

**HUMBER TEACHING NHS FOUNDATION TRUST
JOB DESCRIPTION**

Job Title:	Senior Practitioner - MHST
Band:	6
Department:	MHST Early Intervention
Responsible to:	Team Leader MHST
Responsible for:	Senior Clinical activity and supervision in the service
Location:	Hull and East Yorkshire

Job Role Summary

- To support the MHST Clinical/Professional Team Lead and other colleagues in providing a low intensity Psychological therapies service for children, young people and their families in schools/colleges.
- To support the MHST Clinical/Professional Team Lead in providing professional/clinical leadership within own area of responsibility.
- To oversee the formulation and intervention plans for schools, parents, children and young people being supported by the Education Mental Health Practitioners (EMHP)s using a range of specialist psychological interventions appropriate to the service; individual and groups.
- Work in partnership with schools/colleges, to support children, young people experiencing mild to moderate mental health difficulties and their families in the self-management of presenting difficulties.
- Provide a range of information and support to schools for evidence based psychological, social emotional and systemic interventions, including guided self-help and signposting to other services where appropriate.
- To provide professional/clinical supervision to EMHPs along with other professional/clinical supervisors in the team.
- To support the EMHPs to liaise with other education, health, social care and voluntary community sector staff from a range of agencies, in the care provided to children, young people, their families and professionals.
- Attend and fulfil the requirements of the training element of the post including practical, academic and practice based assessments- to support EMHPs in meeting their training requirements, and to fulfil requirements of any supervisor training that may be part of the job role.
 - Support EMHPs in the co-delivery of training sessions, group and individual interventions in schools.



- Assess and deliver, outcome focused, evidence-based interventions to children and young people and families experiencing mild to moderate mental health difficulties.
- There will be a requirement to provide a service between 8.00 am – 8.00 pm over a 6 day Monday – Saturday period, to meet the needs of children and young people and service delivery

Core Functions

To deliver face to face interventions with Young people and their families in a range of setting across the community comprising of patient homes, schools, health centres and community centres.

The candidates will use a mix of face to face working, virtual and over the telephone. The 3 main functions of the MHST are;

- To work in partnership with education settings to compliment existing provision and support the Mental Health Leads to further develop and deliver their whole school approach.
- Offer consultation, advice, support, and signposting.
- To deliver evidence-based interventions for mild to moderate mental health issues to children, young people and families.

Communication and Relationships Skills

To lead and present complex, sensitive and challenging clinical and professional communication processes that may impact on service users, carers, staff, the team, the organisation, partner agencies and members of the public, where there are barriers to understanding

To communicate complex information to users and carers regarding personal, psycho-social problems in an empathic and supportive way. This will involve using a range of inter-personal skills in situations that can be emotional, and require a satisfactory outcome, e.g. impact of diagnosis

To support the Clinical Team Lead with the implementation of care pathways/ care bundles, and provide effective professional and managerial communication with all staff in own area of responsibility

Analytical and Judgemental Skills

To assess, plan and advise on complex challenging and high-risk clinical situations to ensure safety of patients, carers, staff and the general public.

Regularly deal with difficult situations, using complex problem-solving expertise to interpret, analyse and resolve the situation to a satisfactory outcome.

Demonstrate specialist skills in assessing the needs of patients and their carers, based on the analysis of complex facts and situations. Interventions will be planned on the assessment and interpretation of this information.



Planning and Organisational Responsibilities

To plan care for patients e.g. organising appointments, treatments, interventions, care programme approach (CPA) reviews.

Responsible for managing and prioritising own workload, balancing the needs of patients and service requirements/competing priorities.

Physical Skills

Maintain up to date training and knowledge of violence and aggression.

Maintain skills developed through practice in relation to the provision of a wide range of therapeutic activities including mobilising skills and dexterity for the handling and use of specialist equipment/tools.

If professionally applicable: up to date competency in medication management.

Responsibilities for Patient Care

Develops and maintains the patients control over decision making, assess the patients commitment to the jointly determined plan of care, and fosters personal responsibility for health.

Deliver care interventions and specialist advice, in a variety of settings, that promote patient flexibility and choice, and which are sensitive to cultural preferences.

Develops specialised programmes of care. Provides specialist advice and support to patients and their families regarding treatments, diagnosis, therapeutic interventions and options available to them.

To act as CPA care co-ordinator for patients.

Responsibilities for Policy and Service Development Implementation

To contribute to the implementation of policy and practice, informing the Clinical Team Lead of any barriers to implementation within own area of responsibility/specialism.

To assist the Clinical Team Lead, operational managers and other colleagues with policy, protocol, service/practice development implementation and change e.g. Clinical Governance, business planning, nursing strategy.

To contribute the clinical perspective in reviewing, developing and monitoring operational/clinical policy within own area of responsibility/specialism
Evaluates patients responses to the health care provided and the effectiveness of the care.

Responsibilities for Financial and Physical Resources

Ensure operational managers are informed of the need for relevant clinical equipment (e.g. medication management and physical health screening, equipment necessary for daily living activities).

Responsibilities for Human Resources

To provide regular structured supervision and performance development reviews (PDRs) for clinical staff in own area of responsibility.

Responsible for identifying and addressing clinical practice issues are addressed in own area of responsibility e.g. poor performance, fitness for practice, competency, work related stress and support the Clinical Team Lead on the development of action plans to address these.

To provide preceptorship for newly registered practitioners.

Contribute to the recruitment, appointment and retention of practitioners within own area of responsibility.

Be a practising mentor/on the live register of mentors.

Support the Clinical Team Leader with the continuous professional development (CPD) of clinicians in own area of responsibility.

Responsibilities for Information Resources

To provide accurate and timely information to inform Trust/National databases as required, e.g. Lorenzo or SystemOne.

Support the Clinical Team Lead in ensuring that staff within team/service area have adequate skills and resources to implement record keeping standards.

Maintain up to date training and basic IT skills, and demonstrate a good working knowledge of confidentiality and data protection.

Responsibilities for Research and Development

To work with clinical staff in own area of responsibility to analyse the outcomes of audit and develop action plans for change.

To contribute to research projects within the profession and clinical speciality, both locally and nationally.

To support and enable staff to undertake research projects e.g. literature searches, health needs analysis.

Freedom to Act

To work within professional code of conduct, organisational policy and guidance

To provide specialist advice and high level of clinical competency in order to inform and enable practitioners to take clinical actions based on the analysis of the specific challenges/risk situation e.g. clinical risk management

Standard Paragraphs

- **Trust's Values:** Promote and demonstrate the Trust's 3 values Caring, Learning and Growing. Caring for people while ensuring they are always at the heart of everything we do. Learning and using proven research as a basis for delivering safe, effective, integrated care. Growing our reputation for being a provider of high-quality services and a great place to work.
- **Confidentiality:** Confidentiality/data protection regarding all personal information and Trust activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as the Data Protection Act. The post holder should ensure that they are familiar with and adhere to all Trust Information Governance policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action may be taken.
- **Equal Opportunities:** Promote the concepts of equality of opportunity and managing diversity Trust wide.
- **Health and Safety:** Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors and employees.
- **Infection Prevention and Control:** Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with Trust policy.
- **Professional standards and performance review:** Maintain consistent high professional standards and act in accordance with the NMC code of professional conduct. Employees are expected to participate in the performance review process.
- **Service/Departmental standards:** Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.
- **Finance:** All Trust staff will comply with financial processes and procedures
- **Safeguarding Children:** Employees must be aware of the responsibilities placed on them under the Children Act 1989, 2004.

Summary

This job Description is an outline of the key tasks and responsibilities of the post and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing needs of the Trust and its services, as well as the personal development needs of the post holder



Confirmation of Job Evaluation Process

Job Reference Number:	JE2309
Date of Job Evaluation:	May23



Person Specification

	Essential	Desirable	How assessed
Qualifications and Knowledge	<ul style="list-style-type: none"> • Full understanding of relevant policy, legislation, drivers and their application to clinical /professional and service area, e.g. Mental Capacity Act, Social Inclusion • Full understanding/application of relevant clinical practice/standards/audit within identified clinical area • Basic IT skills • Professional qualification and registration relevant to post (e.g. NMC, Social Worker, Therapist, AHP, CYP IAPT) • Post registration/graduate diploma or equivalent experience in related work area, to demonstrate advanced level of practice • Demonstrable experience of mentoring pre-registration students/ Trainee's/supervising staff etc. 	<ul style="list-style-type: none"> • Evidence of project work that has impacted on practice and demonstrates a higher level of communication/planning/change that impacts within own area of work/responsibility. • Evidence of CPD or experiential learning at an advanced level e.g. Post graduate/Masters level • Leadership training/qualification/experience 	<ul style="list-style-type: none"> • Application form • Interview • Formal qualifications/certificates



Experience	<ul style="list-style-type: none"> • Evidence of continuing professional development (CPD) relevant to the clinical area at specialist level of care • Evidence of development of specialist practice skills and able to demonstrate the impact of this on practice change/development • Evidence of promoting/supporting active user/carer involvement/participation • Act as Care Programme Approach (CPA) Co-ordinator 	<ul style="list-style-type: none"> • Demonstrable experience of working in the specific field where the post is held • Development of specialist/advanced level of practice skills and able to demonstrate the impact of this on practice change/development • Leadership/management experience which has had a positive impact and created change within the service delivery/practice • Professional networking locally • Ability to effectively Chair meetings 	<ul style="list-style-type: none"> • Application form • Interview • Portfolio
Skills and Competencies	<ul style="list-style-type: none"> • Effective inter-personal skills and experience in supervising and mentoring • Able to demonstrate effective communication skills • Good time management skills • Work within the culture of improving working lives and working time directive • Ability to demonstrate ethical values and attitudes within a culture of equality and diversity 	<ul style="list-style-type: none"> • Ability to lead and motivate staff to embrace change • Working knowledge of Trust policies and procedures in order to effectively lead and manage others 	<ul style="list-style-type: none"> • Application form • Interview • Formal qualifications/certificates



Job Risk Profile – Effort Factors

This role involves:	Yes	No	Rare	Occasional	Frequent	Examples
Lifting Weights / objects between 6 – 15 kilos			x			
Lifting weights / objects above 15 kilos		x				
Using equipment to lift, push or pull patients / objects		x				
Lifting heavy containers or equipment		x				
Running in an emergency		x				
Driving alone / with passengers / with goods	x			x		Lone working policy in place. Use of car needed
Invasive surgical procedures		x				
Working at height		x				
Concentration to assess patients / analyse information	x				x	Provide assessment and intervention in a CAMHS service
Response to emergency situations		x				
To change plans and appointments / meetings depending on the needs of the role	x			x		As per service and patient needs
Clinical Interventions	x				x	Deliver clinical interventions
Informing patients / family / carers of unwelcome news	x				x	Clinical information and safeguarding
Caring for terminally ill patients		x				
Dealing with difficult family situations	x			x		
Caring for / working with patients with severely challenging behaviour		x				
Typing up of minutes / case conferences	x			x		
Clinical / hands on patient / client care	x				x	
Contacts with blood / bodily fluids		x				



Exposure to verbal aggression	x		x			Working in the community with cyp's and families
Exposure to physical aggression	x		x			
Exposure to unpleasant working conditions dust / dirt / fleas		x				
Exposure to harmful chemicals / radiation		x				
Attending the scene of an emergency		x				
Food preparation and handling		x				
Working on a computer for majority of work	x			x		Use of recording system lorenzo
Use of road transport			x			

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A provider of integrated health and social care services across Hull, East Yorkshire, North Yorkshire and beyond.