

Person Specification

Post Title	Senior Practitioner - HBT (Primary Care Urgent Referrals and Assessment Worker)
Band	7
Location/Base	Home Based Treatment
Responsible to	HBT Team Manager
Accountable to	Urgent Care Operational Manager

Requirements

Subheading	Essential	Desirable	How ascertained AP = Application form IN = Interview OA = Any Other Assessment
Education / Qualifications	<ul style="list-style-type: none"> • Qualified RMN, OT or Social Worker 	<ul style="list-style-type: none"> • Post graduate training relevant to mental health / leadership / management 	AP
Experience (to cover Job Description Sub Headings)	<ul style="list-style-type: none"> • Post registration experience of working in multidisciplinary Home Treatment team, liaison mental health or other mental health community services. • Evidence of post registration specialist training and development. • Experience of participating in audit and an understanding of implementing Action plans relating to the outcome of audits. • Knowledge of requirements under the Care Programme Approach including the needs of carers and the mental health Minimum Data Set. 	<ul style="list-style-type: none"> • Previous experience in a clinical leadership role. 	AP AP/IN AP/IN IN

Knowledge (to cover Job Description Sub Headings)	Skills & Abilities Must demonstrate the ability to:		
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	<ul style="list-style-type: none"> • Offer advice and consultation to members of the multi -disciplinary team based on solid clinical experience of mental health nursing. • Support the Team Managers and other Senior Practitioners / Professional Leads in the daily operation of the Teams. • Lead on the implementation of, the Trust-wide Strategies across the Directorate • Facilitate a culture of life-long learning, including involvement in the process of Individual Development and Personal Review (IDPR), and Personal Development Plans. • Participate in and ensure provision of Clinical Supervision, both as Supervisee and Supervisor and an understanding of the Knowledge, Skills Framework under Agenda for Change. • Promote a learning environment for students • Ensure compliance with policy, procedure and protocol, in consultation with the Team Managers, other Senior Practitioners and Professional Leads. • Participate in multi-agency meetings e.g. Protection of Vulnerable Adults, Child Protection. • Understand the Clinical Governance agenda and provide professional representation in local groups supporting 		<p>IN/OA</p> <p>AP</p> <p>IN</p> <p>AP</p> <p>AP/IN</p> <p>AP</p> <p>IN/AP</p> <p>AP</p> <p>AP</p>
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	<p>consultation and implementation.</p> <ul style="list-style-type: none"> • Full understanding of the Care Programme Approach including the needs and rights of Carers. • Understanding of current national policy and initiatives in relation to severe and enduring mental health issues. 		AP/IN
Work Related Circumstances	<ul style="list-style-type: none"> • There is a frequent requirement to travel extensively across the wide footprint of the Trust • Ability to work over 24 hour, 7 days a week team, to facilitate line management and support practitioners. • Participate in bronze on call rota subject to agreement 		AP AP

Trust Mandatory Requirements	<p>The post holder must be able to:</p> <ul style="list-style-type: none"> • Understand all Trust Policies and Procedures • Understand the Trusts Strategic Goals and how they can support them • Understand the need to safeguard children and vulnerable adults • Carry out all duties and responsibilities of the post in accordance with Equal Opportunities, equality and Diversity and dignity in care and work policies and principles • Maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded <i>accurately, appropriately and kept up to date</i> 		<p>AP</p> <p>AP</p> <p>AP/IN</p> <p>AP/IN</p> <p>AP</p> <p>AP</p>
	<ul style="list-style-type: none"> • Take reasonable care of the health and safety of yourself and other persons • Contribute to the control of risk and to report any incident, accident or near miss • Protect service users, visitors and employees against the risk of acquiring health care associated infections • Take responsibility for own learning and development 		<p>AP</p> <p>AP/IN</p> <p>AP</p>

Reviewed by: Victoria Byrne and Andrew Buckley
Designation: UC Operational Leads
Date 12/01/2023