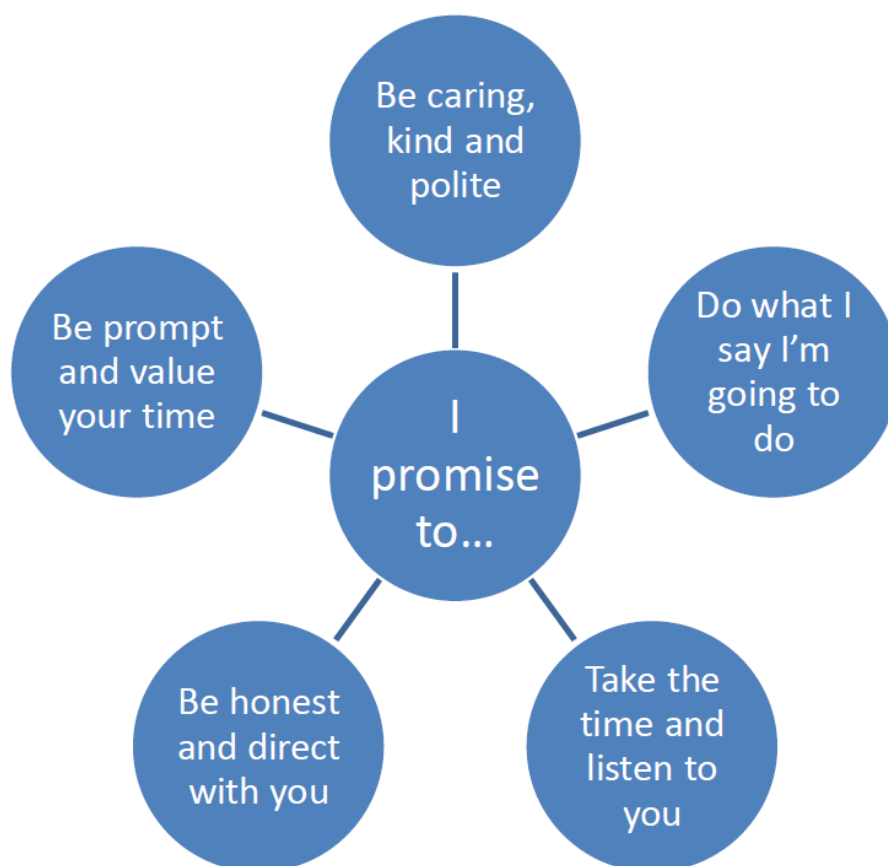


Job Title:	Senior Practitioner
Band:	7
Hours:	37.5
Department:	North Southwark PCMHT
Location:	Chaucer resource centre
Reports to:	Lead Community Practitioner
Responsible for:	PCMHT Service

Job Purpose:

The post holder will work within the Southwark Enhanced Assessment Service providing high quality assessments and formulations to enable thorough screening and triaging of service users referred to Southwark Community Mental Health Services. The Enhanced assessment staff will assess and formulate a care plan and offer brief interventions (up to 12 weeks) with mental health service users, signpost to other services and discharge to primary care where appropriate/possible.

Our values and commitments:



Key Responsibilities:

1) **CLINICAL** To offer comprehensive initial assessments and formulations to service users To manage the provision of appropriate psychological interventions to a small case load of service users experiencing transitional mental health problems To exercise autonomous professional autonomy (under supervision) for the assessment, coordination and transfer to the relevant treatment team of a designated caseload. To provide comprehensive on-going assessment and outcome monitoring of all caseload clients To participate in the team assessment and duty rota To liaise closely with crisis services and emergency out of hours services. To provide evidence based care as outlined in NICE guidance.

2) **TRAINING & SUPERVISION** To attend regular clinical and management supervision and appraisal To contribute to the teaching and training of mental health professionals and other staff working in the service. To undertake the mentorship of students working in the service

3) **PROFESSIONAL** Ensure the maintenance of standards of practice/ Codes of Conduct according to the employer and regulating and professional bodies (NMC/HPC) Ensure client confidentiality is maintained at all times Attend clinical/managerial supervision on a regular basis as agreed with manager. Participate in individual performance review and respond to agreed objectives Maintain accurate and timely written records

4) **GOVERNANCE:** To devise and implement action plans and monitoring to support clinical and corporate governance requirements. To implement systems to provide risk analysis that identifies and quantifies financial and non-financial risks, and supports the service in formulating management plans to minimise the risks, perform regular reviews and feed into the Trust Risk Register and Risk Management Programme. To liaise with professional bodies as required in matters relating to staff within the team. To ensure that all relevant good practice guidance is reflected within the working practice of the team. Investigate serious incidents and complaints as directed by the Clinical Service Lead/ Head of Care Pathway. To ensure that lessons learned and from serious incidents are disseminated and any recommendations made are incorporated into operational policy to improve the service.

5) **CLINICAL** To have proven substantial experience and expertise in the initial assessment and formulation of clients with complex mental health/psychological difficulties. To have good supervision skills and provide appropriate supervision to a skilled team To have knowledge of the personalisation and how to fully incorporate the assessment of social care needs as well as mental health and psychological needs in initial assessments

6) **LIAISON/ADVISORY** To form and maintain effective working relationships with inpatient units, psychiatric liaison teams and home treatment teams. Maintain and develop primary care liaison/link working with aligned GP practices. To ensure that the views of users and carers are sought and incorporated into all care delivered. To ensure that care is sensitive to a diverse population.

7) GENERAL To contribute to the development of best practice within the service To maintain up to date knowledge of legislation, national and local policies and procedures in relation to Mental Health and Primary Care Services. To take responsibility for their own health and safety and the health and safety of colleagues, patient and the general public All employees have a responsibility and a legal obligation to ensure that information processed for both patients and staff is kept accurate, confidential, secure and in line with the data Protection act (1998) and Security and Confidentiality Policies. To undertake any other duties as appropriate to grade as requested by the Team manager or Clinical service Lead.

Qualifications	
<u>Essential Requirements</u>	<u>Desirable Requirements</u>
<p>Recognised qualification in one of the core mental health professions.</p> <p>Degree standard or professional equivalent.</p> <p>Mentorship Training /998 Other professional development, particularly within psychological modalities.</p>	
Experience	
<u>Essential Requirements</u>	<u>Desirable Requirements</u>
<p>Relevant experience in Assessment / CMHT / Psychiatric Liaison Service or Home Treatment Team.</p> <p>Experience of using clinical and managerial supervision to effectively provide safe, evidence based psychological interventions across a range of interventions</p> <p>Demonstrable experience of working with service users with depression, anxiety and personality difficulties using evidence based interventions within NICE guidelines.</p> <p>Experience of and ability to carry out risk assessments within scope of practice.</p> <p>Experience of supervising and mentoring junior staff and students</p>	
Knowledge / Skills	
<u>Essential Requirements</u>	<u>Desirable Requirements</u>

<p>Demonstrates an understanding of how mood, anxiety and personality difficulties manifest itself and the impact on mental well-being.</p> <p>Transferable psychological skills and knowledge relevant to work with working age adults with severe and enduring & psychotic disorders in secondary care.</p> <p>Knowledge of models of therapy. An understanding of the relationship between primary and secondary care services. Knowledge of the theory and practice of psychological therapies, particularly DBT and CBT.</p> <p>Theoretical knowledge of psychopathology and the evidence base for the relevant treatment.</p> <p>Knowledge of key legislation and guidelines in relation to statutory mental health responsibilities, including Adult Safeguarding and Child Protection. Understanding of Clinical Governance</p> <p>Ability to work as an autonomous practitioner with an appropriate level of clinical and managerial supervision. Ability to manage own time and workload.</p> <p>Engage and maintain healthy relationships in and outside of the team</p> <p>To give and receive feedback in a constructive way Demonstrates high standards in written communication skill in clear letter/report writing. Effective skills.</p> <p>Ability to work within a team and foster good relationships. Ability to work under pressure and to use clinical supervision effectively.</p> <p>Give receive and respond to feedback</p> <p>Clinical skills relevant to the post applied for. Skilled in the communication of sensitive issues. Skilled in supervision of others, and in providing and receiving critical and constructive feedback.</p> <p>Commitment to continuing professional development, to partnership working and to reflective clinical practice</p>	<p>Willingness to contribute to research and evaluation</p> <p>IT skills</p> <p>Group work experience</p>
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About South London and Maudsley:

South London and Maudsley NHS Foundation Trust (SLaM) provide the widest range of NHS mental health services in the UK as well as substance misuse services for people who are addicted to drugs and alcohol. We work closely with the Institute of Psychiatry, Psychology and Neuroscience (IoPPN), King's College London and are part of King's Health Partners Academic Health Sciences Centre. There are very few organisations in the world that have such wide-ranging capabilities working with mental illness. Our scope is unique because it is built on three major foundations: care and treatment, science and research, and training.

SLaM employ around 5000 staff and serve a local population of 1.1 million people. We have more than 230 services including inpatient wards, outpatient and community services. Currently, provide inpatient care for approximately 5,300 people each year and treat more than 45,000 patients in the community in Croydon, Lambeth, Lewisham and Southwark; as well as substance misuse services for residents of Bexley, Bromley and Greenwich.

By coming to work at SLaM, you will gain experience of being part of an organisation with a rich history and international reputation in mental health care. You will have access to professional development and learning opportunities, and have the chance to work alongside people who are world leaders in their field. SLaM delivered more than 14,000 training experiences in 2014; providing an extensive range of learning opportunities for staff at all levels. In addition, our working relationship with King's Health Partners allows those working at the Trust to get involved in academic research.

Trust Policy and Procedures:

Confidentiality:

Confidentiality/data protection regarding all personal information and Trust activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as the Data Protection Act. The post holder should ensure that they are familiar with and adhere to all Trust Information governance policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action may be taken.

Equal Opportunities:

Promote the concepts of equality of opportunity and managing diversity Trust wide.

Health and Safety:

Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors and employees.

Infection Prevention and Control:

Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with Trust policy.

Professional standards and performance review:

Maintain consistently high professional standards and act in accordance with the relevant professional code of conduct. Employees are expected to participate in the performance review process.

Service/Department standards:

Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.

Finance:

All Trust staff will comply with the financial processes and procedures.

Safeguarding Children & Vulnerable Adults:

Employees must be aware of the responsibilities placed on them under the Children Act 1989, 2004 and the trusts safe guarding vulnerable adults policy.

Code of Conduct:

The post holder is required to adhere to the standards of conduct expected of all NHS managers set out in the Code of Conduct for NHS managers.

This job description will be subject to regular review and adjustment.

SUMMARY:

This job description is an outline of the key tasks and responsibilities of the post and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing needs of the Trust and its services, as well as the personal development of the post holder.