

JOB DESCRIPTION

JOB DETAILS:

JOB TITLE:	Senior Mental Health Practitioner/ Nurse/Social Worker with Approved Mental Health Practitioner (AMHP) Status Crisis and Home Treatment Service
BAND:	6
HOURS:	37.5 hours
DEPARTMENT:	Mental Health Directorate
LOCATION:	Shropshire CRHT
REPORTS TO:	Operational Team Leader
ACCOUNTABLE TO:	Service Manager
RESPONSIBLE FOR:	<ul style="list-style-type: none">• The post-holder is responsible for oversight and delivery of the provision of planned recovery focused care working in partnership with Service-users carers and other professionals• The post-holder is responsible for working collaboratively with other services to provide seamless care for service-users on defined care-pathways and within defined care clusters• The post-holder is responsible for working in partnership with agencies external to the Trust supporting service-users access to services in the independent and non-statutory sector.

WORKING RELATIONSHIPS:

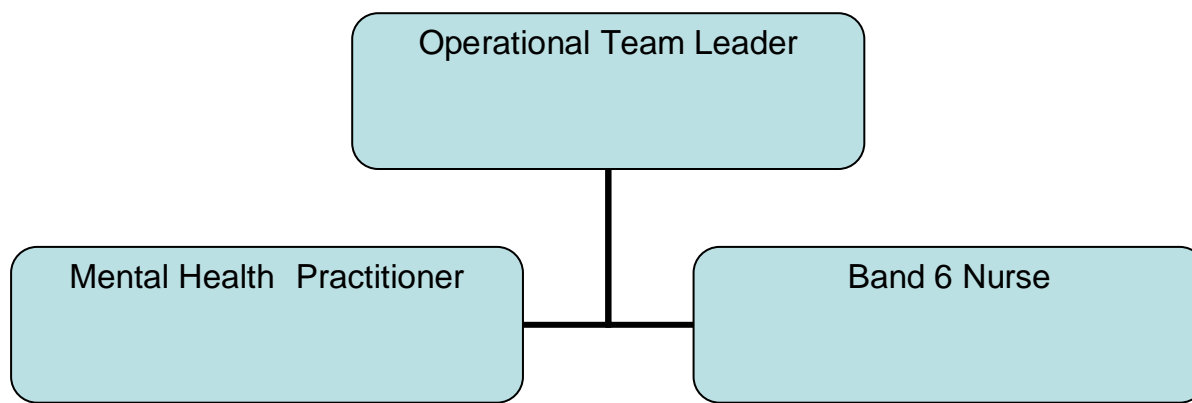
INTERNAL:	Works in partnership with all members of the Multi-Disciplinary Team, service-users and their carers.
EXTERNAL:	Works in partnership with key individuals within the statutory, non-statutory sector including: Independent, Charitable and Voluntary Groups.

JOB PURPOSE:

- To act as the Named Professional for individuals accessing health and social care services, providing support, and spending therapeutic time with an allocated group of service users with mental health needs.
- To promote service-users recovery through the delivery of high quality outcome-measured care and evidence-based interventions.
- To lead assessments, identification of care cluster and care planning/ implementation and evaluation of individualised care plans.
- To provide evidence-based therapeutic interventions
- To supervise and provide support to junior staff members and work effectively with the wider multi-disciplinary team.
- To participate and contribute to the development of the AMHP rota within Telford & Wrekin and to carry out all statutory requirements as Approved Mental Health Professionals (AMHP) on behalf

of Telford & Wrekin Borough Council.

ORGANISATIONAL STRUCTURE:



CORE DUTIES AND RESPONSIBILITIES:

The postholder will undertake the following duties and responsibilities at all times demonstrating the competences assigned to the role detailed in the posts KSF-outline/HCP Health Council.

1. The postholder will manage their self, their practice, and the practice of others, in accordance with their own code of professional conduct: standards for conduct, performance and ethics, recognising own abilities, limitations and accountability.
2. The postholder will practise in accordance with an ethical and legal framework which ensures that service-users interests and well-being are prioritised.
3. The postholder will at all times recognise and address ethical challenges relating to people's choices and decision-making about their care, and act within the law to help them and their families and carers find acceptable solutions.
4. The post holder will practise in a way that addresses the potential power imbalances between professionals and people experiencing mental health problems, including situations when compulsory measures are used, by helping people exercise their rights, upholding safeguards and ensuring minimal restrictions on their lives.
5. The postholder will promote mental health and wellbeing, while challenging the inequalities and discrimination that may arise from or contribute to mental health problems.
6. To carry out all statutory requirements as Approved Mental Health Professionals (AMHP) in relation to the Mental Health Act (2007), including making assessment under the Mental Health Act.
7. To be a Member of the AMHP Support Group and be an active participant in staff groups planning the development and expansion of services.
8. The post holder will work with people in a way that values, respects and explores the meaning of their individual lived experiences of mental health problems, to provide person-centred and recovery-focused practice.
9. Engages with service-users and carers building partnerships and therapeutic relationships through safe, effective and non-discriminatory communication methods. They will recognise when language interpretation or other communication support is needed and know how to obtain it.
10. The postholder will take account of, the impact of abuse and trauma on people's wellbeing and the development of mental health problems employing interpersonal skills and interventions that help people disclose and discuss their experiences as part of their recovery.
11. The postholder will at all times be aware of their own mental health, and know when to share aspects of their own life to inspire hope whilst maintaining professional boundaries. They will relate appropriately with service-users, carers, colleagues and others treating everyone with dignity and respect at all times.
12. The postholder will ensure that they maintain a current awareness of the evidence base for their practice, engaging in research activities and where necessary, identifying areas for further investigation.
13. Demonstrates an in-depth knowledge of common physical and mental health problems and their treatments including co-morbidities and physiological and psychological needs.
14. The postholder will undertake comprehensive, systematic nursing/psycho social assessments that take account of relevant physical, social, cultural, psychological, spiritual, genetic and environmental factors, in

- partnership with service users and others through interaction, observation and measurement.
15. The postholder will provide oversight, support and supervision of junior registered professionals undertaking systematic assessments of holistic need.
 16. Employs and co-ordinates the multi-agency care programme approach, developing case formulations, negotiating goals and developing care plans with service-users. Employs a range of evidence-based psychological, physical and psychosocial interventions to meet agreed outcomes.
 17. Works with other Trust services to promote seamless service-user focused care, admission, transfer and discharge on identified care pathways.
 18. The post holder will promote positive mental health and engage in activities to prevent mental health problems working in partnership with service-users to assist them in identifying and accessing activities that are meaningful to them and that support agreed health outcomes.
 19. Regularly supports service-users to access a range of services to maintain their independence and promote their recovery.
 20. Regularly provides advice and guidance to Service-users – promoting healthy activities and lifestyle choices.
 21. The post holder will support service-users to make informed choices about pharmacological and physical treatments providing education and information on the benefits and unwanted effects, choices and alternatives to balance benefits and unwanted effects.
 22. The post holder will engage in safe medication administration and management practices.
 23. The post holder will recognise and interpret signs of normal and deteriorating mental and physical health and respond promptly to maintain safety and/or improve the health and comfort of the service user.
 24. The post holder will work positively and proactively with people who are at risk of suicide, self-harm or a risk to others, and use evidence-based models of suicide prevention, intervention and harm reduction to minimise risks.
 25. Undertakes nursing/holistic psycho social interventions to optimise health and wellbeing – recognising the individual needs of people with mental health problems and employing a range of approaches and tools that promote wellness and recovery and enable self-care and self-management.
 26. Communicates with all members of the multi-disciplinary team and staff in external agencies maintaining accurate records of care provided and using a variety of methods including Information Technology.
 27. The postholder will ensure that they understand their role and the roles and responsibilities of other health and social care professionals/disciplines to undertake their delegatory role and ensure a collaborative multi-disciplinary approach to the changing needs of people with mental health needs.
 28. When providing supervision to junior staff members and in managing own caseload, the postholder will recognise when the complexity of clinical decisions requires specialist knowledge and expertise and consult or refer accordingly.
 29. Evaluates care provided (by self and others) to improve clinical decision-making, quality and outcomes, amending the plan of care, where necessary, and communicating changes to others.
 30. Coordinates and contributes to activities that support Service-users in meeting their personal care needs.
 31. Regularly provides information, support and guidance to Carers, Friends and Relatives of service-users.
 32. Undertakes the gate keeping/sign-posting function of the Crisis/Home Treatment Service to ensure effective resource management and appropriate placement of service-users.
 33. Provides and receives complex, sensitive and/or contentious information in occasionally hostile and antagonistic situations.
 34. At all times ensures that own actions, support the equality, diversity, rights and responsibilities of individuals.
 35. Identifies, assesses, reports and puts in place systems to minimise risks of danger, harm and abuse.
 36. Maintains a safe and secure environment at all times for the protection of self and others.
 37. At all times minimizes risks to self and others by undertaking safe working practices.
 38. At all times works within agreed and established Trust policy and operational procedures, adhering to Local Authority aims, objectives and within guidance and procedures.
 39. Challenges other staff members about specific elements of their practice and provides support to meet their improvement goals.
 40. Reports concerns about other staff members work performance to Team Leader.
 41. At all times takes responsibility for own personal and professional development and through appraisal

activities supports the development of junior staff, students, trainees and volunteers.

42. Works independently and in teams, taking the lead in safely coordinating, delegating (in a manner consistent with the capability, competence and accountability of junior staff members) and supervising care, identifying priorities, managing time, risks and resources effectively.
43. Regularly accesses and makes use of supervision and provides supervision to other staff members.
44. The post holder will take a lead role in quality improvement, innovative practice (proposing changes to practice/protocol) and service development to enhance people's wellbeing and experiences of healthcare.
45. Undertakes surveys/audits and takes part in research activities/clinical trials.
46. Ensures (self and junior staffs) accurate and timely data management (including audit) in accordance with service level requirements.
47. Occasionally required to undertake moving and handling of service-users and care equipment.
48. Frequently required to maintain concentration when delivering interventions and managing service-users care when in crisis situations.
49. Required to impart unwelcome news and manage challenging behaviour working in an environment where verbal and/or physical aggression and exposure to body fluids is frequent.
50. To consider requests for a Mental Health Act Assessment for all functional adults. To co-ordinate Mental Health Acts in accordance to statutory requirements and within guidance of the Local Authority. To ensure all training needs are met to enable safe practice.

SPECIFIC DUTIES AND RESPONSIBILITIES:

1. Undertakes evidence-based psychological therapeutic interventions in a safe manner, maintaining safe practice through enquiry, professional development and supervision.
- and/or
2. Undertakes the non-medical prescribing role in a safe manner, maintaining safe practice through enquiry, professional development and supervision.

JOB STATEMENT:

Infection Control
Maintain an up to date awareness of the infection control precautions relevant to your area of work and implement these in practice. As a minimum, this must include hand hygiene, the use of personal protective equipment, the use and disposal of sharps and communicating the importance to patients, prison staff and other health care staff you are working with. Details of the precautions and sources of advice and support to assess and manage infection control risks are provided through mandatory training which all staff must attend at intervals defined in the Trust policy on mandatory training and can be found in the Trust's infection control policies and national guidance, such as that published by NICE.
Learning and Development
As an employee of the Trust, you have a responsibility to participate, promote and support others in undertaking learning and development activities. This includes a proactive approach to ensuring you meet the statutory/mandatory training requirements of your role, and engaging in KSF appraisal processes in line with Trust policy and guidance.
Health and Safety
As an employee of the trust you have a responsibility to abide by the safety practices and codes authorised by the trust. You have an equal responsibility with management, for maintaining safe working practices for the health and safety of yourself and others.
Constitution, Competence and Capability
As an employee of the Trust you have a responsibility to promote and abide by the rights and responsibilities outlined in the NHS Constitution. You are additionally expected to adhere to Organisational/National/Regulatory Codes of Practice relevant to the role you are employed to undertake. At all times it is expected that you will limit the scope of your practice to your acquired level of competence and capability.
Dignity at Work Statement
South Staffordshire and Shropshire Healthcare NHS Foundation Trust are committed to treating all of our staff with dignity and respect. You are responsible for behaving in a way that is consistent with the aims of our Equality and Diversity Policy. This includes not discriminating unfairly in any area of your work and not harassing or otherwise intimidating other members of staff.
Safeguarding Children and Vulnerable Adults
All Trust employees are required to act in such a way that at all times safeguards (and promotes) the health and well being of children and vulnerable adults. Familiarisation with and adherence to Trust Safeguarding policies is an essential requirement of all employees as is participation in related mandatory/statutory training.

PERSON SPECIFICATION

JOB TITLE:	Senior Mental Health Practitioner/AMHP		
DEPARTMENT:	Crisis and Home Treatment Services	BAND:	6

*Assessed by: A = Application I = Interview R = References T = Testing

ESSENTIAL CRITERIA	*	DESIRABLE CRITERIA	*
QUALIFICATIONS & TRAINING			
Possesses first level qualification Part 3 or 13 of the NMC Register and maintains current registration	A	A practice-focused award in psychological therapies	A
OR	A	V300 qualification in non-medical prescribing	A
First Degree Level qualification/DIPSW Practice	A		
Current Approved Mental Health Professional status or commitment to undergo appropriate training to achieve and maintain AMHP status			
EXPERIENCE			
Experience (equivalent to post-graduate level of practice) of working effectively, delivering/managing care and associated risks in mental health settings	A/R	Experience of working effectively in a community mental health setting	A
		Experience of being a service user or carer	A
SKILLS, KNOWLEDGE & CAPABILITIES			
Demonstrates Capacity to:			
In depth knowledge of legislation as it relates to people with mental health difficulties e.g. Housing Law, Children's Act, Mental Health Act, Community Care Act etc.	A/I		
Communication and customer care Listen to, and understand complex information both implicit and explicit. Listen and appreciate the complexity of a range of views. Adopt effective questioning techniques. Respond appropriately to queries and complaints, speak assertively and present a positive self-image. Adopt a sensitive manner and use appropriate language for the situation. Persuade and influence others effectively. Write effectively for a range of situations and contexts. Evaluate a variety of texts and make judgements based on a range of facts, options, analysis and interpretation.	A	Use mathematics Extract, select, compare and discuss relevant mathematical information from a variety of sources. Decide what needs to be calculated and use appropriate calculations. Observe and record data using appropriate methods, tools and technology for complex audits or clinical trials or projects. Present and explain results clearly and accurately using numerical, graphical and written formats fit for purpose. Evaluate equipment, techniques and procedures.	
Use technology Use technology to effectively plan work and evaluate the effectiveness of the system used. Troubleshoot straightforward problems.			
Demonstrate an awareness/understanding of the evidence that underpins the care and treatment of physical/mental health needs	A/I		
Demonstrate an understanding of the use of an evidence-based approach to underpin clinical practice and have the			

<p>ability to illustrate the application of this.</p> <p>Demonstrates a sound knowledge of the Mental Health Act (2007)</p> <p>Demonstrate an awareness/understanding of relevant legislative/ethical framework and national policy</p> <p>Demonstrate an understanding of the principles of Care Coordination Review and its implications to nursing practice</p> <p>Capable of travelling within the geographical work area in an effective manner transporting service users/colleagues as necessary.</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A</p>	<p>Currently licensed car driver</p>	<p>A</p>
PERSONAL ATTRIBUTES			
<p>Demonstrates capacity to:</p> <p>Work with others</p> <p>Work with others towards achieving shared goals.</p> <p>Respect and be open to the thoughts, opinions and contributions of others.</p> <p>Recognise and respect people's diversity, individual differences and perspectives.</p> <p>Learn from your mistakes and accept and give feedback in a constructive and considerate manner.</p> <p>Contribute to the management of the team by sharing information and expertise.</p> <p>Ensure that a team's purpose and objectives are clear.</p> <p>Manage and resolve conflict when appropriate and understand the role of conflict in a group to reach solutions.</p> <p>Lead or support when appropriate, motivating and developing others for high performance.</p> <p>Solving problems</p> <p>Assess situations and identify the root cause of a complex problem in environments that are unpredictable and have many interacting factors.</p> <p>Seek different points of view and evaluate them on the basis of facts and opinions of others.</p> <p>Readily use theoretical and practical knowledge to think, gain and share information, solve problems and make decisions.</p> <p>Be creative and innovative in exploring and implementing solutions.</p> <p>Evaluate solutions to make recommendations or decisions.</p> <p>Demonstrate positive attitudes and behaviours</p> <p>Deal with people, problems and situations with honesty and integrity.</p> <p>Recognise and reflect on your own and other people's good efforts.</p> <p>Take care of your personal health, including hygiene and appearance.</p> <p>Make an effort and show interest in your work.</p> <p>Identify and suggest alternative ways to get the job done.</p>	<p>A/I/R</p> <p>A/I/R</p> <p>A/I</p>		

<p>Be responsible Meet timekeeping and attendance requirements. Lead on personal and group health and safety practices and procedures (including preventing infection), and act in accordance with these. Understand your rights and responsibilities in the workplace and those of others, understand and respect confidentiality. Manage the balance of your work and personal life. Plan and manage time, money and other resources to achieve goals. Assess, weigh and manage risk, be accountable for your actions and the actions of your group.</p> <p>Be adaptable Carry out multiple tasks or projects. Be open and respond constructively to change, cope with uncertainty.</p> <p>Learn continuously Reflect on your practice and be willing to continuously learn and develop, encourage others to reflect on their practice. Assess personal strengths and areas for development. Identify your own learning goals and access learning sources and opportunities, plan for and achieve your learning goals. Plan for and achieve your learning goals, support others in meeting theirs.</p> <p>Demonstrates empathy, compassion and patience Demonstrates an ability to form positive therapeutic relationships with service users and carers. Demonstrates a keenness to make a positive contribution to improving the quality of life for people with mental health problems Demonstrates an ability to act calmly in emergencies and to respond in a professional manner in occasionally stressful and challenging situations Demonstrates ability to work under own initiative and as part of a multi-disciplinary team</p>	A/I		
	A/I/R		
	A/I		
	A/I		
	A/I/R		
	A/I/R		
JOB HOLDER	SIGNATURE		
	DATE		
MANAGER	SIGNATURE		
	DATE		