

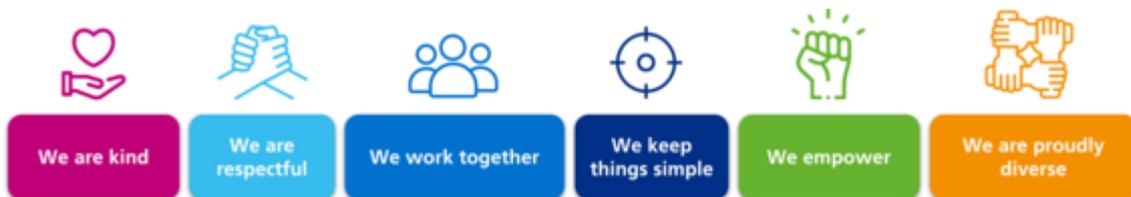
## Working for North London Mental Health Partnership

The partnership between **Barnet, Enfield and Haringey Mental Health NHS Trust (BEH)** and **Camden and Islington NHS Foundation Trust (C&I)** is going from strength to strength since it was originally established in 2021 forming the **North London Mental Health Partnership**.

### Why choose to join the Partnership?

- We believe that by working together, our two Trusts can achieve more for the residents of North Central London and our patients than we can by working apart.
- Deliver the best care using the most up-to-date practise in supporting those with mental health illnesses.
- Transforming and creating a positive environment for our service users, staff and visitors.
- Creating and working together to become a great place to work for all our staff.
- We offer flexible working, a wide range of health and wellbeing initiatives, NHS Pension and so much more.
- Generous Annual Leave Allowance
- NHS Discounts in a large variety of retail stores and services.
- We have excellent internal staff network support groups.

The postholder will need to be comfortable working in an environment of complex matrix management arrangements and will at all times behave and align with our Trusts' values and cultural pillars:



## Job Description and Person Specification

|                                      |  |
|--------------------------------------|--|
| <b>Job Title</b>                     | Mental Health Practitioner (Nurse/AHP/Social Worker/OT)          |
| <b>Band</b>                          | Band 7   |
| <b>Hours Of Work</b>                 | 0.8 / 4 days a week  |
| <b>Location (BEH, C&amp;I, Both)</b> | BEH  |
| <b>Specialty/Department</b>          | Complex PTSD pathway with the Complex Emotional Needs Team (CEN) |
| <b>Accountable To</b>                | cPTSD Team Lead Manager  |

### 1. Job Summary

This is an exciting opportunity for a Mental Health Practitioner to join a supportive, reflective and creative Multidisciplinary Team that works with people with Complex Post Traumatic Stress Disorder (cPTSD).

The primary focus of this role is split between being a specialist Mental Health Practitioner, co-facilitating treatment groups, conducting initial assessment, and holding the responsibilities of care coordination for some patients within the pathway. The post holder will be allocated a caseload of service-users with complex PTSD, and work as part of a close-knit Multidisciplinary Team. The MDT offers a variety of interventions, such as therapy groups and individual interventions, and we work together as a team to think about what service-users would most benefit from.

You may hold some service-users under the Care Programme Approach (CPA), although the majority of service-users will not be on CPA. Being a Care Coordinator will involve duties such as developing treatment/care plans, joint working, developing risk assessments, completing KPIs, responding to crisis's from service-users under the care of the team and providing support for carers and family members.

### Organisational Position

| CPTSD Pathway - Staff Map                   |   |  |  |                       |                                       |  |  |  |  |
|---|---|--|--|-----------------------|---------------------------------------|--|--|--|--|
| Consultant Psychologist/8c<br>0.6 wte       |   |  |  | Psychiatrist<br>0.4   | Other Staff<br>Psychiatrist<br>TBD    |  |  |  |  |
| CPTSD Pathway Lead/8b<br>0.6 wte            |   |  |  | Dual diagnosis worker | Systemic Therapy provision            |  |  |  |  |
| Senior Psychologist/deputy lead 8a<br>1 wte | Senior Psychologist/deputy lead 8a<br>1 wte |  |  |                       |                                       |  |  |  |  |
| Band 7 MH Practitioner<br>0.8               |   |  |  |                       | External Staff offering clinical time |  |  |  |  |
| Assistant Psychologist<br>1 wte             | Assistant Psychologist<br>0.4 wte           |  |  |                       |                                       |  |  |  |  |
| Trainee Psychologist<br>0.5 wte             | Trainee Psychologist<br>0.5 wte             |  |  |                       | MIND worker                           | Runs peer support group and we offer monthly supervision |  |  |  |

## 2. Relationships/Communications

The post holder is expected to establish and maintain positive interpersonal relationships with other staff members characterised by trust, mutual respect, and open, honest communication.

### Internal Relationships

- cPTSD Pathway colleagues
- Other CEN Pathways (PD & MAP pathway) staff
- Core Team Clinicians
- Borough Senior Management
- Other Trust Services

### External Relationships

- Haringey Council
- Housing Associations
- Primary Care
- Voluntary and Community Sector Organisations
- Other NHS Trusts
- Charities e.g. MIND
- Training Institutions facilitating placements

## 3. Key Responsibilities

Haringey Complex Emotional Needs (CEN) serves a client group with severe and complex, non-psychotic illness. Presenting issues range from a single diagnosis such as depression requiring a single psychological therapy intervention, through to those requiring intensive treatment packages and/or with co-morbid difficulties requiring multi-disciplinary packages of care.

The Complex Post Traumatic Stress Disorder (PTSD) treatment pathway provides a phased treatment programme for service users presenting with complex and comorbid PTSD symptoms.

Treatment modules include; values based behavioural activation, group psycho-education work and trauma focused therapies including Narrative Exposure Therapy, EMDR and Trauma Focused CBT.

The service users worked with may have experienced extreme and on-going trauma, are often refugees or have a history of childhood neglect and/or abuse.

The complex-PTSD treatment Pathway is a small, supportive and contained team of staff, including Psychologists, Psychiatrists, an Associate Mental Health Worker and an Assistant Psychologist. We believe in the importance of multidisciplinary working that is collaborative, respectful, and integrative, with a particular focus on therapeutic interventions.

This is an exciting opportunity for a Mental Health Practitioner to join a supportive, reflective and creative Multidisciplinary Team that works with people with Complex Post Traumatic Stress Disorder (cPTSD).

The primary focus of this role is split between being a specialist Mental Health Practitioner, co-facilitating treatment groups, conducting initial assessment, and holding the responsibilities of care coordination for some patients within the pathway. The post holder will be allocated a caseload of service-users with complex PTSD, and work as part of a close-knit Multidisciplinary Team. The MDT offers a variety of interventions, such as therapy groups and individual interventions, and we work together as a team to think about what service-users would most benefit from.

You may hold some service-users under the Care Programme Approach (CPA), although the majority of service-users will not be on CPA. Being a Care Coordinator will involve duties such as developing treatment/care plans, joint working, developing risk assessments, completing KPIs, responding to crisis's from service-users under the care of the team and providing support for carers and family members.

To assist in the effective delivery of the team's core functions and contribute to the development of protocols, procedures and systems as required.

To work cohesively with MDT colleagues and colleagues across the Trust to provide a responsive and innovative service, delivering a high-quality mental health service to the people under the care of the team. Ensure service users are involved with all aspects of planning and delivery of their own care plans and in the delivery of the service.

To supervise and support junior staff members and students as required.

## **Working Environment**

Complex Emotional Needs (CEN) provides a multi-professional and specialist secondary mental health service to adults who experience complex mental health difficulties and who live within the London Borough of Haringey.

CEN is a multidisciplinary team comprising Care Coordinators (nursing, OT and social work professionals), Associate Mental Health Workers, Psychiatrists, Psychologists and various trainee and students.

cPTSD psychologists provide psychological therapies where there is evidence that these will be effective (e.g. CBT, Narrative Exposure Therapy and EMDR).

In addition, all patients within Haringey Core Community Teams can access the following:

MDT Treatment Pathway for complex anxiety and depression

MDT Treatment Pathway for Complex PTSD

MDT Treatment Pathway for Borderline Personality Disorder and Anti-Social Personality Disorder.

Psychological Treatment Pathway for Psychosis

CEN take referrals directly from GPs and from the Acute Care Service.

CEN is based at the Halliwick Centre, St Ann's Hospital where the post holder will be based.

Joint working, consultation and liaison with other professionals, services and agencies are a regular feature of the work carried out. Teaching, training and supervision are available to professional colleagues across the Borough.

#### **4. Overview of Operational Responsibilities**

To work as a part of a team - in collaboration with other professionals to deliver a coordinated and integrated approach to care.

To provide care coordination and care management to a caseload of highly vulnerable service users.

To carry out assessments and assign patients to care clusters within the framework of the Health of the Nation Outcome Scales Payment by Results (HoNOS PbR) at first assessment, at CPA review, at times of significant change in presentation and at the end of treatment.

To be flexible, modifying interventions according to the changing or evolving needs and requirements of services users or of the service.

To involve service-users in the assessment and planning of their care.

To recognise and assess the contribution and needs of carers, and to provide advice and support when required.

To provide joint assessments and short-term work and review with colleagues in the team where there is health and social care needs or a costed care package component to the patient's presenting situation which does not necessitate care under CPA.

To provide a statutory service to service users– working within, being mindful of, and keeping up to date with legal frameworks and local and national policies that impact upon the role.

To ensure that the needs of dependent children are fully assessed and that referrals to Children & Families services are made in a timely way.

To ensure that the caseload work of the team is managed in accordance the CPA policy and that reviews are undertaken regularly and within agreed timescales. This will include robust crisis and contingency plans.

To work within Child Protection and Safeguarding Vulnerable Adults Policies at all times, promoting the wellbeing of children and vulnerable adults and initiating and contributing to professional meetings and data collection as required.

To keep up to date regarding services and resources available in the community that are relevant to the service user group; to utilise this information accordingly to support individual or group work.

To support the development of a learning culture and provide supervision to more junior members of staff and trainees as requested by the Team Manager.

To participate within business meetings, clinical meetings, supervision forums and service user forums within the team.

To undertake required / mandatory training.

To record all activity on Trust patient database in a timely manner including keeping up to date with Commissioner's requirements for data collection.

To ensure clinical and operational data is effectively managed as required by the Trust.

#### **4. Overview of Professional Responsibilities**

To pursue own continuous professional development.

To be aware of the limitations of own clinical knowledge and to seek advice as necessary, particularly making proactive use of clinical supervision.

To maintain State Registration with the Health Professions Council or Nursing and Midwifery Council.

#### **5. Educational Responsibilities**

Undertake teaching of qualified and unqualified staff, including students.

Undertake surveys or audits as necessary to own work and participate in clinical trials/R&D activity as required.

Initiate and/or collaborate in service/clinical developments based on appropriate research evidence. Set, monitor and ensure maintenance of standards of care and clinical outcomes.

Promote health and provide specialist advice/education regarding mental health to professionals, service users and the public in general.

Receive regular, on-going clinical and case management supervision; attend staff development training as required. The post holder will be subject to annual appraisal of their work performance and objectives will be set on an annual basis between the post holder and their manager.

### **Communication:**

To demonstrate excellent communication skills and to be able to develop a positive therapeutic relationship with patients and carers who may at times be in crisis or in emotional distress.

To liaise closely with colleagues in other mental health teams, primary care, criminal justice agencies, families and carers, always maintaining high professional standards.

To ensure that patient information of a confidential nature is used, stored and transported according to Caldicott principles and Trust Confidentiality policy.

To ensure that all written reports and communication is to a high standard and in accordance with professional and Trust guidelines.

### **Other Duties:**

The post holder is required to undertake the duties and responsibilities of the post with due regard to confidentiality and the Trust policies on Data Protection, Equal Opportunities, Health and Safety and Smoking.

The post holder may be required to work at alternative locations within the Mental Health Services of this Trust.

There may also be opportunities for learning and development in other parts of the team.

The post holder will work effectively under Service Integration with Social Care colleagues employed by the Local Authority, who will be employed under different terms and conditions of employment.

This Job Description is intended as a general guide to the duties and not as an inflexible specification. This Job Description may, in consultation with the post holder, be amended from time to time.

## **Equal Opportunities Statement**

The Trust acknowledges the right of all people to equality of opportunity. It is the policy of the Trust to ensure that no users of its services, its employees or job applicants are unfairly discriminated against on the grounds of their race, creed, colour, ethnic origin, marital status, HIV status, disability, age, sexual orientation, religion or belief or criminal record nor disadvantaged by any conditions or requirements that cannot be shown to be justified.

The Trust is committed to providing high quality and accessible services to the population served and will work hard to ensure that the different needs and expectations of its diverse communities are met. We welcome people of all backgrounds and encourage groups that are under-represented in our workforce. We regularly monitor the diversity of our workforce and have a strategy in place to ensure we have a workforce that reflects the community we serve and publish employment monitoring data each year as part of our Race Equality Scheme.

The Trust recruitment and selection standards require each post to have a current job description and person specification which have been evaluated to ensure staff receive the same rate of pay for performing similar tasks. All selection requirements and assessment exercises must be related to the person specification for that vacancy. Recruitment advertisements and literature will be written to avoid any form of discrimination and will be consistent with the job description. All applicants that meet the essential criteria on the person specification will be shortlisted.

We are proud to hold 'Positive about Disabled People' status, which is awarded by the Job Centre Plus to employers who demonstrate a commitment to recruiting and retaining disabled people.

## **Mandatory Trust Responsibilities**

### **Amending The Job Description**

This is a newly created role and it is expected that as the organisation develops and changes, it may be necessary to vary the tasks and/or the responsibilities of the postholder. This will be done in consultation with the postholder, and it is hoped that agreement can be reached to any reasonable changes.

### **Probationary Period**

This post is subject to the requirements of a six month probationary period scheme for new staff only.

### **Confidentiality**

The post holder must at all times maintain a complete confidentiality of the material and information that they handle. Any matters of a confidential nature, or in particular, information relating to diagnoses and treatment of patients and individual staff records must not, under any circumstances, be divulged or passed on to any unauthorised person or persons. The postholder must respect patient named confidentiality in keeping with “**Caldicott principles**”.

### **Code Of Conduct**

North London Mental Health Partnership has a code of conduct for all non-registered staff in a direct care role. As an employee of the Partnership, you are expected to comply with this code at all times, and any breach of it whilst in practice will be investigated by the Trust.

Copies of the code of conduct can be obtained from the Human Resources Department and it is also available on the Camden and Islington NHS/Barnet Enfield and Haringay intranet.

### **Data Protection**

All staff who contribute to patients’ care records are expected to be familiar with, and adhere to, the Trust’s Standards of Records Keeping Policy. Staff should be aware that patients’ care records throughout the Trust will be subject to regular audit.

All staff who have access to patients’ care records have a responsibility to ensure that these are maintained efficiently, and that confidentiality is protected in line with the Trust’s Confidentiality of Health Records Policy.

All staff have an obligation to ensure that care records are maintained efficiently, and that confidentiality is protected. Staff are also subject to this obligation both on an implied basis and also on the basis that, on accepting their job description, they agree to maintain both patient / client and staff confidentiality.

In addition, all health professionals are advised to compile records on the assumption that they are accessible to patients in line with the Data Protection Act.

### **Professional Registration**

If you are employed in an area of work which requires membership of a professional body in order to practice (e.g. Nursing & Midwifery Council for nurses), it is a

condition precedent of your employment to maintain membership of such a professional body. It is also your responsibility to comply with the relevant body's code of practice. Your manager will be able to advise you on which, if any, professional body of which you must be a member.

You are required to advise the Trust if your professional body in any way limits or changes the terms of your registration.

Failure to remain registered or to comply with the relevant code of practice may result in temporary downgrading, suspension from duty and/or disciplinary action, which may result in the termination of your employment.

If you are required to have registration with a particular professional body or to have specific qualifications you must notify your manager on appointment of such fact and provide him or her with documentary evidence of them before your employment commences or, at the latest, on your first day of employment. Furthermore, throughout your employment with the Trust, you are required on demand by your manager to provide him or her with documentary evidence of your registration with any particular professional body or in respect of any required qualifications.

### **Risk Management**

All Trust employees are accountable, through the terms and conditions of their employment, professional regulations, clinical governance and statutory health and safety regulations, and are responsible for reporting incidents, being aware of the risk management strategy and emergency procedures and attendance at training as required.

All staff have a responsibility to manage risk within their sphere of responsibility. It is a statutory duty to take reasonable care of their own safety and the safety of others who may be affected by acts or omissions.

All managers throughout the organisation have a responsibility to ensure that policies and procedures are followed, that staff receive appropriate training, that a local risk register is developed and monitored on a quarterly basis and any changes reported to the Clinical Governance Committee and Risk and Assurance Committee.

Managers are responsible for implementing and monitoring any identified risk management control measures within their designated area/s and scope of responsibility. In situations where significant risks have been identified and where local control measures are considered to be potentially inadequate, managers are responsible for bringing these risks to the attention of the Clinical Governance Committee or Risk and Assurance Committee if resolution has not been satisfactorily achieved.

### **Policies & Procedures:**

The post holder will be expected to comply with all statutory legislation, Trust Financial Framework Guidance and approved national and local policy. The postholder is also expected to be aware of the Trust's Risk Management Strategy which includes the responsibilities placed on them by the Health & Safety at Work

etc Act (1974) and the Clinical Governance Framework. All employees are expected to comply with all Trust Policies and Procedures.

### **Safeguarding**

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All staff are expected to implement the Trusts' Safeguarding policies and procedures, act promptly on concern, communicate effectively and share information appropriately.

### **Health And Safety**

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work etc Act (1974) to ensure that the agreed safety procedure is carried out to maintain a safe environment for the other employees and visitors.

### **Infection Control**

Employees must be aware of the responsibilities placed upon them by The Health Act (2008) to ensure they maintain a safe, infection free environment. This includes the knowledge and understanding of the management of infected patients and the principles of Standard Infection Control Precautions including the correct technique for Hand Washing and the appropriate use of Personal Protective Equipment (PPE)

### **General**

The post holder will be expected to comply with all statutory legislation, Trust Financial Framework Guidance and approved national and local policy.

The postholder will be expected to be responsible for his/her continuing professional development and to take a proactive approach to maintaining personal and professional effectiveness in an evolving role.

The duties and responsibilities described in this Job Description are intended to be indicative but not exhaustive of the responsibilities of the postholder. As the Trust develops, the requirements of the job may change and the postholder is expected to adapt to these changes.

### **Equal Opportunities Policy**

The Trust operates in a multi-ethnic area. All members of staff are expected to take into account the need for equality in all areas of work.

All employees are expected to abide by the Trust's equal opportunities policy, failure to do so could result in disciplinary action up to and including dismissal.

## Person Specification

|                    |   |                 |               |                   |               |
|--------------------|---|-----------------|---------------|-------------------|---------------|
| <b>Post Title:</b> | Mental Health Practitioner<br>(Nurse/AHP/Social Worker/ OT) | <b>Band:</b>    | 7             | <b>Speciality</b> | cPTSD pathway |
| <b>Division</b>    | Haringey Adult  | <b>Org Name</b> | cPTSD pathway |                   |               |

| Selection Criteria                   | Essential Criteria   | Desirable Criteria  | Means of Assessment Application (A) /Interview (I) |
|--------------------------------------|--|---|--|
| <b>Qualifications/ Registrations</b> | Current Professional Registration Practitioner must be registered with relevant regulating body for example the HCPC/ Mental Health Nurses must be registered with NMC and have the relevant qualifications.<br>Evidence of Continued Professional Development in alignment with Registration standards  | Undertaken Postgraduate courses relevant to the post  | A  |
| <b>Skills/ Abilities</b>             | <p>Knowledge of evidenced based practice Pertaining Mental Health as a speciality.</p> <p>Able to manage a caseload of clients with complex needs.</p> <p>Able to contribute to the development of intervention and support for the identified patient group and their families</p> <p>Able to undertake comprehensive risk assessment and implement and evaluate risk management plans</p> <p>Able to communicate complex information to patients, carers other</p> | <p>IT skills - Ability to use spread sheets and computerised systems</p> <p>Ability to use initiative as appropriate</p> <p>Knowledge of the frameworks and legislation within which to work with people with No Recourse to Public Funds</p> | A & I  |

|  |  |  |  |
|--|--|--|--|
|  | <p>Health professionals and team.</p> <p>The ability to discuss clinical reasoning in the management of complex cases</p> <p>Able to demonstrate understanding of the needs of particular patient groups and promote social inclusion</p> <p>Able to build constructive relationships with warmth and empathy, using good communication skills</p> <p>Excellent ability to work effectively in a team environment</p> <p>Able to provide a high standard of clear concise, written and verbal reports in English</p> <p>Excellent time management skills with Ability to organise, prioritise and delegate.</p> <p>Ability to manage own stress and work in a stressful and unpredictable Environment.</p> <p>Ability to self-direct learning, be critical and evaluate own learning needs.</p> <p>IT skills, including using hospital data systems.</p> <p>Understanding of clinical governance</p> |  |  |
|--|--|--|--|

|                                  |  |   |       |
|----------------------------------|--|---|-------|
|                                  | <p>Awareness and understanding of NHS structure, current issues and developments</p> <p>Understanding of the legal responsibilities of the profession</p>  |   |       |
| <b>Experience/<br/>Knowledge</b> | <p>Experience and ability to work collaboratively within MDT as a Care Coordinator under the Care Programme Approach</p> <p>Working with patients with severe and complex mental health problems</p> | <p>Previous experience at Band 7 level</p> <p>Experience of managing a caseload of patients with complex difficulties</p> <p>Experience of CPA / Care Coordination</p> <p>Experience of facilitating groups for people with mental health difficulties</p> <p>Experience of working with complex mental health presentations including Personality Difficulties</p> <p>Experience of working with psychological therapists and an interest in psychological approaches</p> <p>Experience of working with patients who have a diagnosis of PTSD or cPTSD</p> | A & I |
| <b>Personal Qualities</b>        | Self-motivated with a clear vision of role   |   | A & I |

|                           |  |  |       |
|---------------------------|--|--|-------|
|                           | <p>Demonstrate professional independence</p> <p>Work in a flexible manner and adapt to changing environments</p> <p>Willingness to work as a proactive member of the MDT and to travel to and from various locations</p> |  |       |
| <b>Other Requirements</b> | The post-holder must have the ability to understand and implement the Equal Opportunities Policy at a level appropriate to the job and be committed to anti-discriminatory practice.                                     |  | A & I |

**Date:** 18th April 2024  
**Prepared By:** Dr Anne Whelan, Consultant Clinical Psychologist