
Job Title:	Mental Health Well-being Practitioner
Band:	5
Hours:	37.5
Department:	PCMHT Southwark Psychology & Psychotherapy Service
Location:	Camberwell & Peckham CMHT
Managerially accountable to	Case Management Supervisor: Identified member of multi-disciplinary team
Professionally accountable to	Clinical Skills Supervisor: Clinical/Counselling Psychologist/Accredited CBT Therapist

Job Purpose:

At South London and Maudsley NHS Foundation Trust, we believe in providing excellent care which is delivered with pride and compassion. Everything we do is to improve the lives of the people and communities we serve and to promote mental health and wellbeing for all.

- To work alongside service users, families, carers and multi-disciplinary team members to co-ordinate care, supporting collaborative decision-making about care and treatment.
- To deliver a set of wellbeing-focused psychologically-informed interventions, aligned to cognitive-behavioural principles, based on the best evidence available, that address problems often experienced by people with severe mental health problems.
- To work under close case management supervision from a suitably qualified professional to provide high quality collaborative care planning as a member of the multi-disciplinary team.
- To work under close clinical skills supervision from an HCPC registered clinical or counselling psychologist or BABCP accredited cognitive behavioural therapist or other suitably qualified psychological professional to provide specified psychologically-informed wellbeing-focused interventions.

Our values and commitments:



Key Responsibilities:

KR 1 Clinical and Client Care

- Carry out relevant risk assessments and risk management with the multi-disciplinary team
- Engage calmly and with sensitivity and empathy to support service users in highly distressing or emotional circumstances.
- Engage with and gather information from service users, relatives and patient records.
- To work in collaboration with the individual service user and their family and carers as appropriate to develop care plans that are focused on strengths and are outcome based.
- To attend multi-disciplinary reviews and act as a care co-ordinator, for a caseload of service users in order to support and monitor progress during the course of multi-disciplinary interventions.
- To deliver specified wellbeing-focused psychologically-informed interventions, in line with best available evidence, under close supervision from a clinical psychologist or CBT therapist including:
 - Behavioural activation and graded exposure
 - Teaching problem-solving skills
 - Improving sleep
 - Recognising and managing emotions
 - Guided self-help for bulimia and binge-eating
 - Building confidence
 - Medication support
- To be responsive to service users' needs and choices; and uphold their right to be treated with dignity and respect.

- To include carers and families in line with the service user's wishes.
- To liaise with other health and care providers, including third sector agencies and primary care, to ensure continuity of care for service users.
- To communicate information concerning the assessment, formulation and care plans of service users in a skilled and sensitive manner in order to promote effective multi-disciplinary working and therapeutic outcomes for clients.

KR 2 Responsibilities for team or service clinical functioning

- To form professional relationships with service users and communicate with them in a way that respects their views, autonomy and culture.
- To monitor and record progression, highlight concerns and report any perceived changes in service users' wellbeing to the team
- To demonstrate effective communication skills in discussing highly sensitive and complex information appropriately with people whose understanding may be temporarily or permanently impaired.
- To provide relevant information, written and oral, for records and reviews relating to service users' progress under supervision from a suitably qualified member of the team.
- Provide highly effective written communications as required for service users and other health and care professionals
- Participate in clinical governance and quality improvement programs as directed by the line manager

KR 3 Care or management of resources

- To maintain and order stock and advise on resources necessary to carry out the job, including the responsible management of petty cash if required.
- To be responsible for the care and cleaning of any equipment and materials used

KR 4 Management and supervision

- Report regularly and in detail to the clinical skills supervisor and case management supervisor.
- Make good use of clinical skills and case management supervision to discuss casework, make plans for action, reflect on and implement best practice in care planning and interventions.

KR 6 Teaching and Training

- To participate in the induction, training and education of students and other staff in this setting.
- To participate in the dissemination and sharing of information and skills with staff, students and volunteers.

KR 7 Record-keeping and Information Governance

- To ensure that up to date clinical records are maintained in accordance with professional and Trust standards

KR 8 Research and development

- As part of a team, incorporate up-to-date evidence-based methods into the intervention programme as directed by the clinical skills supervisor
- To participate in complex audit and research projects as applicable

KR 9 Maintaining professional standards and continuing professional development

- To adhere to the employer's expectations of professional behaviour and all relevant policies and procedures.
- To respect the individuality, values, cultural and religious diversity of clients and contribute to the provision of a service sensitive to these needs and that actively addresses inequity of access and outcome across protected characteristics.
- To complete and stay up to date with all statutory and mandatory training.
- Attend and fulfil all of the requirements of the training element of the post, including practical, academic and practice-based assessments
- To undertake training as necessary in line with the development of the post and as agreed with line manager.

KR10 General

- To exercise good personal time management, punctuality and consistent, reliable attendance.
- To contribute to a healthy and safe working environment by adhering to health and safety regulations and the employer's policies.
- To travel as appropriate and across the Trust as required for example for meetings, home visits, community liaison.
- To be aware of risk relating to aggressive and challenging behaviour amongst the client group, and follow trust policies relating to its management.

Person Specification: Mental Health & Wellbeing Practitioner (Band 5)

Each requirement will either be identified through the candidate's application form (A) or interview (I). Candidates should not be hired unless they have ALL essential requirements. Areas that can be developed through L&D can be deemed desirable.

Qualifications	
<u>Essential Requirements</u> A graduate certificate (Level 6) or postgraduate certificate (Level 7) delivering the national curriculum for Mental Health and Wellbeing Practitioners (Adult Specialist Mental Health) (A)	<u>Desirable Requirements</u> Any training relevant to the service user group (A/I)
Experience	
<u>Essential Requirements</u> <ul style="list-style-type: none"> • Experience of working with people with mental health needs gained through a graduate certificate or postgraduate certificate training with significant supervised practice (A/I) • Experience running groups/activities (A/I) • Experience working as part of a team (A/I) • Experience of being supervised (A/I) • Experience of analysing and communicating complex information verbally and in writing (A/I) 	<u>Desirable Requirements</u> Lived experience of mental health issues/difficulties (A/I)
Knowledge / Skills	
<u>Essential Requirements</u> <ul style="list-style-type: none"> • Able to establish and maintain empathic, supportive relationships with people in significant distress or who are cognitively impaired, their families and carers (A/I) • Able to receive, understand and communicate confidential client information of a sensitive and often complex nature, including discussing care with family 	<u>Desirable Requirements</u>

<p>members within boundaries of confidentiality (A/I)</p> <ul style="list-style-type: none"> • Able to communicate in a sensitive and reassuring manner, with empathy, and where appropriate reassurance (A/I) • Commitment to team working and ability to work successfully in a team (A/I) • Able to make good use of clinical supervision in a group and/or individual format (A/I) • Liaise with other teams and services including external agencies as required for the wellbeing of service users (A/I) • Able to assist in assessment and observation activities related to individual's health and wellbeing, arriving at judgments about how to respond within the care plan (A/I) • Able to contribute to risk assessment drawing on complex and multiple sources of information, under clinical supervision (A/I) • Able to analyse and synthesise multiple sources of information to contribute to the team's understanding and formulation of service users' difficulties and development of a multi-disciplinary care plan (A/I) • Able to assist in planning and delivering psychologically-informed interventions to meet people's health and wellbeing needs (A/I) • Able to prioritise workload according to people's changing needs and the priorities of the team (A/I) • Able to assist in maintaining own and others health safety and security (A/I) • To be able to use basic computer skills to collect, collate and report on client's progress on a daily basis. (A/I) • Ability to work under pressure (A/I) <ul style="list-style-type: none"> • Ability to be self reflective, whilst working with service users, in own 	
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personal and professional development and in supervision (A/I)	
<ul style="list-style-type: none">• Able to work with diverse communities and within a multi-cultural setting. (A/I)	

About South London and Maudsley:

South London and Maudsley NHS Foundation Trust provide the widest range of NHS mental health services in the UK as well as substance misuse services for people who are addicted to drugs and alcohol. We work closely with the Institute of Psychiatry, Psychology and Neuroscience (IoPPN), King's College London and are part of King's Health Partners Academic Health Sciences Centre. There are very few organisations in the world that have such wide-ranging capabilities working with mental illness. Our scope is unique because it is built on three major foundations: care and treatment, science and research, and training.

The Trust employ around 5000 staff and serve a local population of 1.1 million people. We have more than 230 services including inpatient wards, outpatient and community services. Currently, provide inpatient care for approximately 5,300 people each year and treat more than 45,000 patients in the community in Croydon, Lambeth, Lewisham and Southwark; as well as substance misuse services for residents of Bexley, Bromley and Greenwich.

We launched our five-year strategy, Aiming High; Changing Lives in 2021 together with Our Care Improvement System as our quality management system methodology to make a positive impact on patient care, outcomes and staff experience. By joining SLaM, all staff will get the opportunity to be part of this exciting improvement journey supported with learning and development to harness everyone's potential as change makers.

By coming to work at our Trust, you will gain experience of being part of an organisation with a rich history and international reputation in mental health care. You will have access to professional development and learning opportunities and have the chance to work alongside people who are world leaders in their field. The Trust delivered more than 14,000 training experiences in 2014; providing an extensive range of learning opportunities for staff at all levels. In addition, our working relationship with King's Health Partners allows those working at the Trust to get involved in academic research.

Trust Policy and Procedures:

Confidentiality:

Confidentiality/data protection regarding all personal information and Trust activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as the Data Protection Act. The post holder should ensure that they are familiar with and adhere to all Trust Information governance policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action may be taken.

Equal Opportunities:

Promote the concepts of equality of opportunity and managing diversity Trust wide.

Health and Safety:

Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, paying due regard to health and safety in the workplace and

management of risk to maintain a safe working environment for service users, visitors and employees.

Infection Prevention and Control:

Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with Trust policy.

Professional standards and performance review:

Maintain consistently high professional standards and act in accordance with the relevant professional code of conduct. Employees are expected to participate in the performance review process.

Service/Department standards:

Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.

Finance:

All Trust staff will comply with the financial processes and procedures.

Safeguarding Children & Vulnerable Adults:

Employees must be aware of the responsibilities placed on them under the Children Act 1989, 2004 and the trusts safe guarding vulnerable adults policy.

Code of Conduct:

The post holder is required to adhere to the standards of conduct expected of all NHS managers set out in the Code of Conduct for NHS managers.

This job description will be subject to regular review and adjustment.

SUMMARY:

This job description is an outline of the key tasks and responsibilities of the post and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing needs of the Trust and its services, as well as the personal development of the post holder.

Written by: Joanna Cook, Deputy Director for Psychology & Psychotherapy

Date: 11th October 2023