.
- 6.4 Influence policy making, procedures, protocols and clinical guidelines, internally and externally, necessary to support the service.

7.0 RESPONSIBILITY FOR INFORMATION / DATA

- 7.1 The role requires the post holder to enter patient-related data into identified electronic record systems.
- 7.2 Collect and collate appropriate diverse statistical information in order to facilitate the formation of reports, business plans and succession planning.

8.0 PROFESSIONAL RESPONSIBILITIES

- 8.1 Ensure that personal performance meets job requirements, Professional Codes and standards, Trust and post competency standards at all times.
- 8.2 Ensure the required level of IT competence required for the role to process, record, evaluate, analyse and report data.
- 8.3 Demonstrate commitment to the role and to service improvement through developing relationships with Commissioners, innovative thinking and small scale project management.
- 8.4 Challenge poor practice and take appropriate action making full use of current support systems.
- 8.5 Provide a positive, compassionate role model to junior staff and colleagues to ensure the delivery of people centred care and the key components of compassionate care
- 8.6 Create effective team work across professional boundaries using team building skills, creating common goals, and through engagement.

- 8.7 Respect and apply the requirements of equality and diversity, promoting and role modelling these across the multi-disciplinary team.

9.0 OTHER RESPONSIBILITIES

- 9.1 To work within the Purbeck PCN practices providing a mental health treatment resource within the surgeries for a single point of access for assessment, signposting, ongoing support if required and treatment of people with mental health problems.
- 9.2 To provide a range of prescribing interventions to patients who have been referred by primary care colleagues and assessed as requiring this.
- 9.3 To provide information and advice regarding mental health conditions and treatments to colleagues in primary care as required.
- 9.4 To collect and record information and data as identified by the management group.
- 9.5 To be managerially responsible to the Purbeck PCN and Dorset Health Care.
- 9.6 To work with patients and primary care colleagues concerning medicines effectiveness.
- 9.7 Working alongside and signposting to drug/alcohol services to support patients along care pathways.
- 9.8 Working with primary care colleagues and high intensity users/patients to support behaviour change and promote alternative pathways of care for identified needs as part of PCN population health management initiatives.

10.0 ENVIRONMENTAL FACTORS

- 10.1 The role will require highly developed physical skills where accuracy is important e.g. for patient interventions and specialist therapy appropriate to profession and area of specialism such as use of specialist equipment and fine tools; manual, sensory and cognitive assessment and treatments, intravenous injections, insertion of catheters, removal of sutures; use of diagnostic equipment such as audiometers.

PERSON SPECIFICATION

ARRS SPECIALIST MENTAL HEALTH PRACTITIONER , BAND 7, PURBECK PCN

1.0	KNOWLEDGE, SKILLS AND TRAINING	ESSENTIAL	DESIRABLE
1.1	Registered RMN, OT, Social Work or Psychologist qualification and registration to degree/diploma level plus masters degree level or equivalent experience.	Yes	
1.2	Membership of the relevant Professional Body	Yes	
1.3	Experience of teaching and assessing students and other members of staff	Yes	
1.4	Evidence of recent professional development in an up to date portfolio	Yes	
1.5	Non-Medical Prescriber (if professionally appropriate)		Yes
1.6	Demonstrable knowledge of legislation relevant to area of clinical practice	Yes	
2.0	JOB SPECIFIC EXPERIENCE		
2.1	Experience at Registered Practitioner Band 6 level or above	Yes	
2.2	Able to demonstrate specialist expertise and knowledge underpinned by theory acquired through CPD in relation to clinical assessment, treatment and evaluation.	Yes	
2.3	Evidence of risk management skills and experience.	Yes	
2.4	Evidence of involvement in meeting relevant clinical governance objectives.	Yes	
2.5	Experience of developing specialist programmes of care for an individual or groups of patients/clients and of providing highly specialist advice	Yes	
2.6	Able to demonstrate specialist clinical reasoning skills to assimilate information in order to make a clinical judgement regarding diagnosis and intervention.	Yes	
2.7	Evidence of involvement in the development of programmes of care, protocols and audit.	Yes	
2.8	Experience of multi-disciplinary working.	Yes	
2.9	Able to demonstrate innovation and effective use of resources.	Yes	

2.10	Able to actively research for the potential to improve quality and customer care, seeking new ideas and methods to improve health care	Yes	
3.0	LEADERSHIP/SUPERVISORY EXPERIENCE		
3.1	Evidence of proactive involvement in the supervision and development of members of the multi-disciplinary team.	Yes	
3.2	Evidence of delivering education and training in practice.	Yes	
3.3	Able to act as a clinical supervisor and/or facilitate peer groups.	Yes	
4.0	FINANCE / RESOURCES		
4.1	Able to effectively manage available resources in the pursuit of quality service provision ensuring a safe environment	Yes	
5.0	INFORMATION TECHNOLOGY / RESOURCES		
5.1	Able to analyse data and produce reports using Microsoft Excel and Word	Yes	
5.2	Confident in the use of computer systems, spreadsheets, databases, data collection and co-ordination, word processing and report writing.	Yes	
5.3	Experience of using electronic patient / service user record systems	Yes	
6.0	PERSONAL QUALITIES / ATTRIBUTES		
6.1	Evidence of demonstrating the Trust's values and behaviours.	Yes	
6.2	Able to communicate effectively at different levels of the organisation and with staff, patient/service users, visitors or external organisations both verbally and in writing in the exchange of highly complex, sensitive or contentious information which may require the use of negotiating and/or persuasive skills.	Yes	
6.3	Able to overcome barriers to understanding where there are physical or mental disabilities.	Yes	
6.4	Team Player and professional attitude	Yes	
6.5	Experience of planning and organising complex activities requiring the formulation and adjustment of plans .e.g. organising own time, co-ordination with other agencies and plans for sudden, unforeseen circumstances.	Yes	
6.6	Able to work independently within sphere of authority	Yes	
6.7	Evidence of skills in diplomacy, negotiation and influencing.	Yes	

6.8	Inquisitive and eager to learn, asks questions and responds positively to change in practice/procedure. Seeks ways to improve self and others.	Yes	
6.9	Ability to evaluate care leading to improvement in quality standards and service improvement	Yes	
6.10	Able to adapt to a changing environment and changing priorities.	Yes	
7.0	BUSINESS TRAVEL		
7.1	Subject to the provisions of the Equality Act, able to travel using own vehicle on Trust business.	Level 1 or 2	
8.0	ADDITIONAL REQUIREMENTS		
8.1	Demonstrable skills in written and spoken English to a standard which enables the post holder to carry out the full range of duties and responsibilities of the role effectively. Employment in this post requires an Enhanced Disclosure and Barring Service (DBS) check.	Yes Yes	

***Essential / desirable car user definitions**

Level 1 – (Essential) post holder is required to:

- travel an average of more than 3,500 miles a year;
- or travel an average of at least 1,250 miles a year; and necessarily use their car an average of 3 days a week; or spend an average of at least 50% of their time on such travel; including duties performed during the visits;
- or travel an average of at least 1,000 miles a year and spend an average of 4 days a week on such travel, including the duties performed during the visits.

Level 2 – (Essential) users who use their own vehicles for official journeys other than in the circumstances described under Level 1 above.

Level 3 (Desirable) non-essential car users who may exceptionally be required to travel on Trust business where such journeys could also be reasonably made by public transport.