

Job Description

Job Title:	Primary Care Mental Health Practitioner
Band:	6
Responsible to:	Team Manager / MHL P
Department:	Cambridge, Huntingdon, Fenland or Peterborough (Dependent on applicant preference and vacancy availability)
Directorate:	Adult & Specialist Mental Health

Our Values

	Behaviour	How we will demonstrate this behaviour
Professionalism	We will maintain the highest standards and develop ourselves and others	By demonstrating compassion and showing care, honesty and flexibility
Respect	We will create positive relationships	By being kind, open and collaborative
Innovation	We are forward thinking, research focused and effective	By using evidence to shape the way we work
Dignity	We will treat you as an individual	By taking the time to hear, listen and understand
Empowerment	We will support you	By enabling you to make effective, informed decisions and to build your resilience and independence

Job Purpose

- The role of the Primary Care Mental Health Practitioner will be to work across the interface between Primary Care and Mental Health Services to work alongside the MHP to facilitate mental health assessment in primary care and support GP about decision making in relation to secondary care referrals, support transition of service users from the care of secondary mental health services back to Primary Care and to facilitate re-access where appropriate.
- The post holder will do this by providing support, education and problem solving approaches to the Local Primary Care Teams particularly in the area of assessment and management of mental health problems in Adults of working age.
- This will include “signposting” to other services and occasionally undertake very short term interventions for clients with mild to moderate mental health difficulties.
- The role is to strengthen access and to provide community triage for people who may need mental health services. The post holder will ensure systems are in place to promote smooth pathways between primary care and secondary mental health services.
- The role of the liaison worker is to work in partnership with service users in the designated care group with complex health presentations, developing their care plans and recovery plans to enable them to lead fulfilling lives.
- They will demonstrate an understanding of clinical interventions relevant to the Pathway/Protocols to include psycho-education, relevant aspects of social inclusion, Recovery, care plans and discharge planning, working closely with carers, families and partner agencies to facilitate this.
- The post holder will work at all times to promote the safety and the well-being of service users and their families/carers.
- To provide leadership, management and supervision for Peer Support Worker
- They will provide clinical supervision to staff and students.

Key Responsibilities

Clinical / Service Specific

- To support service users with transitioning from secondary care into primary care
- To develop links and foster a culture of partnership between Primary Care Teams and CPFT Adult Mental Health Services.
- To promote the use of treatment protocols and care pathways leading to increased integration of service users within Primary Care setting.
- To enable practitioners in Primary Care to develop their skills and confidence in assessment and treatment of mental health problems.
- Facilitate joint work between Primary Care and Secondary Care interface and Primary Care/Voluntary Sector to increase range of services/interventions available.
- To develop a close relationship with Primary Care practices, having regular informal contact and using specialist mental health knowledge.
- Interventions will be delivered under Primary care governance and policies whilst also maintaining adherence to CPFT Trust policy.
- To work in partnership with the individual service user and their families and carers as appropriate to ensure the delivery of the primary care plan, and to enable the development of a plan to facilitate their safety, promote their well-being and support their independence and inclusion in the community, by using recognised age appropriate self-management tools where applicable. This may include signposting to partner agencies such as voluntary sector agencies, schools and colleges which may be able to more appropriately help the service user complete these tools.
- To carry out comprehensive assessments of clients' needs to ensure a whole person approach, involving others in assessment as necessary
- To discuss with the service user and when appropriate, with their carers, their health problems and how they see and understand them, facilitating a process of developing their understanding and maintaining their hope for the future.
- To promote the empowerment of individual service users to manage their health as much as possible and signpost use of Self Directed Support / direct payments as indicated.

- To work with carers and family members. Signposting to third sector agencies to ensure they receive appropriate advice, support and assessment. Advising them about the triggers around risk factors relating to the service user, within the boundaries of confidentiality.
- To assertively engage with service users, striving at all times to develop good therapeutic relationships.
- To explain and discuss medication with the service user, including side effects they may experience and the role that the medication may have in their recovery or on-going care.
- To develop professional networks and keep abreast of local resources; third sector partners, primary care, housing, education, social care and other statutory organisations in order to ensure that the service user is able to navigate the full health and social care system.
- To promote awareness of the professional role within primary care and across the service.
- To demonstrate effective communication skills with people in an age appropriate way and those whose understanding may be impaired.
- Communicate effectively with junior staff on a timely basis ensuring systems exist so that staff, are informed.
- To apply highly specialist skills and knowledge in order to establish professional competence and fitness to practice.
- To demonstrate on going personal development through participation in internal and external development opportunities.
- To ensure that clinical practice is evidence based and consistent with relevant NICE guidelines, primary care and Trust policies and procedures.
- To provide supervision of junior staff.
- To act within the appropriate professional code of conduct at all times.

Professional Responsibilities

- Ensure best practice is promoted and disseminated appropriately.
- Support a team based learning culture.
- Facilitate local multi-disciplinary learning groups and practice development initiatives.
- To contribute to the induction, training of students and other staff both within or external to primary care area and the Trust.

- To be responsible for the supervision and written assessment of students on placement within primary care and / or the Trust.
- Act as a mentor/preceptor.
- To achieve and demonstrate agreed standards of personal and professional development within agreed timescales.
- Review and reflect on own practice and performance through effective use of managerial and clinical supervision in line with primary care and Trust policy.
- To provide effective leadership within the team, speciality groups and at professional networks.
- Undertake Link Worker role/s as required.
- To participate in the development and delivery of strategy and development plans.

Governance – Including Quality, Standards, Documentation & Ethics

- To ensure that up to date written and electronic records and activity data are maintained in accordance with Professional, primary care and Trust standards and to provide specialist reports relevant to practice setting.
- To keep accurate and timely written and electronic record of each contact, using software programmes used by Primary Care.
- To adhere to the appropriate professional Code of Conduct, professional standards and ethics and comply with local and national standards of practice.
- To apply national guidelines/ legislation relating to health and social care in mental health service provision.
- To ensure that the Trust meets CQC standards of quality & safety.
- To participate in relevant Governance team meetings to maintain high standards of quality and safety.
- To proactively obtain and analyse performance information (e.g. patient and carer experience, caseload activity etc.) in order to support clinical care, professional development and organisational awareness, and where necessary take necessary actions.
- To ensure performance targets and standards are met.
- To complete clinical outcome measures as required e.g. HoNOS
- To ensure that professional standards of practice are maintained within the clinical setting.
- Ensure awareness, knowledge and delivery of relevant NICE guidelines and quality standards as defined by care pathway.

Human Resources Management

- To participate in research and/or audit projects relevant to the service area, disseminating findings at local level.
- To broaden research and development skills through participation in local audit and research projects.
- To participate in the operational planning, implementation of policy and service development within the team, leading on delegated projects.
- To use research in practice and developing research work from one's own practice.

Training & Development

- To participate in regular supervision in accordance with good practice guidelines and Trust policy.
- To participate in the Trust's annual Appraisal process.
- To attend all relevant mandatory training as and when required to do so.

Quality & Patient Safety

- Protection of Children & Vulnerable Adults – To promote and safeguard the welfare of children, young people and vulnerable adults.
- Implementation of NICE guidance and other statutory / best practice guidelines. (if appropriate)
- Infection Control - To be responsible for the prevention and control of infection.
- Incident reporting - To report any incidents of harm or near miss in line with the Trust's incident reporting policy ensuring appropriate actions are taken to reduce the risk of reoccurrence.
- To contribute to the identification, management and reduction of risk in the area of responsibility.
- To ensure day to day practice reflects the highest standards of governance, clinical effectiveness, safety and patient experience.
- To ensure monitoring of quality and compliance with standards is demonstrable within the service on an ongoing basis.
- To be aware of the responsibility of all employees to maintain a safe and healthy environment for patients/ clients, visitors and staff.

General

- To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
- To comply with the Professional Codes of Conduct and to be aware of changes in these. To maintain up to date knowledge of all relevant legislation and local policies and procedures implementing this.
- To ensure that all duties are carried out to the highest standard and in accordance with currently quality initiatives within the work area.
- To comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information and to be aware of any changes in these.
- To comply at all times with the Trust's Information Governance related policies. Staffs are required to respect the confidentiality of information about staff, patients and Trust business and in particular the confidentiality and security of personal identifiable information in line with the Data Protection Act. All staff are responsible for ensuring that any data created by them is timely, comprehensive, accurate, and fit for the purposes for which it is intended.

Equality & Diversity

The Trust is committed to equality and diversity and works hard to make sure all staff and service users have access to an environment that is open and a free from discrimination. As a Trust we value the diversity of our staff and service users, and therefore recognise and appreciate that everyone associated with the Trust is different and so should be treated in ways that are consistent with their needs and preferences.

Therefore all staff are required to be aware of the Trust's Equality and Diversity Policy and the commitments and responsibilities the Trust has to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

We firmly believe that it makes good business sense to have a workforce representative of the communities we serve and so encourage applications from all sections of the community.

To be noted:

- This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties, which fall within the grade of the job, in discussion with the manager.
- This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.
- This post is subject to the Rehabilitation of Offenders Act 1974 (Exemption Order 1975) and as such it will be necessary for a submission for disclosure to be made to the Criminal Records Bureau to check for previous criminal convictions. The Trust is committed to the fair treatment of its staff, potential staff or users in line with its Equal Opportunities Policy and policy statement on the recruitment of ex-offenders.

Person Specification

Job Title:	Primary Care Mental Health Practitioner
Band:	6
Responsible to:	Team Manager / MHLP
Department:	Peterborough

Criteria	Essential	Desirable
Education / Qualifications	<ul style="list-style-type: none"> Registered mental health professional [mental health/LD/Adult], appropriate to the job role (nursing, OT, SW). Completion of Mentorship/preceptorship Course/ENB equivalent, or intention to complete. Evidence of continuous professional development. 	<ul style="list-style-type: none"> Non-medical prescriber
Experience	<ul style="list-style-type: none"> Experience of working alongside people with complex health problems in the designated care group. Experience of supervising staff. Experience of providing a range of clinical interventions to people in the designated care group with a variety of health problems. Experience of working consultatively with professionals. Experience of conducting clinical assessments including risk assessments. Experience of partnership working within and across various statutory and non-statutory teams and agencies. 	<ul style="list-style-type: none"> Experience of managing a caseload. Lived experience of mental health issues Experience of working within primary care Significant experience of adult community mental health. Experience of developing new services.

	<ul style="list-style-type: none"> • Understanding of clinical governance. 	
Skills & Abilities	<ul style="list-style-type: none"> • Ability to communicate in a clear and unambiguous way • Excellent negotiation and conflict resolution skills. • Ability to develop good therapeutic relationships. • Establish and maintain communication with individuals, families, carers and groups about difficult or complex matters overcoming any differences in communication. • Develop own skills and knowledge and provide information to others to help their development. • IT literacy and willingness to take on new technology. • Promote people's equality, diversity and human rights • Skills of assessing and interpreting service user conditions with appropriate actions. • Ability to work with resistance at times, to manage own reactions to difficult situations and to act with appropriate authority and diplomacy. 	<ul style="list-style-type: none"> • Liaison with multi agencies at times especially in emergencies requiring mental effort to coordinate management of a crisis. • The ability to multi task and mental adaptation to different unpredictable situations.
Knowledge & Understanding	<ul style="list-style-type: none"> • Significant post qualifying experience in the relevant care group. 	
Physical Requirements	<ul style="list-style-type: none"> • Ability to use manual handling techniques. • Monitor and maintain the health and safety of self and others in the working area. • Required to use a PC. 	

Other	<ul style="list-style-type: none"> • Demonstrate an understanding of the practices of Human Rights in the delivery of this role. • Ability to travel across sites. • Punctual and flexible across hours of work when required. 	
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The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The Trust believes in treating everyone with dignity and respect and encourages applications from all sectors of the community. We guarantee an interview to candidates with disabilities who meet the minimum essential criteria.