

Job Description

1. Job Details

Job Title:	Lead Practitioner (Emotion Regulation Pathway)
Reports to:	Service Manager Community Mental Health Team
Accountable to:	General Managers
AfC Band:	6
Main Location:	CMHTs Derby City and Derbyshire County
Date:	September 2022

2. Job Summary

The post holder will be clinically responsible for supporting the delivery of a flexible, responsive local service within the Community Mental Health Team. They will work collaboratively with colleagues, key partners and those within the local community to develop services to meet the mental health needs of the community.

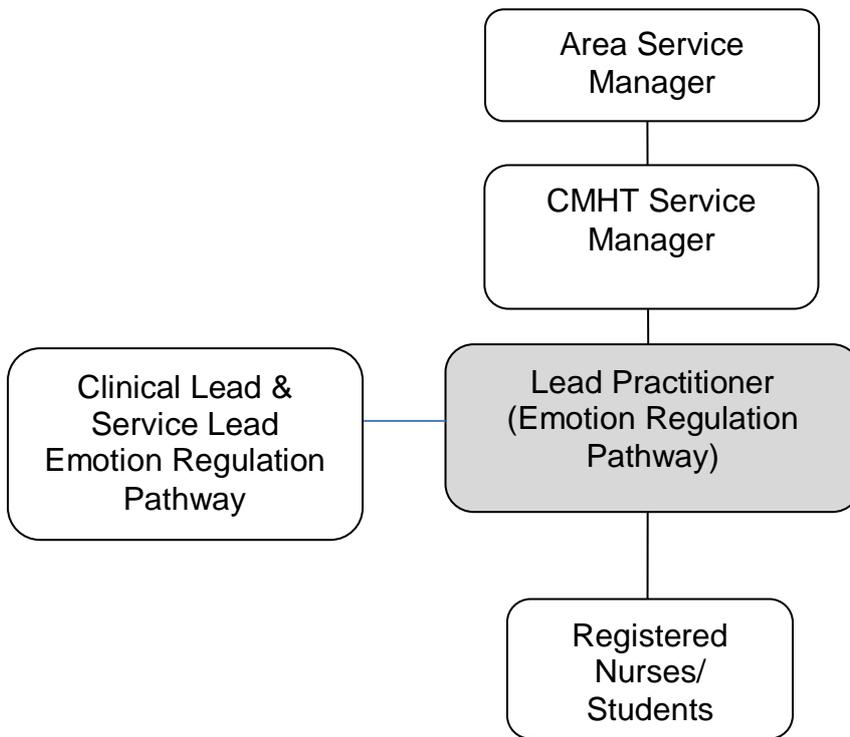
The post holder will employ a wide range of skills, building on and developing their expertise and actively seeking advice and collaboration with issues which may not be readily within their sphere of competence. As a senior registered practitioner they are professionally and legally accountable under their relevant codes of professional practice.

This role will work predominantly with people on Emotion Regulation Pathway meeting criteria for diagnosis with emotionally unstable personality disorder.

3. Dimensions (Financial responsibility)

The post holder will regularly support the budget holder to ensure all resources are managed effectively, eg financial, staff, equipment, stock control etc. and in co-ordinating the clinical and operational budget allocation for the clinical area.

4. Organisation Chart



5. Key result areas (main duties/responsibilities)

1. Utilise best evidence to undertake a core mental health assessment to triage, assess, formulate, plan, implement and evaluate care for patients referred within the Community Mental Health Team.
2. The post holder will participate in the duty system and home safe (lone working) system regularly as required and ensure that awareness of clinical and resource information is used analytically to inform decisions that meet service user, team and organisational objectives.
3. Take the lead role in the development of a collaborative care plan that includes delivering care as a non-medical prescriber under the supervision if trained and competent to do so.
4. The post holder will assume the role as a lead professional/Care Co-ordinator for patients under their care.
5. Provide clinical supervision and accountability as designated by the Community Mental Health Team service manager.
6. Responsible for the delivery of core interventions and Wellness Recovery Action Plans (WRAP), and where appropriate specialist interventions.
7. Ensure the therapies and interventions provided are appropriate to meet the specific needs of the individual based on their problems, strengths, goals, life stage and abilities.
8. The post holder will promote health education in accordance with the Trust "Making Every Contact Count" and based upon individual holistic assessments.
9. Ensure that people on their caseload have up to date safety plans in place, completed in collaboration and shared where appropriate across the health community.
10. Work in conjunction with current Trust Care Programme Approach processes, assuring that clinical systems are in place for individuals on their caseload.

11. The post holder will be responsible for assuring individuals on their caseload have a personalised plan of care that is formulated, with agreed outcomes associated with current evidence.
12. The post holder will ensure that the physical health needs of individuals on their caseload are screened, monitored and appropriately responded to.
13. To act as mentor and assessor for students as and when required.
14. Ensure recordkeeping is adhered to in accordance with Trust policy, procedures and Professional Regulatory guidelines.
15. To engage appropriately with carers and ensuring carers assessments are completed in accordance with the Care Act 2014
16. To support and advocate for individuals on caseload, for example when specialist placement is required.
17. The post holder will be expected to provide interventions to patients experiencing a wide variety of diagnoses/symptoms.
18. Interventions provided will be within the practitioner's sphere of competency and within their major skill set, the practitioner is expected to liaise with colleagues who may be more experienced within a particular field as and when required.
19. To ensure up to date knowledge and skills in the administration of inter muscular injections (nursing staff only).

Effective

1. Utilise evidence-based practice and National Institute for Clinical Excellence (NICE) guidance to demonstrate the knowledge and skills required to support a patients mental social and physical wellbeing in a community setting.
2. Support people who use the service by promoting effective change to positively impact individual outcomes.
3. The post holder will be responsible for ensuring that their mandatory and statutory training is up-to-date.
4. Undertake audits and surveys necessary to own work and participate in clinical audit and research activity.

Responsive

1. Ensure that a multi professional / agency approach to care is maintained, valuing the interface of roles and responsibilities and through multi-disciplinary team working.
2. The post holder will ensure that safeguarding procedures are implemented for both adults and children in a safe and timely manner across a defined staff group within the Community Mental Health Team.
3. Responsible for proactively commenting and proposing new systems that support the team's approach to care delivered within the Community Mental Health Team, utilising best evidence and national guidance.
4. The post holder will occasionally participate in untoward incident investigation and reporting, along with promoting a 'learning the lessons' in accordance with Trust reporting processes.
5. Cover duty and respond appropriately to ensure the required intervention is undertaken. The post holder will take the lead in ensuring clinical and non-clinical risk management systems are operational within the clinical area, including Health & Safety at Work issues.

Well-Led

1. Provide a professional role model for the delivery of high-quality care within the Community Mental Health Team.
2. Take the lead in developing opportunities for reflective practice and practice development for staff within the Community Mental Health Team.
3. The post holder will ensure that the organisational clinical / managerial supervision policy is implemented across a defined service area proactively encouraging multi professional supervision arrangements and will deliver individual supervision in accordance with the local Community Mental Health Team model.
4. Complete staff annual appraisals as delegated by the Community Mental Health Team Service Manager.
5. Support, comment and propose on developments to clinical standards supported by best evidence and national guidance within the Community Mental Health Team and across the pathway.
6. Chair clinical and managerial meetings as delegated by the Community Mental health Team Service Manager.
7. The post holder will ensure Trust policies, procedures, and legislative directives are advocated and implemented, ie Equal Opportunities, Human Rights Act, Disability Discrimination Act, Race Relations, Sex Discrimination and age discrimination.
8. The post holder will regularly support the budget holder to ensure all resources are managed effectively, eg financial, staff, equipment, stock control, etc and in co-ordinating the clinical and operational budget allocation for the clinical area.

Caring

1. The post holder is expected to uphold values at all times and ensure that respect, dignity and compassion are at the forefront of interactions with patients, their carers and colleagues, and challenge poor practice in relation to these values.
2. Use effective interpersonal skills when communicating with patients, carers and relatives and team members across the pathway in order to promote choice, inclusion and personal autonomy.

Information Governance

The Derbyshire Healthcare NHS Foundation Trust requires its staff to comply with Information Governance related standards and policies at all times when dealing with confidential information, which includes any information relating to the business of the Trust and its service users and employees.

All NHS employees are bound by a duty of confidentiality and must conduct their duties in line with the NHS Confidentiality Code of Practice, Data Protection Act and Freedom of information Act.

Post-holders must maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately and kept up to date. The post-holder must only access information, whether paper, electronic or in other media, which is authorised to them as part of their duties.

All Information obtained or held during the post-holder's period of employment that relates to the business of the Trust and its service users and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust's discretion and in line with national rules on exemption.

Any breach of confidentiality or computer misuse could lead to disciplinary action, and in serious cases could result in dismissal. Breaches after the post-holder's employment has ended could result in the Trust taking legal action against them.

Post-holders must ensure that they are aware of their responsibilities by attending the Trust Mandatory Training and Induction programme.

Infection Control

All staff have a responsibility to appraise themselves of how the prevention of the spread of infection relates to their role. They have a responsibility to ensure they are aware of Trust policies and procedures in relation to infection prevention and control and ensure that they comply with them in fulfilling their role.

Values

As an employee of Derbyshire Healthcare NHS Foundation Trust you are required to adhere to the Trust's overriding value of putting "patients at the heart of everything we do". In recognising both the values expressed in the NHS Constitution and the Trust Values:

People first – We put our patients and colleagues at the centre of everything we do

Respect – We respect and value the diversity of our patients, colleagues and partners and support a respectful and inclusive environment

Honesty – We are open and transparent in all we do

Do your best – We work closely with our partners to achieve the best possible outcomes for people.

Safeguarding – The action we take to promote the welfare of children and vulnerable adults and protect them from harm

SAFEGUARDING CHILDREN & VULNERABLE ADULTS IS EVERYONE’S RESPONSIBILITY

All staff working within Derbyshire Healthcare NHS Foundation Trust who come into contact with children, young people and/or their families/carers, including those who are non-clinical and those who work predominantly with adults has a duty within their role and responsibility to ensure that they understand what is required of them as an individual and as part of the wider organisation in order to keep children and vulnerable adults safe.

Health & Safety

In addition to the responsibilities of the Trust under Health and Safety legislation you are reminded of your responsibilities for health and safety at work under the Health and Safety At Work Act 1974 as amended and associated legislation. These include the duty to take reasonable care for the health and safety of yourself and of others in your work activities or omissions, and to co-operate with your employer in the discharge of its statutory duties.

You must adhere strictly to the policies and procedures on health and safety, and report all accidents, dangerous occurrences, unsafe practices or damage to your manager promptly using the Trust’s incident reporting system.

You must make use of appropriate training, safety equipment, protective clothing and footwear and attend training. Failure to comply with these requirements may result in disciplinary action.

7. Communications and Working Relationships

INTERNAL

EXTERNAL

8. Most Challenging Part of the Job

This role has been developed to support the implementation of the Emotion Regulation Pathway, a service for people with significant emotion regulation, relationship and impulsivity problems, most of whom will have a primary diagnosis of Borderline Personality Disorder.

This offer targets those with highest needs and is fully integrated within the local CMHT. It includes group and individual therapeutic provision utilising Structured Clinical Management and Dialectical Behaviour Therapy principles as well as care co-ordination functionality.

Clinicians will be supported with a comprehensive training package to support this service offer as well as supervision and support with managing risk and decision making.

The role will be managed by the CMHT Service Manager and the clinical leadership will be

provided by the Clinical Psychologist Service Lead for this pathway.

The role will provide support and clinical guidance to the wider MDT.

The role will support the MDT to ensure patients diagnosed with a personality disorder are identified with the appropriate Care Cluster.

9. Job Description Agreement

Job Holder's Signature Date

Senior Officer/Head of Department Signature

Title:..... Date.....

Job Title: Lead Practitioner (Emotion Regulation Pathway) Community Mental Health

Physical Effort

- There is a need to travel across a large geographical area. Due to the broad geographical area this post covers the post holder will need to be a car driver or to demonstrate that they can travel within the area frequently, transporting Service Users as needed occasionally, without compromising service needs.
- The post holder is expected to work with Service Users in their homes and will need to be aware of potential hazards.
- The post holder will be working with Service Users who may have a severe mental illness and this can be challenging and demanding. They will therefore have to adopt appropriate support strategies.
- The post holder will need to be computer literate and use of IT systems on a daily basis.
- Skilled in the administration of intramuscular medication.
- Frequent, light physical effort for short periods of time – driving, walking short distances, computer use, and where appropriate, delivering intramuscular injections.
- Uses IT equipment on a daily basis required for inputting data onto Trust IT systems.
- Occasional requirement to exert moderate physical effort during the course of duties and responsibilities.

Mental Effort

The working environment is one of unpredictability, (is already as per NHS matching) due to the needs of the patient group. The work pattern requires frequent concentration when assessing the needs of the patients where the work can be both predictable and unpredictable. There will be times when the post holder will need to deal with patient crisis.

Emotional Effort

The post holder may experience regular verbal or physical abuse and aggression. May regularly need to deal with safeguarding incidents and may be called to give evidence in some cases.

Working Conditions

The post holder will be working in the community setting within personal environments where there may regularly be unpleasant smells and odours present. The post holder may be in contact with unpleasant conditions that relate to suicide, self-harm and potential aggression from patients who may be suffering from a degree of distress. Occasionally the levels of patient impact may relate to highly unpleasant conditions.

Job Appendix Agreed

Job Holder's Signature Date

Senior Officer/Head of Department Signature Date

PERSON SPECIFICATION

Lead Practitioner (Emotion Regulation Pathway) Community Mental Health Team Grade: AfC Band 6

Area	Essential	Desirable
<p>Attainment/Qualifications</p>	<ul style="list-style-type: none"> •Registered Mental Health Nurse, Social Worker or Occupational Therapist with a professional qualification to at least first-degree level or equivalent. •For nurses: NMC Practice Assessor / ENB 998 Mentoring in Practice or willingness to undertake. For Occupational Therapists: accredited educator (APPLE/LPET) or willingness to undertake. For Social workers: demonstrable ability to work with students •Membership of a relevant professional body and / or special interest group •Completed training in Structured Clinical Management or willingness to undertake •Completed APT Accredited DBT Essentials training (or equivalent) or willingness to undertake. 	<ul style="list-style-type: none"> •Professionally recognized mentoring or practice education qualification
<p>Skills</p>	<ul style="list-style-type: none"> •Ability to regularly manage complex and sensitive information using well-developed motivational and negotiating skills, representing the Service in a variety of different situations •Evidence of service receiver and carer involvement activity •Understanding team dynamics and promoting a positive working culture to support team cohesion. •Ability to build effective working relationships internally and externally to the organisation •Ability to work autonomously and set own priorities •Ability to write reports and contribute to Serious incidents, action plans •IT literacy sufficient to use Office applications and Electronic Patient Record systems •Training and facilitation skills •High level of self-awareness and ability to reflect on own clinical practice •Ability to work collaboratively with other service providers facilitating seamless pathways of care •The ability to maintain resilience and safeguard own health and wellbeing 	

<p>Knowledge/ Experience</p>	<ul style="list-style-type: none"> • Experience of working with people who have complex needs • Experience of working effectively with people meeting criteria for diagnosis with a “personality disorder” or experiencing complex trauma • Extensive clinical experience including individual and group work • Experience of supervising staff and students • Experience of audit, research and clinical governance procedures and their application in practice • Knowledge and application of theoretical models of practice • High level understanding of models of Mental Health and treatment models • Detailed knowledge of legislation relevant to Mental Health and Specialist practice where appropriate • Working knowledge of the principles of CPA (Care Programme Approach) where appropriate • Extensive knowledge of the principles of Safety planning • Knowledge and application of Nursing or Occupational Therapy assessments and interventions and outcome measures, relevant to client group • Understanding of Professional Code of Conduct, revalidation and core skills, and their application in practice 	<ul style="list-style-type: none"> • Post-graduate training relevant to specialist area • Recent and relevant post-registration experience as a Registered Nurse, Occupational Therapist or Social Worker
<p>Values</p>	<ul style="list-style-type: none"> • Respectful and build trust • Compassionate • Be responsive, positive and listen • Dignity • Value & support other people • Engage and Encourage • Value learning and innovation 	