
JOB DESCRIPTION

DATE: December 2021

REF NO: 01378

JOB DETAILS

JOB TITLE: Mental Health Practitioner (Primary Care)

BAND: 6

HOURS: As per Contract of Employment

DEPARTMENT: Adult Mental Health - Staffordshire Care Group

LOCATION: South Staffordshire – Primary Care Network

REPORTS TO: Operational Manager

ACCOUNTABLE TO: Operational Manager

RESPONSIBLE FOR: Developing and delivering mental health assessment and intervention in allocated primary care network.

WORKING RELATIONSHIPS

INTERNAL: Primary care colleagues, adult mental health services including integrated teams, Improving Access to Psychological Therapies (IAPT), Access team and other specialist mental health services.

EXTERNAL: Service users, carers, relatives, local authority, police, primary care staff, charitable and voluntary organisations and other healthcare providers, employment and education providers.

JOB PURPOSE.

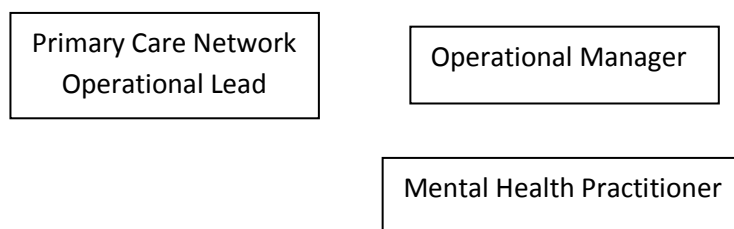
The post holder will work with one or more primary care networks in the South Staffordshire area to provide assessment and brief intervention treatment for individuals presenting with mental health needs.

Carry out mental health assessments following agreed practice guidelines as part of a primary care network team.

The Mental Health Practitioner will undertake the development, implementation and review of care planning and risk management. Delivering a high quality clinical service to Service Users, their Families and Carers in primary care.

The post holder will demonstrate an attitude which respects the core values of the organisation and the principles of Recovery.

ORGANISATIONAL STRUCTURE



KEY RESPONSIBILITIES

Main duties and responsibilities

1. To take responsibility for providing holistic assessment, care and treatment to clients referred to the Primary Mental Health Service.
2. Foster robust working relationships with all partners in particular GP's, Practice Nurses, other primary care Staff and third sector services.
3. Provision of support and advice to GPs and other primary care providers (such as practice nurses) to enable them to safely manage and care for people with mental health problems.
4. Contribute to the continuing improvement and development of Primary Mental Health Services.
5. To act as the designated Mental Health Practitioner for a specific Primary Care Network.
6. To conduct assessments and to deliver specific therapeutic interventions to a group of clients and to liaise with other professionals regarding progress and outcomes.
7. Contribute to the continuing improvement and development of Primary Mental Health Services, ensuring that practices remain abreast of new developments. Develop and maintain standards and implement change in respect of this.
8. To act as a Change Agent and actively seek to develop practice.
9. Maintain accurate records of interventions providing statistical information as required.
10. Manage and maintain a diary of all work activities, making it available for audit of work and travel as necessary.

11. Demonstrate effective time management and organisational ability enabling delivery of planned interventions on a 1:1 and group basis.
12. Be responsible for ensuring own safety and wellbeing.
13. Participate in client review meetings, chairing when necessary.
14. Provide evidence of continuing professional development and post registration education.
15. Demonstrate a good understanding of the legislative and policy framework underpinning mental health service provision.
16. Work with service leads to deliver training on mental health issues to GPs and primary care staff with the aim of enabling them to respond appropriately and manage common mental health problems effectively.
17. To assess patient response and provide advice and education to both patient and carers in respect of prescribed medicines.
18. Develop skills in respect of specific interventions that are appropriate to the clinical area and act as the lead in developing mental health practice in relation to this.

Communication and relationships

19. Provide information and advice to individuals and their carers about interventions and care, exploring all of the options available to them, including various levels of involvement by local voluntary sector services.
20. Work as part of the primary health care team fostering and maintaining constructive communication with colleagues of all disciplines.
21. Provide clinical support and advice to GPs and primary care staff with regard to mental health issues.
22. Ensure advanced communication with clients, relatives and carers, visitors, staff and others.
23. Work closely with all statutory and voluntary sector agencies to meet client's holistic needs.
24. Establish rapport and maintain supportive professional relationships with clients and their carers; work to assist them to develop coping strategies and problem solving skills, utilising a broad range of self-help materials
25. Effective communication with all parts of the mental health service, ensuring regular contact and communication is maintained with patients during any essential transitions between services.
26. Identify and manage any barriers to good communication such as emotional distress and hostility and overcome them through highly developed de-escalation and therapeutic communication skills the situations in which communication takes places will be highly complex, emotional and sensitive which will require empathy, tact, assertiveness and excellent listening skills
27. Ensure record keeping meets the standard required by the professional bodies, ensuring information sharing protocols are understood and appropriately explained to clients.
28. Act as an ambassador and positive role model.

Risk Assessment

29. Understand the range of risks potentially faced by the service user group.
30. Work in partnership with others to identify and assess the nature, location and seriousness of the particular risks and advise on appropriate action.
31. The post holder will be responsible for specialist assessments and care planning to meet identified needs working with a complex client group.
32. Where identified be responsible for the delivery of interventions and recommendations or signposting/referring on to enable other service providers to meet needs where appropriate.
33. Recognise potential crisis situations and act responsively and responsibly to resolve.
34. Be aware of the potential for vulnerability and abuse amongst the service users/families and use the local policy to inform appropriate personnel in line with POVA and Child Protection and MPFT Policies.
35. Follow the Lone Working Policy ensuring that home visiting, and any autonomous activity is effectively reported and logged.
36. Work with other members of the multi-agency team to plan, monitor and review the effectiveness of the risk management plan.
37. Take all possible precautions to safeguard the welfare and safety of staff, service users, visitors and the public, by implementing all policies related to health, safety, security and risk. Highlight risk and manage accordingly relating to safeguarding adults and children and maintain an accurate record of risk, actions taken and investigations.

Professional and Personal Development

38. Receive clinical supervision and participate in appraisal and performance development.
39. Lead on the development and delivery of specialist Mental Health or discipline specific relevant professional education and training to: clients, carers, families' staff, students and other relevant organisations.
40. Provide a learning environment to support students (multidisciplinary) undergoing training and assist new and junior members of staff, peers and other disciplines to develop professional competence.
41. Adhere to code of professional of practice.
42. Identify development needs and set own personal development objectives in discussion with reviewer.
43. Work towards achieving competencies outlined within role and the collection of evidence within personal portfolio.
44. Contribute to the experience of learners and to ensure delivery of mentorship requirements.

45. Develop an environment that is conducive to learning, promoting staff development and involvement.

Systems and Audit

46. Record statistical data as required, using agreed information technology within the service.
47. Utilise technology/equipment to record and input relevant and essential information in line with local and national policies/procedures.
48. Identify and highlight to the relevant issues in relation to the needs of people and their carers; assessed using best practice evidence, in order that these are reflected in service planning, development and future provision.
49. Actively engage in the organisations clinical governance initiatives, for example to participate and lead in audit, clinical supervision and bringing critically evaluated evidence and research into practice.
50. Participate and lead on research within area of clinical expertise where possible to raise understanding and awareness of the benefits of Mental Health Intervention.
51. Implement, review and maintain Trust Policies and Procedures and propose changes to working practices where appropriate.
52. To contribute to the clinical service development.

Financial

53. Observe a personal duty of care in relation to equipment and resources, eg blood pressure monitor, scales, height measure, ECG machine and similar clinical equipment that might be involved in physical health checks, IT equipment such as phone and laptop and also software on those such as One Consultation for virtual appointments, voice dictation.

Decisions and judgement

54. Screen and assess referrals within the primary care setting, identifying and agreeing with the service user the most appropriate level of intervention/ support required.
55. Undertake assessments, including Risk Screening and facilitate access to relevant agencies where required.
56. Demonstrate ability to present cases to teams or organisations being referred to including multi-disciplinary teams in secondary mental health services considering the range of care and treatment options available in line with the current evidence base and making recommendations regarding the appropriate course of action.
57. Take prompt action on changes in condition, liaising with other care givers, members of the clinical (multi-disciplinary) team and/or other agencies when necessary, reviewing care and communicating any amendments to the care plan.
58. Assess and manage critical/unpredictable situations that arise, either in relation to the individual caseload or within the wider team as required.

- 59. Participate, when required, in recruitment, selection and induction of junior/support staff.
- 60. The post holder is expected to work independently on a regular basis. There is an expectation that they will receive managerial and professional supervision in line with the trust policy.
- 61. The post holder will be responsible for specialist assessments and care planning to meet identified needs.
- 62. Where identified they will be responsible for the delivery of interventions and recommendations or signposting/referring on to enable other service providers to meet needs where appropriate, making decisions autonomously whilst working with people and families in the primary care setting.

Physical/Mental demands of the job

- 63. The post holder will be expected on a daily basis to implement physical skills pertinent to the area of specialism including, manual handling, sitting, driving, computer and keyboard skills, health and safety and de-escalation skills.
- 64. Undertake prolonged and regular periods of concentration due to the nature of the client group, assessing people over the course of a period of time using highly developed communication skills.

Most challenging/difficult parts of the job

- 65. Due to the nature of the client group there will be regular exposure to stressful and emotional situations. The post holder should use managerial and clinical supervision to ensure discussion and learning is developed when exposed to stressful and demanding situations.
- 66. The post holder will be exposed to verbally aggressive behaviour from patients/families.

JOB STATEMENT

Infection Control
Maintain an up to date awareness of the infection control precautions relevant to your area of work and implement these in practice. As a minimum, this must include hand hygiene, the use of personal protective equipment, the use and disposal of sharps and communicating the importance to patients, prison staff and other health care staff you are working with. Details of the precautions and sources of advice and support to assess and manage infection control risks are provided through mandatory training which all staff must attend at intervals defined in the Trust policy on mandatory training and can be found in the Trust's infection control policies and national guidance, such as that published by NICE.
Learning and Development
As an employee of the Trust, you have a responsibility to participate, promote and support others in undertaking learning and development activities. This includes a proactive approach to ensuring you meet the statutory/mandatory training requirements of your role, and engaging in PDC / appraisal processes in line with Trust policy and guidance.
Health and Safety
As an employee of the trust you have a responsibility to abide by the safety practices and codes authorised by the trust. You have an equal responsibility with management, for maintaining safe working practices for the health and safety of yourself and others.
Constitution, Competence and Capability
As an employee of the Trust you have a responsibility to promote and abide by the rights and responsibilities outlined in the NHS Constitution. You are additionally expected to adhere to Organisational/National/Regulatory Codes of Practice relevant to the role you are employed to undertake. At all times it is expected that you will limit the scope of your practice to your acquired level of competence and capability.
Dignity at Work Statement
Midlands Partnership NHS Foundation Trust is committed to treating all of our staff with dignity and respect. You are responsible for behaving in a way that is consistent with the aims of our Equality and Diversity Policy. This includes not discriminating unfairly in any area of your work and not harassing or otherwise intimidating other members of staff.
Safeguarding Children and Vulnerable Adults
All Trust employees are required to act in such a way that at all times safeguards (and promotes) the health and well-being of children and vulnerable adults. Familiarisation with and adherence to Trust Safeguarding policies is an essential requirement of all employees as is participation in related mandatory/statutory training.

PERSON SPECIFICATION

JOB TITLE: Mental Health Practitioner	
DEPARTMENT: Primary Care	BAND: 6

*Assessed by: A = Application I = Interview R = References T = Testing

ESSENTIAL CRITERIA	*	DESIRABLE CRITERIA	*
QUALIFICATIONS & TRAINING			
Professional qualification relevant to Adult Mental Health i.e. RMN, OT, Social Worker, Therapist. Post qualification training at diploma/degree level.	A	Leadership & development qualification	A
	A	Specialist Mental Health Training eg. Assessment.	A
		Mentor, supervision, or coaching qualification	A
		Additional specialist training for example Non-Medical prescribing V300.	A
EXPERIENCE			
Evidence of extensive post qualification experience of working with adults experiencing mental health related difficulties Experience of assessing, planning, co-ordinating and managing the care of people with mental health problems	A	Experience working with people engaging in high risk behaviours and self-harm	A
	A	Experience of working within a structured therapeutic model individually and in group settings	A
		Experience of working in community setting and making decisions autonomously	A
		Experience of carrying out clinical audit	A
SKILLS, KNOWLEDGE & ABILITIES			
Knowledge of approaches to mental health assessment	A/I	Knowledge of the wide range of statutory independent and third sector service provision for adults with mental ill health	A/I
Knowledge of the Mental Health NICE Guidelines	A/I	Skilled in undertaking and interpreting physical health investigations and providing physical health promotion advice including: weight, BMI, blood pressure, smoking, alcohol, drugs (prescribed and non-prescribed)	A
Knowledge of NMC Code of Conduct or HCPC Code of Conduct	A/I		
Understanding of Equality and Anti-discriminatory practice	A/I		

Skills of assessing, planning and evaluating care, for people with mental health related difficulties, utilising the principles of Recovery	A/I	Knowledge of the physical health needs and monitoring requirements for people receiving adult community mental health services	A
Skilled in the assessment of clinical risk and developing and communicating appropriate risk management plans	A/I		
Knowledge of pharmacological interventions prescribed in mental health and where appropriate skilled in the administration	A/I		
Knowledge of Mental Health Act, the Mental Capacity Act and DOLS	A/I		
Experience of using a range of interpersonal skills, (communication, listening, working collaboratively) maintaining good working relationships with service users/carers, other service providers and agencies	A/I		
Experience of accurate and timely recording and maintenance of information systems	A/I		
Ability to manage conflict and complexity	A/I		
Ability to work flexibly and away from main base of other staff/colleagues	A/I		
PERSONAL ATTRIBUTES			
Leadership skills, ability to motivate and influence others	I		
Team player, Integrity, negotiation skills, good time management/organisation skills	I		
Ability to deliver difficult messages in a sensitive manner	I		
Credibility with others as a clinician and a Leader	I		
Exemplary personal standards of conduct and behaviour	I		
Possesses values and beliefs that enables others to deliver services effectively	I		
Passion for working with adults experiencing mental health difficulties	I		
A flexible attitude	I		

Ability to travel and work flexibly in relation to Trust locations		
Application of the MPFT expected behaviours in line with the trust values; <ul style="list-style-type: none"> • Respectful • Honest and Trustworthy • Caring and Compassionate • Taking the time to talk and listen • Working together and leading by example 	I	

JOB HOLDER	SIGNATURE
	DATE
MANAGER	SIGNATURE
	DATE