

JOB DESCRIPTION

JOB DETAILS:

Job Title:	Mental Health Practitioner/Dual Diagnosis worker
Band:	Band 6
Directorate:	Neighbourhood Group
Department:	Older Persons Community Mental Health Service
Base:	
Responsible for:	Providing a key worker role whilst providing Integrated Treatment and Implementation of the trust Dual Diagnosis Policy
Responsible to:	Team Manager
JD updated:	May 2023

Department Core Purpose

To offer assessment and treatment for individuals who have severe and enduring mental health problems this could also be alongside co-existing substance misuse disorders. To provide robust and therapeutic treatment as part of the wider community mental health service response to the population of Somerset

Job Purpose:

The post-holder will work within a particular locality ensuring the provision of a high-quality service for those diagnosable with a dual diagnosis, this will be alongside working with individuals over the age of 65 years supporting with moderate to severe mental health difficulties. The postholder will carry a clinical caseload and will provide supervision and advice to other mental health staff in relation to their working practice with this service user group. The post holder will promote awareness and best practice, actively supporting positive attitudes and a consistent approach towards assessment and treatment of this service user group using evidenced based interventions and treatment frameworks.

Duties and Responsibilities

Communication and Key Working Relationships

Key Relationships:

- Neighbourhood Service Leads
- Dual Diagnosis Clinical Leads within CMHS & LD Group
- Somerset Drug and Alcohol Service (SDAS)
- OPCMHT, ward and other locality team managers
- Psychological Therapies Service staff
- Medical Staff
- PCN staff members
- To follow the policies of the Somerset Partnership NHS Foundation Trust.
- To promote the Service by displaying the highest professional standards at all times.
- To ensure high quality and effective communication between colleagues to ensure best practice and a high standard of care is achieved
- To promote the use of effective interventions with regard to Dual Diagnosis.
- To participate in and promote clinical governance as required.
- To liaise with other disciplines and agencies, as appropriate, to ensure best practice is shared.

Planning and Organisation

- To participate actively in team meetings and other forums as appropriate in order to secure best possible clinical outcomes for people with a Mental Health difficulties and Dual Diagnosis.
- To ensure that there is adherence to local policies and good clinical practice when any legal responsibilities are held.
- To be actively aware of current & new legislation and government guidance which impacts on everyday mental health practice.
- To take all necessary action to safeguard one's own safety and well being whilst visiting patients in the community.
- To take all necessary action to safeguard the welfare and safety of others when visiting health and social care premises in accordance with the Health and Safety at Work Act.

Analytics

- To support and participate in multidisciplinary clinical audit in the OPCMHS

Responsibility for Patient / Client Care, Treatment & Therapy

- To provide assessment, planning, implementation and evaluation of interventions for people with a Dual Diagnosis within a designated geographical area or as required by the Service
- To work within the principles of the Trust's Dual Diagnosis Policy and to help with early identification of people who might benefit from the service and/or who might be diagnosable with co-existing disorders



- To act as a key worker for a caseload of people diagnosable with a Dual Diagnosis, assessing their needs, and developing their recovery care plan, coordinating and reviewing their care and treatment outlined in the plan.
- To co-ordinate working practices amongst other relevant professionals in the designated locality, including psychologists and psychological therapists.
- To develop and maintain one's own clinical skills and expertise in the area of approaches to, and treatment of people with a mental health difficulty/Dual Diagnosis; and, to be reflective and responsive to meaningful service user and carer involvement

Policy, Service, Research & Development Responsibility

- To support and facilitate R&D activities as required.

Responsibility for Finance, Equipment & Other Resources

- It is the responsibility of all staff that they do not abuse their official position for personal gain, to seek advantage of further private business or other interests in the course of their official duties.
- You will be responsible for keeping IT and mobile equipment safe secure

Responsibility for Supervision, Leadership & Management

- To receive regular management supervision in accordance with the Trust's Staff Development and Review Policy.
- To have an annual appraisal and associated personal development plan
- To assist with the development and provision of dual diagnosis training to staff in the designated locality and to other teams in the Trust, in conjunction with, and at the request of the management team.
- To receive ongoing and regular clinical supervision
- To provide clinical supervision in both individual/group formats to other staff who may be of a different professional discipline
- To support colleagues in their own personal development and CPD pathways most notably around substance misuse

Information Resources & Administrative Duties

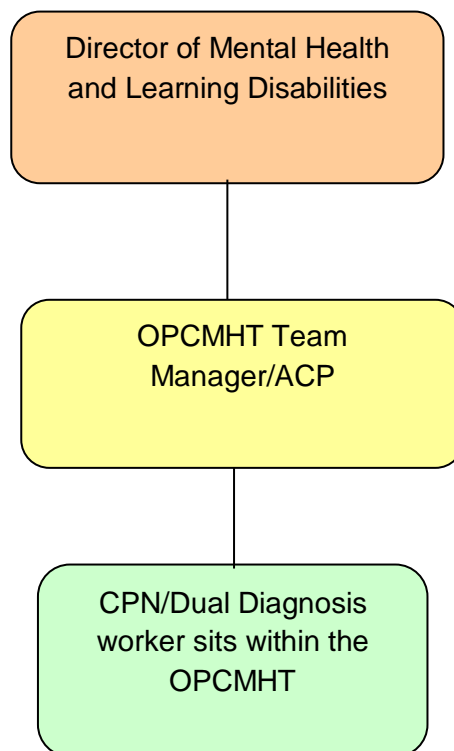
- To ensure appropriate and effective use of IT systems and complete all administrative duties in line with NMC or HCP code of conduct expectations
- Ensure patient recording and management of patient information is in line with GDPR and trust practices

Any Other Specific Tasks Required

- To undertake such other tasks and duties as reasonably required by the Service. This is an evolving area of work and the post-holder will need to be actively flexible in their approach.
- Some exposure to verbal aggression and risk of physical aggression



Department Organisational Chart



Review of this Job Description

This job description is intended as an outline indicator of general areas of activity and will be amended in the light of changing service needs. This job description is to be reviewed in conjunction with the post holder on an annual basis.

General Information

At all times promote and maintain the safety of children by working according to the Trust's Child Protection Policy and supporting guidance. Being pro-active and responsive to child protection concerns by early reporting, recording and referral of issues according to Trust arrangements. Attending child protection training that is appropriate to your role.

Confidentiality

The post holder will maintain appropriate confidentiality of information relating to commercially sensitive matters in regard to Trust business, and also to personal information relating to members of staff and patients. The post holder will be expected to comply with all aspects of the Data Protection Act (1998), the Staff Code of Confidentiality and the IT Security and Acceptable Use Policy.

Equality & Diversity

Somerset NHS Foundation Trust is committed to achieving equality of opportunity for all staff and for those who access services. You must work in accordance with equal opportunity policies/procedures and promote the equality and diversity agenda of the Trust.

Safeguarding

All employees have a duty for safeguarding and promoting the welfare of children and vulnerable adults. Staff must be aware of the Trust's procedure for raising concerns about the welfare of anyone with whom they have contact.

Risk Management / Health and Safety

Employees must be aware of the responsibilities placed on them for ensuring the safety of our patients, service users, visitors and colleagues under the Trust's Risk Management Strategy and policy and under the Health & Safety at Work Act 1974. All employees are expected to be familiar with and comply with the Trust's risk and health and safety policies and procedures and all other policies and procedures relevant to their role.

Records Management

The post holder has responsibility for the timely and accurate creation, maintenance and storage of records in accordance with Trust policy, including email documents and with regard to the Data Protection Act, The Freedom of Information Act and any other relevant statutory requirements.

Clinical Governance

The post holder will be expected to participate in clinical governance activities to assist the Trust to provide high quality services.



Prevention and Control of Healthcare Associated Infection

The post holder is expected to comply with Trust Infection Control Policies and conduct themselves at all times in such a manner as to minimise the risk of healthcare associated infection.

Policies & Procedures

Trust employees are expected to follow Trust policies, procedures and guidance as well as professional standards and guidelines. Copies of Trust policies can be accessed via the staff intranet or external website or via your manager.

Sustainability Clause

Somerset NHS Foundation Trust is committed to creating a sustainable business. Staff employed by the Trust, are required to think about their actions in the course of their work and make positive steps to reducing, reusing and recycling wherever and whenever possible.

Review of Job Description

This job description is not an exhaustive list of duties, but is intended to give a general indication of the range of work undertaken within this new role. Work will vary in detail in the light of changing demands and priorities, and therefore the duties identified will be subject to periodic change/review, in consultation with the post holder. All employees have a responsibility to abide by all Trust Policies.



Person Specification

Requirement	Essential / Desirable	How Assessed
<u>PROFESSIONAL REGISTRATION</u> <ul style="list-style-type: none"> • RMN OR Diploma/Degree in Occupational Therapy OR Social Work; OR other relevant health or social care professional qualification, OR qualification in a relevant psychological therapy 	E	Evidence of qualification
<u>QUALIFICATIONS & TRAINING</u> <ul style="list-style-type: none"> • Short course in relevant subject • Commitment to Continuing Professional Development • Motivational Interviewing and Relapse Prevention Training • Evidence of recent relevant training 	E E D D	Professional Development Portfolio and/or career profile
<u>KNOWLEDGE</u> <ul style="list-style-type: none"> • Knowledge within dual diagnosis across a range of procedures underpinned by relevant psychological /psychosocial theory. • Evidence of ability to work at core competencies level 3 of the Closing the Gap Dual Diagnosis capabilities framework • Good understanding of national guidance and the evidence base around dual diagnosis to underpin practice • Understanding of drug and alcohol service provision and the relationship required with mental health services 	D D E D	Application form CV Supporting Information
<u>EXPERIENCE</u> <ul style="list-style-type: none"> • Significant experience in working with people with complex clinical and risk presentations, including those diagnosable with dual diagnosis • Experience of offering clinical supervision to other professionals • Working with clients in the community and inpatient settings • Working within drug and alcohol services or clear partnership with 	E D D D	Application form CV Supporting Information
<u>SKILLS & ABILITIES</u> <ul style="list-style-type: none"> • Ability to build collaborative therapeutic relationships with service users who are difficult to engage. 	E	Application form



OTHER <ul style="list-style-type: none"> Willingness to use technology to improve standards of care and support to our patients 	E	
SUPPORTING BEHAVIOURS <p>To carry out this role successfully the post holder needs to be fully aware of and adhere to Trust values.</p> <ul style="list-style-type: none"> Kindness Respect Teamwork 		



SUPPLEMENTARY INFORMATION

Physical Effort	Yes	No	If yes – Specify details here - including duration and frequency
Working in uncomfortable / unpleasant physical conditions		X	
Working in physically cramped conditions		X	
Lifting weights, equipment or patients with mechanical aids		X	
Lifting or weights / equipment without mechanical aids		X	
Moving patients without mechanical aids		X	
Making repetitive movements		X	
Climbing or crawling		X	
Manipulating objects		X	
Manual digging		X	
Running		X	
Standing / sitting with limited scope for movements for long periods of time		X	
Kneeling, crouching, twisting, bending or stretching		X	
Standing / walking for substantial periods of time		X	
Heavy duty cleaning		X	
Pushing / pulling trolleys or similar		X	
Working at heights		X	
Restraint ie: jobs requiring training / certification in physical interventions	X		PMVA training for community mental health staff
Mental Effort	Yes	No	If yes - Specify details here - including duration and frequency
Interruptions and the requirement to change from one task to another (give examples)	X		Post holder must be able to manage multiple tasks and be able to prioritise based on clinical need
Carry out formal student / trainee assessments	X		To provide mentorship role to students
Carry out clinical / social care interventions	X		Delivering clinical interventions including occupational activities
Analyse statistics	X		Supporting Research and audits may be required



Operate equipment / machinery		X	
Give evidence in a court / tribunal / formal hearings	X		MHA legislation may be needed as key worker
Attend meetings (describe role)	X		Core part of role – attend meetings as part of multi-disciplinary team to provide care
Carry out screening tests / microscope work		X	
Prepare detailed reports	X		MHA and other clinical reports could be part of this role
Check documents		X	
Drive a vehicle	X		Post holder must drive
Carry out calculations		X	
Carry out clinical diagnosis	X		Formulation and assessment
Carry out non-clinical fault finding		X	
Emotional Effort	Yes	No	If yes - Specify details here - including duration and frequency
Processing (eg: typing / transmitting) news of highly distressing events	X		Patients with severe and enduring mental health difficulties carry a higher risk of death and/or suicide so patients under our care may pass away, sometimes tragically
Giving unwelcome news to patients / clients / carers / staff	X		At times this may be needed and working with families is central to the role
Caring for the terminally ill		X	
Dealing with difficult situations / circumstances	X		This may happen regularly as the social situations of some patients can be complex and challenging
Designated to provide emotional support to front line staff	X		Supervision is a core part of the role
Communicating life changing events	X		This may happen from time to time but not expected
Dealing with people with challenging behaviour	X		Clients with severe and enduring mental health difficulties are complex and will display challenging behavior at times
Arriving at the scene of a serious incident	X		There is a potential this could happen but not expected
Working conditions – does this post involve working in any of the following:	Yes	No	If yes - Specify details here - including duration and frequency
Inclement weather		X	
Excessive temperatures		X	
Unpleasant smells or odours		X	
Noxious fumes		X	
Excessive noise &/or vibration		X	



Use of VDU more or less continuously		X	
Unpleasant substances / non household waste		X	
Infectious Material / Foul linen		X	
Body fluids, faeces, vomit		X	
Dust / Dirt		X	
Humidity		X	
Contaminated equipment or work areas		X	
Driving / being driven in Normal situations	X		Driving to appointments and meetings
Driving / being driven in Emergency situations		X	
Fleas or Lice		X	
Exposure to dangerous chemicals / substances in / not in containers		X	
Exposure to Aggressive Verbal behaviour	X		Clients with severe and enduring mental health difficulties can be verbally aggressive at times
Exposure to Aggressive Physical behaviour	X		Clients with severe and enduring mental health difficulties can be aggressive at times

The Knowledge and Skills Framework (KSF) outline for this post which demonstrates the skills and competencies required once in post should be considered in conjunction with this document.

Job Profile Agreement

Agreed and Signed:	(Manager)	Date:	
Agreed and Signed:	(Post Holder)	Date:	
Date Role Description is Effective From:			

