

SECONDARY CARE MENTAL HEALTH

JOB DESCRIPTION AND PERSON SPECIFICATION

JOB TITLE: Physical Health Practitioner – Physical Health Team, CMH.

BAND: 3

REPORTS TO: Physical Health Clinical Lead

BASE: Trust-wide

JOB SUMMARY

Individuals with severe mental illness (SMI) are known to have poorer physical health outcomes than the general population. For this reason, Coventry & Warwickshire Partnership Trust (CWPT) is providing Physical Health Checks (PHC) to individuals open to Secondary Care Mental Health to identify and address their physical health needs, with a view to improving their quality of life.

The post holder will work within the Community Mental Health Physical Health Team to conduct PHC assessments with individuals experiencing SMI, focusing on their physical health needs. They will lead on ensuring that patients with mental health conditions do not experience discrimination in their physical health due to their mental health status. The post holder will support individuals by carrying out PHCs as specified in the Lester tool, health screening, health promotion and lifestyle advice (OHID, 2023).

The post holder will ensure that all organisational systems and processes are adhered to and will complete PHCs and documentation daily. PHCs may take place in a clinic setting or the home environment and the post holder will be required to independently manage their time and drive as part of the role.

The post holder will be required to undertake PHCs and identify required physical health interventions, to maximise recovery and independence as required by individual needs and complexity. This will include communication with external services throughout Primary and Secondary Care, Social Care, and the voluntary sectors.



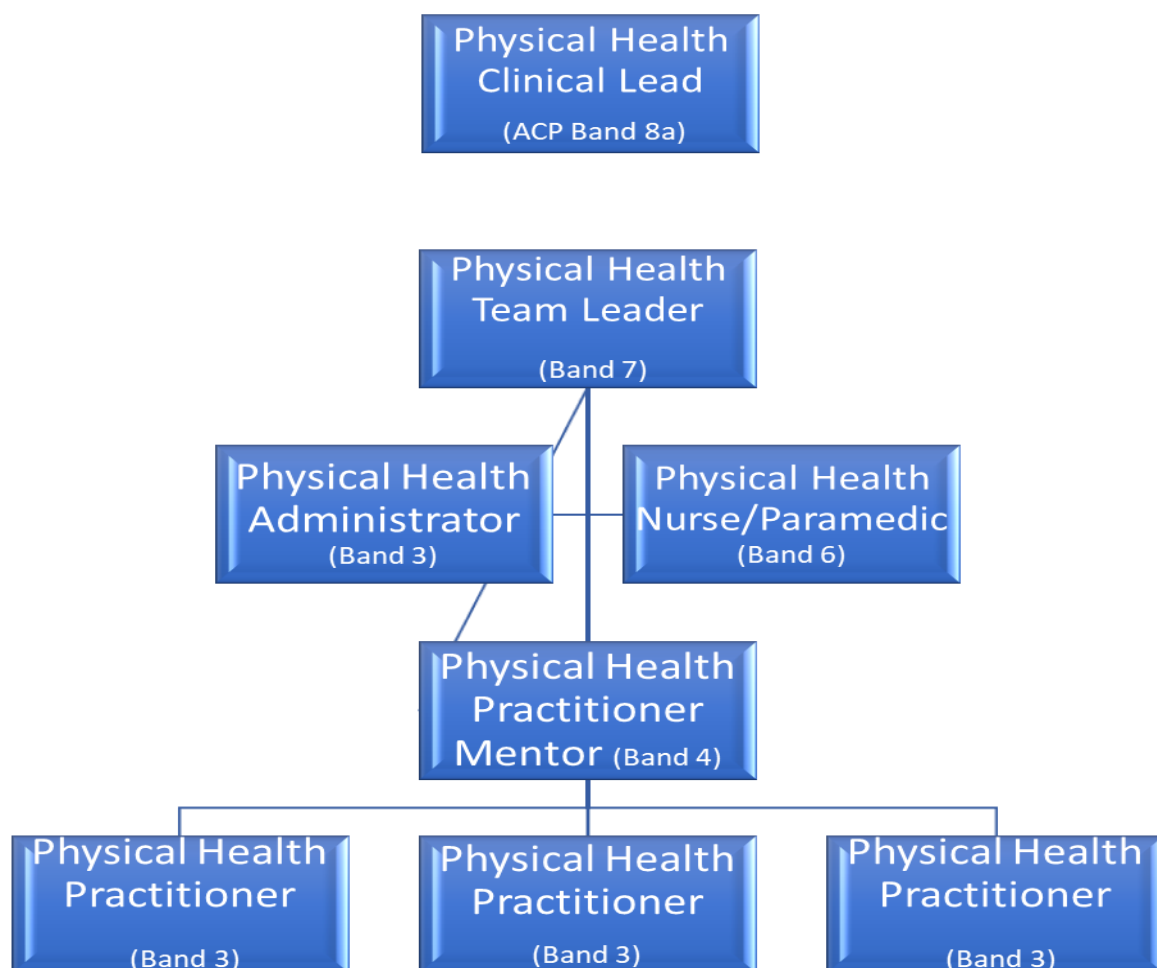
The post holder will be expected to develop an understanding of the physical health needs of individuals experiencing severe mental illness.

The Post holder will be willing to complete training and updates to enhance their abilities and competence in Physical Health checks e.g., phlebotomy and basic ECG recording and understanding.

The post holder will be required to work to the organisation's agile working policy.

The post holder will be required to undertake delegated responsibilities as required.

ORGANISATIONAL CHART



Respect



Excellence



Integrity



Collaboration



Compassion

Organisational Values:



MAIN RESPONSIBILITIES OF THE POST

Communication

The post holder will:

- Communicate with both internal and external stakeholders, such as service users, carers, other teams, third sector and voluntary organisations.
- Communicate effectively across a wide variety of settings, using tact and diplomacy in response to situations, some of which may have resulted from conflict.
- Use their initiative and follow organisational procedures in crisis situations.
- Apply communication skills which take account of other communication needs and differences, to plan, deliver and evaluate care.
- Use a trauma informed approach towards patients and colleagues.
- Use both oral and written communication skills to communicate information within records and reports within their service area. This may also include the need to respond to questions and concerns from a variety of groups, such as service users, carers, patient's families, and other teams.
- Comply with local and Trust policies and procedures regarding appropriate communication.
- Be prepared to attend and contribute to clients reviews within the multi-disciplinary team.
- Receive structured feedback from external organisations around patient's referrals and patient journeys.



Analytical and Judgemental Skills / Freedom to Act

The post holder will:

- Have informed basic knowledge and understanding in the psychological, social, physical, and spiritual needs of all patients.
- Act within the limits of their competency and authority.
- Make use of a clinical supervisor and Team supervisory sessions to enable development of their competency and to ensure that they work reliably, consistently, effectively, ethically and safely.
- Ensure that practice reflects up to date information and policies.

Planning and Organisational Skills

- The post holder will undertake routine management and organisation of their own time and activities to support the completion of their designated role within the team alongside receiving delegated work which can change at any time.
- Maintain clear, timely, comprehensive, and contemporaneous written clinical records on all patients in accordance with Trust policies.

Physical Skills

The post holder will:

- Have the ability to use I.T. systems sensibly and purposefully to meet the needs of the role and will be required to utilise systems safely and securely in line with organisational guidelines.
- Attend annual training and undertake basic life support training, where necessary.
- Undertake MAPA training to a level appropriate to the environment, as designed by the line manager.
- Take bloods, performing ECGs, measuring height, weight, blood pressures. However, training on these can be provided.

Responsibility for Patients / Clients

The post holder will:

- Assist in the coordination of care delivery for patients with mental health conditions in the community teams, including those with severe and enduring mental illness under the supervision of a registered nurse, in close collaboration with the psychiatric multidisciplinary team, patients and other stakeholders.
- Carry out the Physical Health check of patients and record on Physical Health monitoring form, reporting any abnormal data to the Physical Health



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nurse/GP/Clinical Lead/Medic i.e. Any changes in the patient's Physical Health condition, or any significant factors relevant to the patient.

- Encourage service users to choose and take part in activities that are meaningful to them. These may include self care, education, recreational and work activities as per the Lester Tool.
- Facilitate and support service users with the management of their Physical Health condition and any referral plans.
- Work within their own level of competence to obtain valid consent from an individual, or relevant other for a range of healthcare activities.
- Work as a member of a multi-disciplinary team to implement specific aspects of a service user's programme and contribute to evaluation and review.
- Promote and support the Physical Health and wellbeing of individuals in a holistic way.
- Help individuals (services users, their family, their significant other) with their requirements for information by providing advice and information to enable the individual to manage their Physical Health condition by adopting a suitable intervention to optimise their health and wellbeing.
- Work with service providers to enable them to support service users to access and use services in a way which respects their values and supports their rights.
- Once a Physical Health Check and any relevant interventions put in place, support the transfer of information back to the CMH Team, to aid continuity, consistency, and standardisation of Physical Health care.
- Support the effectiveness of therapeutic interventions in relation to supporting the recovery and wellbeing of service users.
- Be required to support the safeguarding of individuals.

Policy and Service Responsibilities

The post holder will:

- Be required to comply, within their own and the Trust's level of competence, with legal requirements for maintaining confidentiality in healthcare. This covers all aspects of an individual's information, data, and other resources relevant to their healthcare activities.
- Ensure that their actions reduce risks to health and safety.
- Acknowledge people's equality, diversity and rights.
- Be required to work to all local and organisational policies and procedures.

Responsibility for Financial and Physical Resources

- The post holder will be required to work within their own personal duty of care, in line with organisational policy when handling money, medical devices and using mobile telephones.



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Responsibility for Staff

The post holder will:

- Be required to reflect on and evaluate their own values, priorities, interests, and effectiveness.
- Actively participate in supervisory sessions in line with organisational policy.
- Reflect on their development and maintain own skills and practice by continued learning and development.
- Be required to attend training and apply learning in practice.
- Support other learners in the working environment and within their level of competence.

Responsibility for Information

- The post holder will gather, store, follow up and communicate information relevant to their job role.
- At all times the post holder must only access information relevant and appropriate to role

Research and Development

- The post holder will be required to contribute to and support research and audit within their service area, as required.

Physical Effort

- The post holder will be required to undertake light physical duties for example taking Physical Health monitoring equipment on visits.

Mental Effort

- The post holder will be required to work in a variety of settings which may be busy and demanding. This will require the post holder to always conduct themselves in a professional manner.

Emotional Effort

The post holder will:

- Promote effective communication and relationships with people who are troubled or distressed.
- As part of an overall programme of work, be required to establish, sustain, and disengage from relationships.



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Working Conditions

The post holder will:

- Be required to comply with Trust policy in relation to infection control, which includes hazardous waste, hand washing and disposal of sharps.
- Be required to work in an agile manner in response to the needs of the service.
- May be occasionally exposed to unpleasant working conditions i.e. verbal aggression. Support will be put in place where it can.
- Be required to have a current full driving licence and access to a vehicle for use during the working day.

OTHER DUTIES

1. The post holder will be required to use a computer, either a stand alone or as part of a networked system and will be responsible for the quality of information. The amount of time spent on this type of work will depend on the job.
2. The Trust embraces the principles of Improving Working Lives, and all staff will be required to adhere to the standards laid down in this initiative.
3. The post holder will be required to take part in an annual performance appraisal, where this job description will be reviewed, and objectives set.
4. The Trust has a No Smoking Policy that prohibits any smoking whilst at work.
5. To follow and adhere to the Trust's Health and Safety Policies and instructions and be responsible for your own and others health and safety in the workplace.
6. The post holder is expected to contribute to the creation of a working environment where everyone feels respected, valued, and treated with dignity.

This job description is not exhaustive and may be amended in consultation with the post holder. It should be reviewed whenever major changes have been agreed to the post and should be reviewed as part of the annual appraisal process to ensure it remains an accurate reflection of the duties and responsibilities undertaken by the post holder.

Safeguarding Children and Adults

All Trust employees have a duty to safeguard and promote the welfare of vulnerable adults, children, and young people in all relevant areas of their work.

This includes attending statutory and mandatory training, adhering to local Safeguarding Children and Adults boards' policies and procedures and inter-agency guidance as identified in the Trust's Safeguarding policies and procedures.



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Confidentiality

In accordance with the General Data Protection Regulations (2018), the Caldecott Principles and the Department of Health, Confidentiality Code of Practice all NHS employees are bound by a legal duty of confidence to protect personal information that they may encounter during their work.

All Trust staff must ensure that they protect all information they collect throughout their job role. This applies to personal information, person identifiable information and sensitive information. Failure to do so may be considered gross misconduct and subject to the disciplinary processes of the Trust.

Data Protection Act

All staff are reminded of their duties and responsibilities as employees under the General Data Protection Regulations (2018) and to ensure that Personal Data is not negligently or unlawfully handled or disclosed to unauthorised persons.

Infection Control

As an employee of Coventry and Warwickshire Partnership Trust you are responsible for protecting yourself and others against the risk of acquiring a Healthcare Associated Infection. All staff, clinical or non-clinical are expected to comply with infection control policies and procedures. You will attend the mandatory infection control training and updates as required by the Trust.

Environmental Issues

The Trust is committed to reducing its impact on the environment by preventing pollution, continually improving its environmental performance which increases the wellbeing of staff and patients. As a member of staff you are expected to adhere to policies to assist the Trust in meeting its environmental and sustainability targets.

Post holder's Signature

Date:

Post holder's Name:

Manager's Signature

Date:

Manager's Name:



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Person Specification

JOB TITLE: Physical Health Practitioner – Physical Health Team, CMH.

		HOW MEASURED? A (Application form) I (Interview)	WEIGHTING 1 - Low 2 - Medium 3 - High
Coventry and Warwickshire Partnership Trust Values	 Respect	A/I	3
	 Excellence	A/I	3
	 Integrity	A/I	3
	 Collaboration	A/I	3
	 Compassion	A/I	3
QUALIFICATIONS	<p>NVQ/QCF Level 3 or equivalent qualification or be working towards.</p> <p>Base level of theoretical knowledge of care procedures, clinical observations, and the mental health act</p> <p>And/or equivalent level of experience</p>	A/I	3



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KNOWLEDGE & SKILLS	Good written communications	A	3
	Good verbal communications	I	3
	Effective organisational skills	I	3
	Ability to follow policies and procedures.	A/I	3
	Understanding of Equal Opportunities	A/I	3
	Understanding of confidentiality	A/I	3
	Understanding of health and safety issues	A/I	3
	Knowledge of basic Physical Health equipment, it's use and interpret the results	A/I	3
EXPERIENCE	Experience in Community mental health care	A/I	3
	Experience in Acute or Physical Health Environment	A/I	3



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PERSONAL ATTRIBUTES (not covered by values)	Reliable	A/I	3
	Enthusiastic	A/I	3
	Punctual	A/I	3
	Self motivated	A/I	3
	Ability to work on own initiative	A/I	3
	Engaging, open and honest	A/I	3
	Personal resilience	A/I	3
	Able to demonstrate a non judgemental and empathetic approach to service users	A/I	3
	Ability to work as part of a team and able to accept direction and leadership in carrying out duties	A/I	3
OTHER (Please specify)	Disclosure and Barring Service (DBS) to an enhanced level	I	3
	Special requirements attached to the post – e.g. travelling, working in an agile manner, working unsocial hours, mobility etc.	I	3
	Must have full driving licence and access to a motor vehicle for business use.	I	3



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