

Job Description

Job Title	Mental Health Practitioner
Post ref no.	
Band	Band 6
Service area	CAMHS Crisis Team
Location/Base	Fieldhead/Hillbrook/remote
Accountable to	Team Manager

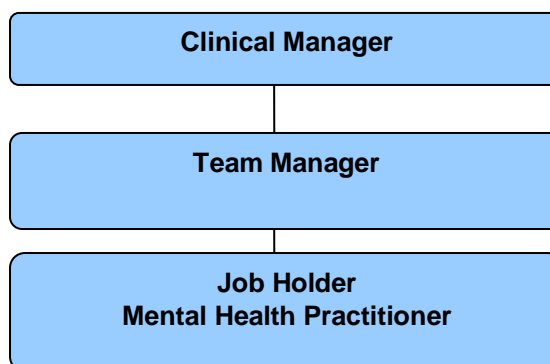
1. Job Purpose:

To provide a high standard of care through clinical risk and mental health assessment, formulation and short-term contingency planning to young people presenting in the Accident and Emergency Departments who are in mental health crisis.

Working within the community, providing a range of face-to-face brief solution focused interventions empowering service users, carers and their families in decision making and signpost to a range of health and social care resources for support.

The is opportunity to work alongside the Intensive Intervention Team and alongside other CAMHS pathways to facilitate appropriate intervention and care for clients and their families.

2. Organisational Chart



3. Main duties:

- Provide evidence based clinical interventions, making autonomous clinical decisions about own professional practice.
- Responsibility for the development, planning and implementation of care and treatment interventions for individual patients within the Acute Community Services.
- Provide assessment, planning and implementation of individual packages of care and treatment.
- Ensure that individual episodes of care are delivered in a timely, effective, and integrated manner.

- Promote a recovery model that empowers patients, carers, and relatives to be at the forefront of decision making and ownership of their packages of care and treatment.
- Undertake clinical risk assessments, based on latest empirical evidence and compliant with local policies and procedures.
- Act as the patient's and relatives' advocate.
- Enable patients and carers to manage disability, loss, and change.
- Champion patients' rights, including dignity, equality, diversity, choice, and respect.
- When undertaking all of the above ensure good documentation is provided and entered within the appropriate systems of record sharing.

4. Working as part of a Team

- Promote a culture that incorporates Trust values, is recovery focused and there to assist patients, carers, families, referrers, and colleagues.
- Provide timely, accurate and appropriate organisation information to the colleagues and the Team Manager.
- Maintain professional relationships with all colleagues to ensure professional standards are met.
- Participate in the appraisal process.

5. Managing Self

- Participate in regular supervision.
- Attend all mandatory training.
- Participate annually identifying, developing, and agreeing your own development plan with your line manager using the Trust Appraisal process.
- Comply with all Trust policies, procedures, and protocols.
- Pay regard to materials and equipment.
- Carry out duties with due regard to the Trust's Equal Opportunity Policy.
- Seek advice and support from your line manager whenever necessary.

6. Staff Supervision and Support

- Monitor practice and development of Band 5 staff and Healthcare Support Workers
- As required by the team manager, conduct appraisal and performance management of Band 5 staff and Healthcare Support Workers
- Assist in induction of staff.
- Provide clinical leadership for Band 5 staff and Healthcare Support Workers

7. Financial Responsibility

The post holder does not have financial responsibility for budgetary management. However, it is the individual post holder's responsibility to manage organisational resources efficiently and to suggest efficiency savings to line management as they arise. The post holder has the responsibility to maintain the safekeeping of the organisation's property and safeguard the property of patients and visitors.

8. Safeguarding

All staff members have a duty to report any concerns they have about the safety or well being of adult service users, members of their families, including children. Employees should be aware of their roles & responsibilities to both prevent and respond appropriately to abuse. They should undertake the safeguarding training required for their particular role.

9. Core Values:

Below is the Trust's Vision, Aims and Corporate Priorities. The Corporate Priorities are what the Board has identified as specific priorities. The Trust's vision statement is:

Everything we do over the next five years will contribute to one or more of these four goals to achieve our vision of connecting people to the best quality care, when and where they need it, and be the best place to work.

Our Purpose

To create connected communities and help people to feel as healthy as they can be at every point in their lives.

Our Vision

To connect people to the best quality care, when and where they need it and be a national role model as an employer.

Our Values

We Care - We act with respect and empathy, and always value difference.

We Listen - We understand people's views and respond to their individual needs.

We Deliver - We develop and provide excellent services and support our partners.

Our Goals

Our services

- To provide seamless access to the best care.
- To provide excellent quality services.

Our community

- To provide our staff with the best places to work.
- To support people to live to their fullest potential, to be as healthy as possible.

Core Statements:

1. Infection Control - All clinical and non-clinical staff groups

Responsible for, in respect to your area of work, for ensuring so far as is reasonably practicable and in accordance with Trust policies that you are aware of your individual responsibilities regarding infection prevention and control this requires you to:

- Maintain safe infection prevention and control environment for yourself and others.
- Be familiar with and comply with current infection prevention and control, guidelines, policies, and procedures.
- Raise matters of non-compliance with your manager.
- Attend infection prevention and control mandatory training as dictated by your manager.

- Be appraised in relation to infection prevention and control.

2. Risk Management

All staff need a basic working knowledge of risk management. They all have a responsibility to identify and report risks, hazards, incidents, accidents and near misses promptly, in accordance with Trust Policy. All staff must be familiar with emergency procedures, risk management systems and incident management in their workplace.

3. Health and Safety

All employees have a responsibility under the Health and Safety at Work Etc Act 1974 for their own health, safety, and welfare and to ensure that the agreed safety procedures are carried out to provide a safe environment for other employees and anyone else that may be affected by the carrying out of their duties.

Employees must co-operate with the Trust in meeting its statutory obligations with regard to health and safety legislation and must report any accidents, incidents, and problems as soon as practicable to their immediate supervisor.

The Trust has a written health and safety policy which employees have a general duty to read in order that they are fully conversant with its requirements.

4. Patient care

Bradford District Care Trust is committed to ensuring the highest standards of care and treatment and expects that **all** staff employed within the organisation will treat service users, their carers, relatives and friends with dignity and respect always during their contact with services we provide.

5. Information Management

All members of staff are bound by the requirements of the Data Protection Act 1998 and any breaches of the Act or of the confidential nature of the work of this post could lead to dismissal.

The post holder is responsible to learn about information governance, to help ensure that best practice guidelines are followed, and personal information is managed to benefit patients, clients, and members of staff.

The post holder is required to sign the declaration form to confirm they have read and understood the booklet and leaflet regarding information governance, which will be kept by the HR team in the post holder's personnel file.

Version Control:

Change details	By whom	Date requested	Approved by	Agreed date

Job title: Mental Health Practitioner			
Post ref:			
Band: 6			
Service area: CAMHS Crisis			
Location/base: Bradford and Airedale District			
<p>Job purpose: To provide a high standard of care through clinical risk and mental health assessment, formulation and short-term contingency planning to young people presenting in the Accident and Emergency Departments who are in mental health crisis.</p> <p>Working within the community, providing a range of face-to-face brief solution focused interventions empowering service users, carers and their families in decision making and signpost to a range of health and social care resources for support.</p>			
Attributes	Essential criteria	Desirable criteria	How Identified
QUALIFICATIONS	<p>Registered Mental Nursing Certificate (RMN). Current Registration on part 3 or part 13 of NMC register.</p> <p>OR</p> <p>Social Workers registered (Social Work England)</p> <p>OR</p> <p>Occupational Therapy (Allied Health Professional – HCPC)</p>	Qualifications or Training in Brief Psychological Interventions or Therapies	Application Form Interview Certificates
TRAINING	<p>Care Program Approach</p> <p>Risk management.</p>	Qualifications or Training in Brief Psychological Interventions or Therapies	Application Form Interview

	<p>Health & Safety of Lone working.</p> <p>Willing to undertake all mandatory training and all other training that may be required in the future.</p>		
EXPERIENCE	<p>Mental health care/treatment relevant to service area.</p> <p>Multi-agency working/working across service interfaces.</p> <p>Working within a multicultural framework.</p> <p>Autonomous practitioner</p>	<p>Working with young people presenting in mental health crisis.</p> <p>Working within a CAMHS service</p>	Application Form Interview
KNOWLEDGE	<p>Evidenced based clinical interventions relevant to the service.</p> <p>Evidence of continuing professional development.</p> <p>Trauma-informed models of care</p> <p>Models of care and treatment relevant to working with people in mental health crisis.</p> <p>Relevant specialist clinical courses/training.</p>	SystmOne PAS.	Application and Interview
SKILLS	Assessing, formulating, and working with people presenting in heightened state of distress.	Brief psychological interventions/strategies for managing crisis.	Application form Interview

	<p>Communicating (oral and written) complex/highly technical and clinically sensitive information to clients, their families, carers, and other professional colleagues both within and outside the NHS.</p> <p>Clinical risk assessment and contingency planning.</p> <p>Able to meet the service needs for mobility across the geographical area covered.</p>		
ATTITUDE/APPROACH	<p>There to assist patients, carers, families, referrers, and colleagues.</p> <p>Open to change</p> <p>Works flexibly.</p> <p>Motivated, reliable, and committed to team working.</p> <p>Values opinions of others.</p> <p>Innovative and pioneering approach to new ways of working.</p>		Application form Interview
PHYSICAL	<p>Able to fulfil Occupational Health requirements for the post (with reasonable adjustments if necessary)</p>		Occupational Health Screening
GENERAL	BDCFT requires all its staff and		Application Form

	<p>prospective employees to carry out your duties in line with Trust Equality policies and procedures, including relevant legislation, to deliver and promote equity of access to healthcare and equality of opportunity at work at all times.</p>		Interview
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