

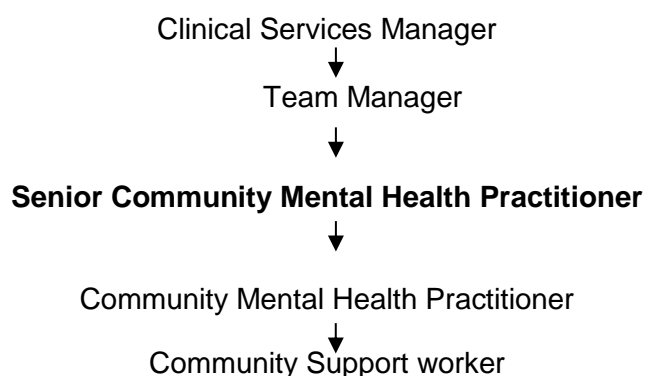


JOB DESCRIPTION AND PERSON SPECIFICATION

SUMMARY OF POSITION CRITERIA:

Job Title:	Senior Community Mental Health Practitioner
Pay Band:	6
Department:	Forward Thinking Birmingham – A local mental health service for young people aged 0-25 years.
Work Base:	As per contract - Birmingham area
Job Description Reference Number	
PBAC Role Code:	
*IT Systems Access Required:	ESR PAS System
Professional Registration Required:	Applicable to professional qualification
Qualifications Required:	Professional Qualification – RMN, RNLD

ORGANISATIONAL CHART:



JOB SUMMARY:

The post holder will:

- Behave consistently with the values and beliefs of the organisation and promote these on day to day basis.
- Act as a role model to colleagues, always seeking to maintain the highest standards of professionalism.
- Use their initiative and take responsibility for themselves and the quality of their work and the service they provide to patients.
- Provide a high quality, community based service to the children and families within a multi-disciplinary team providing a community based child and adolescent mental health service. This is a developing service and there may be opportunities to work in different teams as the service transforms.

KEY RESPONSIBILITIES

Dimensions

- The Forward Thinking Birmingham partnership multi - disciplinary Service is offered across Birmingham. The age range is 0-25 years for children referred to the service with emotional, behavioural and mental health problems.
- Members of the forward thinking Birmingham partnership multi - disciplinary Service includes Consultant Psychiatrists and other medical staff, Clinical Psychologists, Child Psychotherapists, Mental Health Nurses, Speech and Language Therapists and Occupational Therapists.
- The post holder will be a member of the Multi-disciplinary Team and will carry continuing responsibility for the assessment, treatment and management of a defined caseload. Where appropriate, they will be required to liaise with other local agencies including Tier IV inpatient and specialist centres, as well as the Mental Health Liaison Team and the home treatment team.
- Referrals are accepted from a wide range of professionals and agencies and we will be progressing to accept self-referral.
- Families of the referred children or adolescents are included in the assessment and on-going management of the cases. This will include the use of a range of approaches e.g. psychodynamic, behavioural, cognitive and psychopharmacological, as appropriate, within the overall framework of the multi-disciplinary team.

Clinical

1. Ensure that each referred patient and where necessary their family receives an individual specialist assessment, risk assessment and care plan and is the subject of regular evaluation which, wherever practicable is formulated in conjunction with the patient and/or their family.
2. Provide specialist interventions for referred people within a therapeutic framework, both individually, with families and in groups. Also providing advice and support for other professionals as required.
3. Act as the key worker for an identified caseload.

4. Prepare assessments, treatment reports and discharge summaries, in accordance with local policies.
5. Operate in any appropriate setting including hospital, primary care facilities, residential homes, schools and units/ colleges and people's homes.
6. Provide a range of services and approaches as part of the Senior Practitioner role ie consultation, specialist advice, clinical supervision and support to those working with children i.e. those in primary care, health visitors, school nurses, teaching staff, residential staff, social workers, youth service, etc.
7. Promote knowledge of mental health and the prevention of mental ill health with those service users and members of the general public, both formally and informally.
8. Foster close working relationships with all appropriate agencies and networks in the field of Mental Health, locally, regionally and nationally.
9. Participate in regular clinical and safeguarding supervision sessions with an appropriate supervisor and give clinical supervision.
10. Develop and/or take a lead in a specialist area, as agreed within the local team e.g. ADHD Clinics, CBT, Family Therapy, management of the waiting list etc.
11. Participate with the access centre to assess referrals as they come into the service and liaise with referring agents.
12. Be expected to participate in a flexible working pattern including weekends and evenings.

Other Duties

1. Ensure that all case records are maintained accurately, legibly and contemporaneously and that all information acquired in the course of carrying out their duties is treated in the strictest confidence but is shared with all professional colleagues in line with information sharing policy/protocol
2. Maintain and record accurate data and statistics and provide these as required to any appropriate officer of the Trust.
3. Where appropriate, lead, participate or co-ordinate clinical audits with the department and assist with the evaluation of departmental activity.
4. Maintain an up to date knowledge of all departmental, Service and Trust policies and procedures, applying them as required

Personal Development

1. Practice within the profession's Code of Professional Conduct and be conversant with and practice within the 1983 Mental Health Act and the Children Act 1989.
2. Participate in Forward Thinking Birmingham service developments and improvements and staff development.
3. Attend service and clinical meetings, as required and provide feedback to colleagues.
4. Keep abreast of contemporary research and implement evidence /policy based practice.

5. Participate in required training sessions, which may include in-house, trust wide or external bodies, in line with Staff Appraisal and Development review. This will include attending all mandatory training sessions.
6. Participate in the placement of students, newly appointed staff, those on work experience programmes, medical students and doctors.

ADDITIONAL RESPONSIBILITIES FOR ALL STAFF

In addition to the specific responsibilities set out above the following expectations of all staff:

Corporate Responsibilities

All staff must ensure that their actions and behaviours are in line with, and consistent with, the FTB values

Information Security

Matters of a confidential nature, regarding both staff and patients may be available to members of staff; divulgence of information or even of the knowledge of such information must only occur in the proper exercise of the above duties.

All staff must ensure that information security is maintained at all times, taking personal responsibility to be aware of and ensure that their actions and behaviours are in line with, the Trust's information governance policies.

All staff will be required to comply with policies and procedures issued by and on behalf of the Trust.

This job description will be subject to review and amendment, in consultation with the post holder, to meet the changing needs of the service and the organisation.

Training and Development

All staff have a responsibility to participate in regular appraisal with their manager/team leader, where there is a joint responsibility to identify any training and development needs.

All staff have a responsibility to undertake statutory and mandatory training as deemed appropriate by the Trust. Details are available in the Trust's Statutory/Mandatory/Essential Training Checklist.

Every effort is made to provide statutory and mandatory training by a variety of methods and in a variety of settings and times. However, there is an expectation that as a condition of employment, the Trust requires its staff to attend training sessions that may fall outside their normal working hours.

Safeguarding

Within their sphere of competence, all staff are responsible for promoting and safeguarding the welfare of the children, young people and/or vulnerable adults for whom they are responsible or may come into contact with, in the job role.

Health and Safety

The Trust aims to provide all staff, visitors and service users with a safe environment, in which to work or visit, without suffering any personal injury or ill health.

All members of staff are responsible for ensuring that they work in such a way as to ensure their own health and safety and that of other staff, clients, patients and members of the public.

All staff will be required to comply with regulations relating to the Health and Safety at Work Act and Infection control.

Managers' Responsibilities for Health and Safety

Managers should:

- Take reasonable care of their own health and safety and that of others, who may be affected by their “acts or omissions”.
- Co-operate with the Trust on Health, Safety and Security matters so that it can comply with its legal duties.
- Not interfere with or misuse anything provided in the interests of health, safety, security or welfare.
- Ensure that effective arrangements are in place to enable a safe and secure working environment and safe systems of work for all staff, students and others working under their control.
- Ensure that all staff, students and others working under their control comply with statutory requirements, Trust Health, Safety and Security related policies, procedures, and codes of practice and with the arrangements in place to control health, safety and security risks.

Failure to carry out these requirements may result in disciplinary action.

Control of Infection

The Trust is firmly committed to reducing Healthcare Associated Infection. All staff must work to the Trust's Hand Hygiene Guidance, Infection Prevention and Control Policies, Procedures and Guidance relevant to their area of work and undertake the necessary training. For staff in clinical areas this will be appraised through the KSF review process and/or other relevant professional review processes.

Information Quality

All staff must ensure complete and accurate data is collected and recorded in a timely manner.

Equality and Diversity

The Trust recognises the diversity of its staff and undertakes to treat them equitably and fairly irrespective of gender, gender identity, disability, race age, sexual orientation, religion or belief. The Trust recognises its duty to each and every individual employee and will respect their human rights'; the Trust also expects that its employees will treat other staff, patients and members of the public with dignity and respect.

Confidentiality

Staff must at all times maintain confidentiality on information gained in the course of their duties. This may well include access to personal information relating to service users and Trust staff.

Information Governance

All staff have a personal responsibility to ensure that person identifiable, confidential or sensitive information is processed in line with the Data Protection Act, the NHS Records Management Code and the NHS Code of Confidentiality.

All staff should be aware of the requirements of the Freedom of Information Act 2000 and the Trust's procedures for dealing with requests for information in a timely manner.

Access to Health Records

All staff who contributes to patients' health records are expected to be familiar with, and adhere to the Trust's Records Management policy. Staff should be aware that patients' records throughout the Trust will be subject to regular audit. In addition, all health professionals are advised to compile records on the assumption that they will be accessible to patients in line with the Data Protection Act 1998. All staff who access patients' records have a responsibility to ensure that these are maintained and that confidentiality is protected in line with Trust Policy.

Smoke Free Policy

All buildings and grounds are smoke free. There is no provision of 'smoking rooms' inside buildings.

Job Description

This job description is not intended to be an exhaustive list of duties but to give a guide to the objectives and responsibilities of the post. It will be reviewed in line with any organisational change and annually as part of the appraisal process.

PERSON SPECIFICATION

Job Title: Senior Community Health Practitioner - Band 6

	ESSENTIAL	Desirable
Values and Behaviours – <i>These will be tested throughout the selection process</i>	Put patient care at the heart of the work you do to improve health care outcomes and service delivery Deliver the highest standards and quality outcomes possible Be the best you can be, always look for ways to improve and develop to reach your potential Encourage others to develop themselves and the service through improvement, innovation and continuous development Joint working with others, e.g. patients, colleagues in the delivery of high quality healthcare Build positive working relationships, respecting and valuing others, being helpful and inclusive	
Experience	Extensive post registration experience in mental health care Assessing and managing risk Devising robust and effective care plans using SMART goals De-escalation techniques Use of therapeutic interventions with children and young people i.e. 1:1, counselling, family therapy and group work Delivering teaching / training Providing consultation Liaison with inpatient settings and external agencies	Working in inpatient CAMHS settings Providing care in community settings Developing a specialist area on behalf of the Service/ or local Team Developing policies and protocols Working in a multi-disciplinary Team Supervising less experienced members of staff

Knowledge	<p>Working knowledge of Health Service</p> <p>Working knowledge of mental health</p> <p>A good knowledge of own professional guidelines</p> <p>Good knowledge of recognised disorders and illnesses in the field of mental health</p> <p>Fundamental knowledge of medications used in mental health</p> <p>Understanding of a range of communication styles when working with children, young people, young adults and families in distress</p> <p>Hold an interest in a specialist area</p> <p>Knowledge of the Mental Health Act</p>	
Qualifications	<p>Professional qualification – RMN / RNLD qualifications</p> <p>Relevant Post qualifying qualification e.g. or be able to demonstrate an equivalent level of training</p> <p>Relevant Post graduate study or be able to demonstrate further skills based training</p>	<p>Specific qualification in a relevant therapeutic speciality e.g. counselling, Family Therapy, CBT, substance misuse</p> <p>Nurse Prescriber</p>
Skills & Abilities	<p>Ability to challenge poor behaviour</p> <p>Role modelling good behaviour</p> <p>A positive attitude and able to act on feedback</p> <p>Ability to praise and be supportive to others</p> <p>Appropriate and adaptable verbal and written communication</p> <p>Able to undertake audit</p>	<p>Basic IT competency</p>

	<p>Able to undertake risk assessments within the service</p> <p>Able to demonstrate leadership skills</p>	
Other qualities	<p>Able to work independently</p> <p>Able to work as a member of a team</p> <p>Awareness of personal strengths and limitations</p> <p>Able to meet the travel requirements of the role</p>	