



**Greater Manchester
Mental Health**
NHS Foundation Trust

Job Description

Post Title	Mental Health Practitioner Salford Mental Health Liaison Team (SMHLT)
Band	6
Directorate	Salford
Location/Base	Salford Royal Hospital (SRFT)
Responsible to	Team Manager
Accountable to	Operational Manager for Urgent Care

Job Summary/Purpose

The Salford Mental Health Liaison Team (SMHLT) service offers a comprehensive range of mental health specialties within one multi-disciplinary team so that all patients, regardless of age, with a suspected or actual mental health problem can be assessed, treated, signposted or referred appropriately.

The service puts an emphasis on diversion and discharge from A&E and on the facilitation of early but effective discharge from general admission and all wards.

The service operates 24 hours a day 7 days a week. The Service is from a Specialist Mental Health trust but the team is based within the Acute Hospital.

The Band 6 post holder will:

- Work as part of the integrated multidisciplinary 24-hour mental health liaison service. They will provide clinical interventions focusing on relapse prevention, early discharge and improved quality of life for patients referred to the service.
- Be expected to assess people attending the A & E department, offering highly developed risk assessments and management plans.
- Provide a service to the wards, and the Intermediate Care Setting assessing individuals with a range of complex needs, such as organic and functional illness, this would include dementia and a range of illnesses associated with people from later life. In addition, there will be a requirement to assess individuals with learning disabilities and also younger people.
- Be expected to provide support and training to the acute hospital staff regarding recognising mental illness and appropriate onward actions to be taken.
- Offer assessment, support and care for individuals brought to Salford's identified Place of Safety facilities in relation to Section 136 of the Mental Health Act 1983.
- Attend and contribute to Best Interests meetings

Main Duties & Responsibilities

Heading	Duty/Responsibility
Assessment and Treatment	To provide in-reach into the A&E department and general acute wards providing comprehensive assessments to plan and identify the mental health needs for patients referred to the service and to follow up.

	<p>To have an understanding physical health conditions and impact they can have on mental health.</p> <p>To be able to engage and establish an empathic rapport with patients with a wide spectrum of mental health problems in difficult settings.</p> <p>To possess the knowledge of the different components of mental health assessments within a defined model for a range of conditions including robust risk assessment and management of risk following assessment.</p> <p>To be able to competently undertake a comprehensive mental health assessment.</p> <p>To ensure the timely and comprehensive completion of specialist mental health assessments for individuals on the acute wards requiring funding to meet their future care needs e.g. continuing health care needs assessment, or specialist nursing assessment.</p> <p>To have up to date knowledge of, and practice in a range of psychosocial and psychological interventions, both individual and group and be able to apply these with a varied patient group. To attend best interest or continuing care funding meetings as deemed appropriate to the patient(s) needs.</p> <p>To ensure that carers are informed and involved in care and where appropriate supported through the process according to the wishes of the patient.</p>
Liaison, Consultation and Advice.	<p>To comply with the agreed timescales for the MHLT service in relation to assessment of patients and report any breaches to Team Manager.</p> <p>To have up to date knowledge of the wide range of responses to illness and the relationship between physical and psychological states.</p> <p>To have current knowledge of a range of clinical pathways and liaison protocols including those relating to dementia, substance misuse, self-harm and functional mental illness.</p> <p>To have the knowledge of alternative treatment settings for different client groups.</p> <p>To be able to make decisions, particularly in reference to referring patients on to other services, admitting for treatment and discharging patients.</p>

	<p>Be able to effectively support non-mental health colleagues from a range of disciplines.</p>
Communication and Record Keeping	<p>To have a high level of competency in relation to communication skills including the ability to negotiate and assertiveness.</p> <p>To be able to promote the use and development of self-awareness, interpersonal skills in non-mental health settings.</p> <p>Create and maintain effective systems of written and verbal communication including competency in using the GMMH and SRFT patient electronic record.</p> <p>To be able to prepare comprehensive documentation following assessment and treatment.</p> <p>To be able to write comprehensive and accurate specialist reports.</p> <p>Work in collaboration with patients, their families and carers to resolve concerns and complaints in relation to care.</p> <p>To ensure compliance with the Data Protection Act 1998.</p>
Leadership/ Professional	<p>To have the ability to manage own caseload and work autonomously.</p> <p>To have the ability to recognise and work within your own limitations and to raise any concerns with senior staff.</p> <p>To be able to prioritise and achieve the necessary tasks within the available time, both short and longer term.</p> <p>Lead on providing support and training to the acute hospital staff regarding recognising mental illness and what actions to take regarding referral or onward signposting.</p> <p>To comply with agreed uniform or dress code, including the principles of 'bare below the elbow'.</p> <p>In the absence of the clinical lead/senior practitioners act as the shift coordinator and take responsibility for allocation and planning of workload on a day-to-day basis.</p> <p>Adhere to the relevant professional codes of conduct.</p>

Supporting discharge/signposting	<p>To have a comprehensive knowledge of the Statutory and Voluntary Organisations/facilities within Salford to be able to signpost patients to appropriate discharge support.</p> <p>To have an understanding of the impact of social care issues on mental health and address these issues through support and signposting e.g. housing; debt counselling; supported employment; self-help groups and advocacy.</p> <p>Take a lead role in the process of discharge from inpatient services at SRFT providing in-reach and support to the general acute wards, and promote therapeutic risk taking for patient returning to the community.</p> <p>Where appropriate, to refer the patient to the Home Treatment Service, or relevant CMHT ensuring the involvement and agreement of service users and carers.</p> <p>Have a clear understanding of the Personalisation agenda.</p> <p>Work in a recovery focussed way that empowers the patients and carers to play a central role in their onward pathway.</p>
Multidisciplinary working	<p>Work collaboratively within the multi-disciplinary team providing a team approach to service delivery.</p> <p>To be able to manage conflict and consider other professionals perspectives in the best interest of the patient.</p> <p>To participate in professional meetings in relation to complex cases.</p> <p>To act as a conduit between the Salford Mental Health & Social Care Directorate and SRFT in relation to patient care.</p>
Equality and Diversity	<p>Undertake and promote practice sensitive to the needs of service users from multi-ethnic backgrounds.</p> <p>Take immediate action to overcome any identified discrimination and promote diversity and equality in collaboration with/on behalf of service users, carers or colleagues.</p> <p>To promote awareness and to carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies</p> <p>To treat all staff, patients, service users, NHS contractors and the general public with dignity and respect at all times</p>

Health and Safety	<p>To take reasonable care of the health and safety of yourself and other persons who may be affected by your acts or omissions at work and to co-operate with the Trust in adhering to statutory and departmental safety regulations.</p> <p>Not to intentionally or recklessly misuse or interfere with anything provided in the interests of health safety or welfare e.g. misuse of equipment</p> <p>To contribute to the control of risk and to report immediately, using the Trust Incident reporting system, any incident, accident or near miss involving patients, service users, carers, staff, contractors or members of the public.</p> <p>To protect service users, visitors and employees against the risk of acquiring health care associated infections by consistently observing Both GMMH and SRFT Infection Prevention and Control Policies and procedures and best practice guidance in order to maintain high standards of Infection Prevention and Control.</p>
Legislation/Policy/Service Development	<p>Knowledge of more complex ethical and medico-legal issues within mental health such as Adult and Child Safeguarding, Mental Health Act, Capacity and Consent and confidentiality.</p> <p>To participate in the development of clinical policies and procedures and contribute to the writing of shared guidelines/protocols of care.</p> <p>To ensure that Trust, Directorate and Departmental Policies and guidelines are adhered to.</p> <p>To participate in service planning, evaluation and development.</p>
Finances	<p>To understand the Trust financial position and the standard financial operating systems.</p> <p>To highlight and rectify any staffing shortfalls within the team.</p>
Training and Personal Development	<p>To utilise library and intranet resources and incorporate research into evidence based practice where applicable.</p> <p>To participate in Trust wide initiatives in order to improve practice.</p> <p>To participate in working groups as required.</p> <p>Have the ability to use clinical and managerial supervision and to provide clinical supervision to junior members of the staff across</p>

	<p>GMMH if appropriate.</p> <p>To participate in the Trust annual appraisal process.</p> <p>To demonstrate a lead role in the maintenance of a learning environment receiving and assisting with the delivery of training to colleagues from Salford Royal Hospital.</p> <p>To demonstrate the sharing of knowledge, skills and attitudes to others.</p> <p>To maintain an up to date professional portfolio and personal development plan.</p> <p>To attend statutory training in line with Directorate Policy.</p> <p>To participate in the induction process of staff.</p> <p>To participate in team based teaching sessions</p> <p>Audit and contribute to continued service development</p>
<p>Trust Mandatory On-going Requirements - to be met by the candidate after commencing in post, these will not be assessed at the recruitment stage</p>	<ul style="list-style-type: none"> • To undertake any other reasonable duty, when requested to do so by an appropriate Trust manager. • To understand and comply with all Trust policies, procedures, protocols and guidelines. • To understand the Trusts Strategic Goals and how you can support them. • To understand the need to safeguarding children and vulnerable adults and adhere to all principles in effective safeguarding. • To carry out all duties and responsibilities of the post in accordance with Equal Opportunities, Equality and Diversity and dignity in care/work policies and principles • To avoid unlawful discriminatory behaviour and actions when dealing with the colleagues, services users, members of the public and all stakeholders. • To access only information, where paper, electronic, or, in another media, which is authorised to you as part of the duties of your role. • Not to communicate to anyone or inside or outside the NHS, information relating to patients, services users, staff, contractors or any information of a commercially sensitive nature, unless done in the normal course of carrying out the duties of the post and with appropriate permission. • To maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately, appropriately and kept up to date. • To ensure their day to day activities embrace sustainability and

	<p>reduce the impact upon the environment by minimising waste and maximising recycling; saving energy; minimising water usage and reporting electrical faults, water leakages or other environmental concerns to the facilities department or their line manager.</p> <ul style="list-style-type: none"> • Take reasonable care of the health and safety of yourself and other persons • To contribute to the control of risk and to report any incident, accident or near miss • To protect service users, visitors and employees against the risk of acquiring health care associated infections. • To take responsibility for your own learning and development by recognising and taking advantage of all opportunities to learn in line with appraisal and supervision.
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Further Information for Postholder(s)

This job description is not exhaustive, but is intended to give an overall picture of the role. Other duties within the general scope of the post may be required from time to time. The duties of the post and job description can be reviewed through the agreed process. All information obtained or held during the post-holders period of employment that relates to the business of the Trust and its service users and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust's discretion and in line with national rules on exemption.

All Trust sites have been designated a no smoking area. The post holder is therefore advised smoking is not permitted within the hospital premises or grounds or whilst representing the Trust in the course of their duty. While the Trust will not discriminate against employing smokers, all prospective employees should be aware of this policy

Person Specification

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Essential Criteria - The qualities without which a post holder could not be appointed.	Desirable Criteria - Extra qualities which can be used to choose between candidates who meet all the essential criteria	How Assessed – AP = Application form IN = Interview OA = Other Assessment
Education / Qualifications - to be able to complete the duties as laid out on the Job Description		
RMN, BA Social Work, BSc Occupational Therapy or equivalent. Successful completion of Preceptorship or equivalent	Professional degree D32/33 or ENB 998. Trained clinical supervisor Qualifications related to physical health related problems. To be a non- medical prescriber (NMP) or be willing to undertake this training. To be an Approved Mental Health Practitioner (AMHP) or be willing to undertake this training.	Application form
Experience - to be able to complete the duties as laid out on the Job Description		
The post holder should: Have a varied range of experience in relation to patient illness profiles and care settings. Have the ability to liaise effectively with other disciplines, agencies and carers. Possess a working experience of using a range of assessment tools for a range of mental health conditions. Be able to evidence of continuous	Have experience of working within liaison services/assessment within A&E Department /General Hospital. Have experience of working with older people with functional or cognitive impairment in either a community or inpatient setting. Have experience of working with Children and Young People in either a community or inpatient setting	Application Form Interview Case Study Assessment

professional development.	<p>Have experience in identifying and managing delirium.</p> <p>Have experience supporting people who misuse alcohol or drugs.</p> <p>Have experience of working across both inpatient and community settings.</p> <p>Have experience / training in Psychosocial interventions.</p> <p>Have experience in participating in a range of professionals meetings including Best Interest Meetings.</p>	
Knowledge - to be able to complete the duties as laid out on the Job Description		
<p>The post holder should:</p> <p>Have a sound knowledge of the social factors involved in the development of mental ill health and key features of relapse prevention.</p> <p>Be able to demonstrate a good understanding of the co-morbidities on both mental and physical conditions.</p> <p>Have knowledge of the background, range of services and evidence base of Liaison Psychiatry.</p> <p>Show motivation to learn and actively participate in training and learning of self and others.</p> <p>Have a sound knowledge of Mental Health Act legislation.</p>	<p>Understand the value of research/audit activities and their application in practice.</p> <p>Have experience of assessing people with illness associated with later life, or will develop competence in this area.</p> <p>Have a sound knowledge of Mental Capacity Act and DOLS.</p> <p>Have a knowledge of the PLAN accreditation scheme</p>	<p>Application form</p> <p>Interview</p> <p>Case Study Assessment.</p>

Skills and Abilities - to be able to complete the duties as laid out on the Job Description		
<p>The post holder should:</p> <p>Be competent in the area of risk assessment and formulation of risk management plans including supporting patients who self-harm or are in a neglectful state.</p> <p>Be able to undertake Bio/psychosocial assessments across a varied patient illness profile.</p> <p>Be able to formulate clear discharge plans for a wide range of people.</p> <p>Possess excellent verbal and written communication skills with a wide range of people including professionals, patients and carers. Effective and proven Leadership skills.</p> <p>Have IT literacy skills.</p> <p>Be able to manage a caseload and work autonomously within the team</p> <p>Have evidence of good time management and organisational skills being able to work under pressure.</p> <p>Be motivated and flexible with a positive attitude to change and commitment to service improvement.</p>	<p>Be able to utilise the current IT systems within both GMMH and SRFT such as the Electronic Patient Record(s) and Datix.</p>	<p>Application form</p> <p>Interview</p> <p>Case Study Assessment.</p>
Other Requirements - to be able to complete the duties as laid out on the Job Description		
<p>The post holder should:</p> <p>Be able to work as an effective member of a multidisciplinary team.</p> <p>Be able to work a range of shifts over a 24 hour period.</p>		<p>Application form</p> <p>Interview</p> <p>Case Study Assessment.</p>

<p>There is an occasional requirement to travel across the wide footprint of the Trust to attend meetings and events relevant to the role.</p> <p>This post is not exempt from the Rehabilitation of Offenders Act 1974, therefore all successful applicants will be required to undertake criminal disclosure prior to commencing work with the Trust.</p>		
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The Trust will consider any reasonable adjustments to the recruitment and selection process and to employment for applicants who have protected characteristics under the Equality Act 2010.

Amended by: Bethan David
Designation: Team Manager
Date: 26/07/20