

Barnet, Enfield and Haringey Mental Health Care Trust

Post Title: Haringey Multi Agency Care Coordination Mental Health Professional.

Grade: Band 7

Accountable to: Haringey Multi-Agency Care & Coordination Team
(Anticipatory Care) Service Lead

Responsible to: Older Persons Community Service Manager

Location: Victoria Unit, St Ann's Hospital, St Ann's Road,
London N15 3TH- Seconded to Lordship Lane
Primary care Centre N17 6AA.

Job Summary: To provide efficient and effective advanced specialist and general mental health practitioner assessment and intervention to the clients who are care coordinated within the MACC Team MDT.

To create personalised treatment programmes co-produced alongside client's strengths and their support network to support them to manage with complex health conditions.

The AHP/Registered Practitioner will be aware of physical and psychological factors living with long term health conditions and frailty and will support the stabilisation of their social situations with the view to improve quality of life and wellbeing.

To promote excellent collaborative working links with partnership agencies across the health, social and voluntary sectors to ensure the clients have the best possible support network to utilise the most appropriate health and social care services with the view to reduce and prevent unplanned hospital admissions.

To be an active and motivated member of the multidisciplinary team and participate in projects and service developments as identified by the successful candidates, their colleagues and managers including audits, quality improvement projects and the promotion of integrated personalised care strengths based approach.

To provide support and clinical supervision to colleagues or junior staff, and to share specialist knowledge with others working within the multi-agency anticipatory care team and the associated teams, hubs, care providers clients and their support network.

Main Responsibilities

Clinical Responsibilities

- To be the Lead mental health specialist within the MACCT
- To contribute to the triage of the referral and allocation process for new referrals received by the service.
- To provide highly specialist advice complete, complete assessments and the completion of individual care plans, which take account of risk assessments and individuals psychological and physical health needs (frailty).
- To maintain a role as care coordinator of a case load of clients whose range of needs require 'complex' arrangements of care.
- To ensure good caseload management in including that discharges or transfers of care are progressed in a safe and timely manner.
- To implement a variety of psychological interventions for MACCT caseload.
- To advocate for MACCT clients to receive the most appropriate mental health care and navigate them onto the correct pathway (primary or secondary mental health services).
- To maintain associated record keeping.

Management Responsibilities

- To collaborate with partner agencies in the development of the local delivery of services provided by the MACCT .
- To deputise for the Haringey OP Community Services Manager as required.
- In conjunction with senior managers, participate in recruitment, selection and appointment of staff.
- To provide formal practice and performance management supervision to MACCT BEH members in accordance with multi disciplinary supervision policies.
- To provide specialist professional supervision to members of own profession.
- To undertake yearly staff appraisals and develop Individual Development Plans for MACCT BEH Members.
- To build and nurture links between MACCT and Primary Care and other agencies with the BEH Mental Health Services (Including but not exclusive to; OP CMHT and Memory service).
- To participate in the formulation and implementation of protocols and procedures for the delivery of Best Practice within the MACCT.
- Undertakes research and lead/ contribute to clinical audits within the MACCT and report on relevant key performance indicators.
- Facilitate service user and carer involvement in development and evaluation of the work of the MACCT.
- Lead and collaborate on arrangements for specialist education and development opportunities for each profession within MACCT.
- Lead and coordinate arrangements for student learning and placement opportunities within BEH and MACCT.

Professional Responsibilities

- To maintain continual professional development and registration.
- To be responsible for supervising the practice of allocated MACCT staff in providing service users and their carers with an integrated service response which is culturally sensitive and gives due consideration of special needs.
- To ensure through supervision is provided and own supervision utilised and caseload audit exercises completed.

As an employee of the Trust you may be asked to move within your service in response to service needs.

Policies relevant to this draft proposal.

Health and Safety at Work
Data Protection
Trust policy on Smoking.
Equal Opportunities.
Previous experience.

Person Specification
Advanced Mental Health Practitioner (AHP/RMN)
Mental Health Service for Older People – Haringey in partnership with Multi Agency Care And Coordination Team.

Factor	Essential	Desirable	Evidence to support assessment
Qualifications	<p>Relevant professional qualification in Nursing, Social Care or Therapy</p> <p>Currently registered appropriate professional body.</p> <p>Evidence of ongoing CPD in portfolio</p> <p>Additional qualification/learning within specialist field</p>	<p>Further training within the specialist area of Mental Health for the Older Person.</p>	<p>Application form, current certificate and interview</p>
Experience	<p>Minimum of four years post registration experience including mental health and older people</p> <p>Experience of working as part of a team</p> <p>Experience of working in a community setting</p>	<p>Two or more years experience working within a multidisciplinary team</p> <p>Experience of managing a department</p> <p>Experience of managing other professions</p>	<p>Application form and Interview</p>

Factor	Essential	Desirable	Evidence to support assessment
Knowledge and Skills	<p>Ability to work and communicate effectively with team members of differing professional backgrounds</p> <p>Good knowledge of and ability to implement care pathways</p> <p>Able to demonstrate a high level of specialist clinical reasoning.</p> <p>Ability to prioritise referrals and own caseload</p> <p>Demonstrate and extensive knowledge of evidence based assessment and care planning for service users of CMHT</p> <p>Ability to work as part of a multidisciplinary team</p> <p>Understanding of the policies relating to mental health care delivery including; Care Programme Approach, Care Act, Mental Health Act, Mental Capacity Act, Safeguarding, etc.</p>	<p>Good presentation skills</p> <p>Experience of organising internal or external training session/course</p> <p>Able to deal with difficult situations, e.g. dealing with aggressive and/or emotional patients or carers</p> <p>Evidence that you have additional interest within elderly mental health.</p>	Application form Interview

	<p>Ability to use and provide effective supervision in accordance with MDT policy.</p> <p>Ability to mentor members of the CMHT</p> <p>Ability to demonstrate an awareness of the social, environmental and cultural issues that affect clients in Haringey.</p> <p>Familiarity with Risk assessment and Management procedures</p>		
Knowledge and skills	<p>Ability to keep accurate and legible patient notes</p> <p>Understanding and application of the use of IT systems in Health and Social Care organisations.</p> <p>A strong commitment to patient care.</p> <p>Fluent in written and spoken English.</p> <p>Motivated, friendly, approachable.</p> <p>Excellent communication skills, able to present</p>		Application form and interview

	<p>information (written and oral) in a clear and logical manner.</p> <p>Ability to meet the mental and physical demands of the post, carrying out moderate to intense physical effort</p>		
Other requirements	DBS clearance	<p>First aid training</p> <p>Ability to think and work flexibly to adapt to different approaches</p> <p>Car owner and driver</p>	Application form and DBS check
Equal opportunities	<p>An understanding and ability to work collaboratively with the client group.</p> <p>A commitment to anti-discriminatory practices.</p>		Interview