

JOB DESCRIPTION

Job Title: Primary Care Mental Health Clinical Practitioner

Directorate: Doncaster Primary Care Network and Doncaster & Rotherham Doncaster and South Humber NHS Foundation Trust (RDaSH)

Location: Maltby and Wickersley PCN

Band: Agenda for Change Band 6 (37.5 hours per week)

Responsible to: Band 7 Primary Care Mental Health Clinical Practitioner

Clinically Accountable to: Band 7 Primary Care Mental Health Clinical Practitioner

Professionally Accountable to: Primary Care Service Manager/Associate Nurse
Director

Job overview:

This is a new role to Rotherham and the adoption of Additional Roles Re-imbursement Scheme (ARR's) mental health roles in primary care is an exciting opportunity to build new models of working, with community-based roles situated at the heart of general practice while been employed by RDaSH. A GP integrated mental health service will create better joint working across primary and secondary care mental health systems.

This is a new permanent role which will be hosted by RDASH, the local specialist Mental Health Trust and embedded in Primary care. The roles have been invested in to deliver our plans to transform our community mental health services.

This is a band 6 post in the Primary Care Networks, where we already have an established band 7 Mental Health Practitioner

Suitable for:

A practitioner who holds similar values to those held by RDaSH and demonstrate the organisations' values in practice:

- Passionate
- Reliable
- Caring and safe
- Supportive
- Open
- Progressive

Followed by someone who holds and demonstrates team values aligned to Doncaster Primary Care Network primary, including but not exclusive to:

Respect - Compassion – Partnership, Accountability, fairness

Job Purpose:

Provide a role in supporting Primary Care Networks and the band 7 Mental Health Practitioner in triaging mental health concerns and providing specialist advice.

Support GPs within the network to make appropriate referrals and support bridging a gap between primary care and secondary services while working in partnership across the system.

To act as a point of contact for GPs to gain advice and support regarding people's mental health.

Where appropriate liaise with the GP team and the PCN regarding complex situations.

To be available to participate in primary care practice level meetings, including any meetings involving serious concern, i.e., safeguarding and risk management.

Be effective in multi-professional team working and service transformation.

To provide a comprehensive Primary Mental Health Service across the whole range of patients, service will be provided mainly via clinics and one-to-one interactions with service users which will include the provision of bio-psycho-social assessment and treatment delivery.

Principle Duties/Main Tasks

Clinical Practice

- Provide triage and assessments of mental health needs using sound knowledge base and evidence-based outcome measures in all areas of mental health including risk assessment and risk management
- To work in partnership with service users to identify effective strategies to promote understanding and management of presenting mental health problems
- Provide information, advice, education, health promotion and liaison for referrers, service users and carers, colleagues, and the wider community about all aspects of mental health and the options, choices, and opportunities available to them
- Critically analyse service user information, formulate individual plans of care, using evidence based brief interventions.
- To signpost and support referral of service users to a range of services, as appropriate including primary, secondary and voluntary agencies and to follow up where required
- Discuss/consider referral to Access Team should an individual need urgent treatment.
- To attend and actively participate in the multidisciplinary integrated care team meetings
- To assess in accordance with local Safeguarding Adults and Safeguarding Children Policy
- Ensure that users and carers views are appropriately sought and incorporated in the planning and delivery of services.
- To actively participate in appropriate managerial, clinical and caseload supervision for self in accordance with Trust policy in order to support all clinical work undertaken
- To develop and maintain meaningful and effective working relationships within GP practice settings, secondary care mental health services and other partners

- Work closely with other team members to ensure collaboration, consistency, continuity and effective service delivery
- Promote the role of the primary care mental health nurse, as well as the understanding of the role of other health and social care professionals in the primary care location
- To develop a wide range of networks with both statutory and non-statutory services including primary and secondary services user and carer groups
- Liaise with practice teams regarding standards of service delivery in collaboration with team leader
- Communicate effectively and in a manner consistent with expert therapeutic skills with patients with mental health difficulties to achieve therapeutic alliances
- Maintain up to date IT skills and knowledge to ensure effective use of computer systems in surgeries and elsewhere records may be required
- To participate in use of effective data collection systems and audit as required that supports the monitoring and development of the service.

Leadership and Management

- To promote partnership working with patients, carers and all partners.
- To be responsible for own time management and ensuring time is used effectively and efficiently.
- To attend regular managerial and clinical supervision in accordance with trust policy
- To ensure that appropriate safeguards and practices are adopted when working autonomously with clients independently including the keeping of accurate up-to-date records and data collection
- Responsible for reading and complying with all relevant Trust and statutory policies ensuring that knowledge and practice is continually updated
- To ensure that work is undertaken within the aims, objectives and philosophy of the team and of the wider organisation
- To be Individually responsible for respecting and promoting issues of equality, diversity, and rights in accordance with good practice and legislation
- To be responsible for ensuring the effective use of clinical/financial resources to ensure high quality care and service delivery, and to report any incident or misuse that may compromise care
- To participate in clinical audit as required.
- To attend regular managerial and clinical supervision in accordance with trust policy

Education and Development

- Comply with and amend mandatory training as appropriate to post.
- Comply with Professional bodies requirements of training to ensure up-to-date registration.
- Keep up to date with current practice and initiatives, locally and nationally, within modern mental health services.
- Keep own practice up to date by attending relevant training courses, supervision, journal information etc and disseminate to team.
- To provide education and training where appropriate.
- Provide mentorship for students and other non-medical prescribers in training.
- Be aware of the relevance of research whilst developing and participation in research projects where appropriate.

General

Other work and general duties as delegated within the overall purview of the post.

This job description reflects the current joint partnership organisational priorities for the post. In the context of rapid change taking place within the NHS, these priorities will develop and change in consultation with the post-holder in line with service business needs and priorities.

Personal Responsibilities

As well as the department rules and procedures, which you are required to observe and follow, the Trust has developed several general policies and procedures that apply to your employment.

Whilst the Trust recognises specific responsibilities fall upon management, it is also the duty of all employees to accept personal responsibility for the practice application of these policies, procedures and standards. You should familiarise yourself with these, and ensure that you understand and adhere to them.

Particular attention is drawn to:

Health and Safety:

Under the Health & Safety at Work Act 1974, it is the responsibility of individual employees at every level to take care of their own health and safety at work and that of others who may be affected by their acts of work. This includes co-operation with management in complying with health and safety obligations, particularly by reporting promptly any defects, risks or potential hazards.

Fire Procedures:

The post holder must adhere to the Trust's Fire Policy, including training attendance.

Equal Opportunities:

The Trust has policies covering Equal Opportunities and Harassment. The aim is to ensure that no colleagues, potential employees, patients/clients are harassed, or receive less favourable treatment on the grounds of disability, age, sex, sexual orientation, marital status, race, colour, religion or ethnic/national origin.

Security and Confidentiality:

The post holder must adhere to a range of policies, procedures and legislation relevant to security and confidentiality, these include:

- Data Protection Act 1988
- Copyright, Designs and Patents Act 1988
- Access to Health Records Act 1990
- Computer Misuse Act 1990
- BS7799 (Information Governance)
- Caldicott
- Document and Records Management

Additionally, all staff are required to attend an annual briefing on Information Governance and Security.

This job description is not a definitive or exhaustive list of the responsibilities but identifies the key tasks and duties of the post holder. Specific objectives for the post holder will be regularly agreed and reviewed as part of the personal development review process.

Reporting & Accountability Structure:

Person Specification: Primary Care Mental Health Clinical Practitioner Band 6
At Rotherham Doncaster & South Humber NHS Foundation Trust values are as important as the skills & competencies required.

Primary Care Mental Health Clinical Practitioner		Interview / Application
QUALIFICATIONS		
ESSENTIAL Registered Mental Health Nurse, Social Worker, or Occupational Therapist Appropriate demonstrable post registration clinical practice as a Registered Healthcare Professional. Post registration qualification plus equivalent experience to postgraduate level Evidence of Continuous Professional Development. Up to date with all required Statutory & Mandatory Training.	DESIRABLE A recognised qualification in Clinical Supervision. Teaching and Assessing Qualification. Psycho-Social Interventions (PSI) Qualification Experience of working with all age mental health	A/I
KNOWLEDGE		
ESSENTIAL In-depth knowledge in their specialist clinical field of: ➤ Mental Ill health conditions & diagnoses. ➤ Appropriate evidence-based treatments & interventions for the clinical care setting / conditions/ service users you work with.	DESIRABLE Breadth of knowledge of Physical Health Assessment & Management	A/I

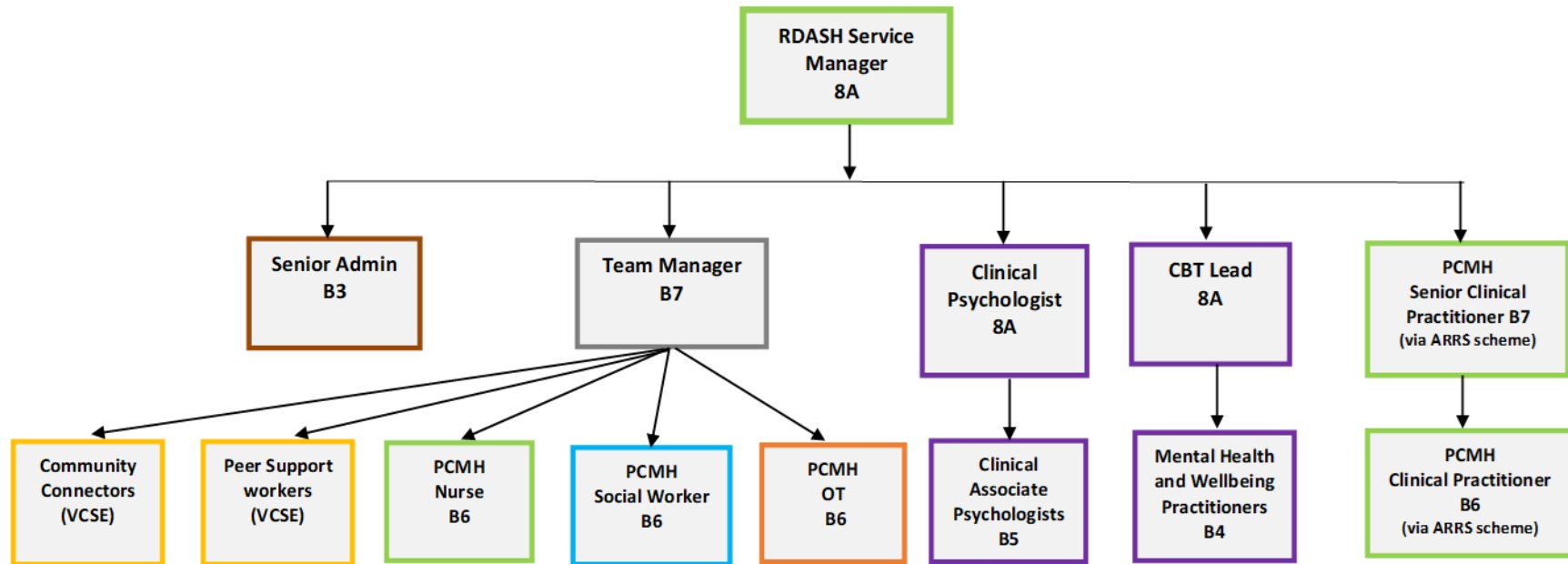
<p>The principles of recovery & their application in practice.</p> <p>The principles of patient centred care & their application in practice.</p> <p>Ethical & legal frameworks as they apply in your clinical practice:</p> <ul style="list-style-type: none"> ➤ Mental Health Act ➤ Mental Capacity Act ➤ Safeguarding Adults & Children ➤ Prevent ➤ Information Governance ➤ Human Rights ➤ Equality ➤ Confidentiality. <p>Professional Code(s) of Conduct & requirements.</p>		
SKILLS		
<p>ESSENTIAL</p> <p>Can demonstrate clinical skills in their current field of practice as follows:</p> <ul style="list-style-type: none"> • Undertaking assessment / use of appropriate assessment tools • Formulation & diagnoses • Collaborative care planning • Providing treatments & interventions • Can monitor, review & evaluate patient care / needs. • Referral management • Working across service/team/organisational interfaces & boundaries in the provision of effective patient care. <p>Ability to accurately assess & manage patient presentations to a high professional standard.</p> <p>Able to work towards managing defined episodes of service user care with increasing levels of complexity, independently/autonomously from beginning to the end of the episode.</p>	<p>DESIRABLE</p> <p>Skills acquired in a breadth / diverse range of care settings / services organisations.</p>	<p>A/I</p>

<p>Is familiar with the use of relevant service user outcome measures.</p> <p>Demonstrates the ability to develop & educate other members of the multi-professional team to improve patient care & outcomes, leading by example.</p> <p>Strong liaison and negotiation skills.</p> <p>Effective communication, leadership, improvement and change management skills.</p> <p>Effective oral and written communication skills.</p> <p>Effective interpersonal & non-verbal communication skills & awareness of personal impact.</p> <p>Competent in the use of IT / computer work-based information & care record systems.</p>		
EXPERIENCE		
<p>ESSENTIAL</p> <p>Working independently &/or effectively as part of a multi-professional team.</p> <p>Effectively managing inpatient care as a shift co-ordinator, Deputy Ward Manager or a Ward Manager &/or effectively managing a patient caseload in a community team setting.</p> <p>Capability to clinically lead & manage improvements in patient care across care pathways.</p> <p>Confidence to discuss patient management / express difference of clinical opinion with other members of the Multi-professional team.</p> <p>Willingness to sensitively challenge & effectively address ineffective/weak/poor practice/systems where it/they occur.</p> <p>Being a strong clinical role model & leader, inspiring others to deliver safe, effective and personal care every time.</p>	<p>DESIRABLE</p> <p>Experience of working in a physical health care setting.</p> <p>Experience of working in a broad / diverse range of care settings / services / organisations.</p> <p>Experience of working with individuals with a breadth of physical & mental health conditions.</p>	<p>A/I</p>

<p>Engaging in effective Clinical Supervision, with the ability to reflect / critique / develop / & progress own practice.</p> <p>Providing Clinical Supervision to junior (preceptor) Registered Nurses/Student Nurses/Clinical Support Staff/ Nursing Associates/other Professionals.</p> <p>Applying patient centred & recovery focussed approaches to the assessment & treatment of individual patients / service users, progressing over time to work across whole care pathways with increasing autonomy and a capacity for complex clinical decision making.</p> <p>Experience of engaging in service/quality improvement/evaluation work, research and or clinical audit.</p>		
OTHER ATTRIBUTES		
<p>ESSENTIAL</p> <p>Is a self-starter: able to perform under pressure, pace oneself, meet deadlines and effectively manage own time and workload, engenders & demonstrates clinical confidence.</p> <p>Demonstrates tenacity & personal resilience, able to remain calm and polite under pressure.</p> <p>Prepared/able to seek help appropriately.</p> <p>A capacity for self-directed learning & a commitment to staff development, education and training.</p> <p>Self-motivated, able to work independently and with an increasing level of autonomy in terms of patient care delivery within a team / ward / service, across the breadth of a care pathway and where required, across other organisations/services.</p> <p>Professional and patient focused, with a strong commitment to providing high quality care.</p> <p>Flexible and adaptable, able to work extended hours and shifts across a 24-hour period.</p>	<p>DESIRABLE</p> <p>Can demonstrate initiative in instigating new ways of working.</p>	<p>A/I</p>

A positive, solution-orientated approach to addressing challenges, problems & thorny issues.		
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Primary Care Mental Health Hubs Team Structure



- Nurse
- Social Worker
- Peer Support Worker
- Admin
- Psychology/Therapy
- OT

