

Job Description

Job Title	OPMH Mental Health Liaison Practitioner (RMN or Occupational Therapist or Social Worker)
Post ref no.	
Band	Band 6
Service area	Acute Liaison Psychiatry Service: Older People's Mental Health Services
Location/Base	Osprey House / Airedale General Hospital
Accountable to	ALPS Team Leader

1. Job Purpose:

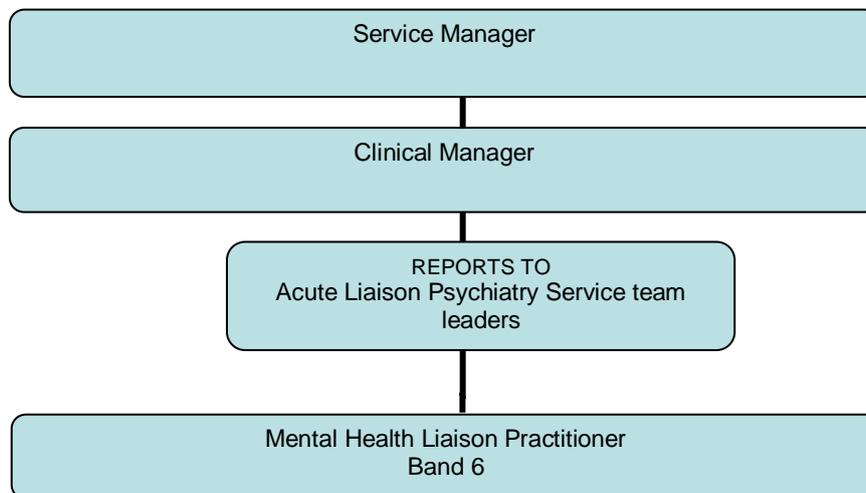
The Older People's Mental Health Liaison Service is a multi-disciplinary service for older people currently operating from both the A&E Dept at Airedale General Hospital and Lynfield Mount Hospital. Post holders will have opportunity to support patients in acute Trust ward areas based at Bradford Royal Infirmary, St Luke's Hospital, Westbourne Green, Westwood Park and Airedale General Hospital.

Post holders will be responsible for liaison with relevant professionals, assessment, planning and interventions for older people with mental health needs cared for in a General Hospital setting or transitioning between the DAU and Care Home settings. Post holders will offer advice on the best care of older people with mental health problems to ward teams within the Acute Trust and / or Care Home staff, identify needs and sign post service users for further assessment if required to other services.

Post holders will be able to work constructively as part of a team with a flexible approach, linking in with the Consultant Psychiatrist for Acute Liaison, Older People's Community Mental Health Teams, Care Home Liaison and mental health in-patient wards in accordance with the objectives of Bradford District Care NHS Foundation Trust and team operational policies. Post holders will promote clinical excellence and utilise skills in developing training within the acute hospital setting.

Whilst reporting to the Acute Liaison Psychiatry Service team leader, post holders will be capable of making clinical decisions affecting the mental health care of clients based on their own assessments.

2. Organisational Chart



3. Main duties:

(a) Clinical

- To act as a resource clinician offering support and clinical advice.
- Ensure implementation of all Trust Policies and Procedures as required.

(b) Clinical Care/Service Delivery

- To receive and accept referrals for the liaison service and initiate, lead and co-ordinate their assessment, making referrals to other professionals as required
- To act as a resource within acute hospital Trust and care home settings in matters relating to the care and treatment of older people presenting with mental health problems
- To work co-operatively and actively with clients and carers encouraging participation in care planning and delivery
- Contribute to the planning, monitoring and control of resources.
- Ensure agreed standards of care are achieved
- Application of the Mental Health Act (1983) – Maintain knowledge of and act in accordance with Directorate policies and procedures
- To ensure equality of opportunity and fair access for all service users and carers using the service
- To take a lead role to ensure that issues of clinical governance, research, audit and good practice are addressed within the service

- To develop an effective communication network through liaison and collaboration with other disciplines, services and agencies to ensure continuity of patient care
- Ensure care delivery is in accordance with relevant professional guidance and current legislation
- To assess complex issues within interdisciplinary framework
- To report incidents and near misses in accordance with the Trust procedures and take positive action to prevent or minimise the likelihood of their recurrence.

Other Duties:

Undertake such other duties at a comparable level of responsibility as may be allocated to the post as and when necessary.

4. Working as part of a Team

- To actively participate in service improvement and governance forums
- To ensure good and effective liaison with Trust colleagues
- To liaise with service users, their families and carers, other allied health professionals, social services, GPs and any other agencies involved with the service user
- To work in accordance with all Trust and development policies and procedures and contribute to the development of a safe working environment.
- To contribute to the formulation and review of policies and procedure
- To promote the team's mission, philosophy and values both internally and externally.
- To identify deficiencies in the service and be actively involved in the decision process towards achieving a solution.
- To ensure the information and recording systems are kept up to date.

5. Managing Self

- Participate in regular supervision.
- Attend all mandatory training.
- Participate annually identifying, developing and agreeing your own development plan with your line manager using the Trust appraisal process.
- Comply with all Trust policies, procedures and protocols.
- Pay regard to materials and equipment.
- Carry out duties with due regard to the Trust's Equal Opportunity Policy.
- Seek advice and support from Ward Manager whenever necessary.

6. Safeguarding

All staff members have a duty to report any concerns they have about the safety or well being of adult service users, members of their families, including children. Employees

should be aware of their roles & responsibilities to both prevent and respond appropriately to abuse. They should undertake the safeguarding training required for their particular role.

7. Staff Supervision and Support

- Some staff supervision

8. Financial Responsibility

- No financial responsibility

9. Core Values:

Below is the Trust's Vision, Aims and Corporate Priorities. The Corporate Priorities are what the Board has identified as specific priorities. The Trust's vision statement is:

Everything we do over the next five years will contribute to one or more of these four goals to achieve our vision of connecting people to the best quality care, when and where they need it, and be the best place to work.

Our Purpose

To create connected communities and help people to feel as healthy as they can be at every point in their lives

Our Vision

To connect people to the best quality care, when and where they need it and be a national role model as an employer

Our Values

We Care - We act with respect and empathy, and always value difference

We Listen - We understand people's views and respond to their individual needs

We Deliver - We develop and provide excellent services and support our partners

Our Goals

Our services

- To provide seamless access to the best care
- To provide excellent quality services

Our community

- To provide our staff with the best places to work
- To support people to live to their fullest potential, to be as healthy as possible

Core Statements:

1. Infection Control - All clinical and non-clinical staff groups

Responsible for, in respect to your area of work, for ensuring so far as is reasonably practicable and in accordance with Trust policies that you are aware of your individual responsibilities in regard to infection prevention and control this requires you to:

- Maintain safe infection prevention and control environment for yourself and others.
- Be familiar with and comply with current infection prevention and control, guidelines, policies and procedures.
- Raise matters of non-compliance with your manager.
- Attend infection prevention and control mandatory training as dictated by your manager.
- Be appraised in relation to infection prevention and control.

2. Risk Management

All staff need a basic working knowledge of risk management. They all have a responsibility to identify and report risks, hazards, incidents, accidents and near misses promptly, in accordance with Trust Policy. All staff must be familiar with emergency procedures, risk management systems and incident management in their workplace.

3. Health and Safety

All employees have a responsibility under the Health and Safety at Work Etc Act 1974 for their own health, safety and welfare and to ensure that the agreed safety procedures are carried out to provide a safe environment for other employees and anyone else that may be affected by the carrying out of their duties.

Employees must co-operate with the Trust in meeting its statutory obligations with regard to health and safety legislation and must report any accidents, incidents and problems as soon as practicable to their immediate supervisor.

The Trust has a written health and safety policy which employees have a general duty to read in order that they are fully conversant with its requirements.

4. Patient care

Bradford District Care NHS Foundation Trust is committed to ensuring the highest standards of care and treatment and expects that **all** staff employed within the organisation will treat service users, their carers, relatives and friends with dignity and respect at all times during their contact with services we provide.

5. Information Management

All members of staff are bound by the requirements of the Data Protection Act 1998 and any breaches of the Act or of the confidential nature of the work of this post could lead to dismissal.

The post holder is responsible to learn about information governance, to help ensure that best practice guidelines are followed and personal information is managed to benefit patients, clients and members of staff.

The post holder is required to sign the declaration form to confirm they have read and understood the booklet and leaflet regarding information governance, which will be kept by the HR team in the post holder's personnel file.

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Band: Band 6			
Service area: Acute Liaison Psychiatry Service: Older People Mental Health Services			
Location/base: Osprey House/BRI/ Airedale General Hospital			
Job purpose: The post holder will be responsible for liaison with relevant professionals, assessment, planning and interventions for older people transitioning to care home and / or acute hospital settings. The post holder will be expected to work without direct supervision and be able to organise their workload. The post holder will offer advice on the best care of older people with dementia and / or mental health problems to care home and acute hospital teams, identifying needs and sign-posting service users for further assessment if required to other services.			
Attributes	Essential criteria	Desirable criteria	How Identified
QUALIFICATIONS	Must be Registered Nurse (level 1) NMC in Mental Health, Social Work registered to Social work England or Qualified Occupational Therapist with Membership of HCPC Current UK driving license	Relevant teaching qualification.	Application Form Interview Certificates
TRAINING	Evidence of continuing professional development. Willing to undergo all mandatory training and any further training that may be required in the future.	Other relevant post basic qualification and / or evidence of post registration training and development.	Application Form Interview
EXPERIENCE	Minimum of two years experience of working in a clinical environment where a significant portion of clinical time is spent assessing / treating patients with dementia.	Experience of working in General or Mental Hospital settings Experience of working with older people with dementia. Experience of providing mental health liaison support to staff caring for older people.	Application Form Certificate check Interview
KNOWLEDGE	Understand the needs of older people with mental health problems and knowledge of assessing complex issues within an interdisciplinary framework. Awareness of current national policy and frameworks affecting mental and older peoples services Professional Codes of Conduct. Equal Opportunities. Confidentiality.	Psychological/ counselling/ non-medical methods of working with clients	Application References Interview

	Knowledge of relevant statutory legislation e.g. Mental Capacity Act, Mental Health Act.		
SKILLS	Ability to build positive relationships with Communication, verbal written (articulate, meaningful and legible). To prioritise workload and work on own initiative	Language skills Teaching/ training. Crisis Management. Triage	Application form Interview
ATTITUDE/ APPROACH	Ability to relate to people in a positive way. Flexible, confident and courteous manner. Non-judgemental. Ability to work independently and as part of a team. Willingness to undergo development as part of the Trust appraisal system		Application form Interview
PHYSICAL	To be physically able to do the job Mobility and manual dexterity to undertake the physical aspects of the job. Able to fulfil Occupational Health requirements for the post (with reasonable adjustments if necessary)		Occupational Health Screening
GENERAL	BDCT requires all its staff and prospective employees to carry out your duties in line with Trust Equality policies and procedures, including relevant legislation, to deliver and promote equity of access to healthcare and equality of opportunity at work at all times.		Application Form Interview

Version Control:

Change details	By whom	Date requested	Approved by	Agreed date