

## Job Description

<b>JOB TITLE:</b>	Mental Health Practitioner
<b>DIRECTORATE:</b>	Adult Mental Health
<b>RESPONSIBLE TO:</b>	Team Leader
<b>PAY BAND:</b>	<b>6</b>
<b>LOCATION:</b>	Horsham ATS
<b>HOURS OF WORK:</b>	37.5 hours per week
<b>ON CALL REQUIREMENT:</b>	No
<b>CONTRACT:</b>	Trust Agenda for Change contract
<b>DISCLOSURE REQUIRED:</b>	<b>Yes – Enhanced CRB</b>

### Job Summary

He/she will be responsible for assessment, care planning, care coordination and treatment delivery for patients with significant mental health problems.

### Main Duties & Responsibilities

#### Professional functions

1. To demonstrate specialist clinical skills and expertise and actively seek ways to develop these further.
2. To receive and assess referrals.
3. To safely and effectively manage a complex caseload.
4. To work proactively and collaboratively as part of a multidisciplinary team.
5. To offer advice on management of patients with mental health issues.
6. To ensure mental health and psychosocial assessment, care and support of each client is appropriate to individual needs.
7. To develop care plans and then to review and evaluate effectiveness.
8. To effectively signpost patients to other services and agencies where appropriate.
9. To map community resources for people with mental health problems
10. To work with third sector partners to promote integrated care pathways
11. To keep patient records up to date with timely, accurate and comprehensive information
12. To produce and keep up to date risk assessments

13. To provide clinical advice / consultation and staff support to other health professionals as appropriate within the community.
14. To know how to access appropriate services and develop effective networks and channels of communications.
15. To cover duty as per the duty rota.
16. To adhere to a code of Professional Conduct.
17. To attend case conferences & meetings as relevant to the job description.
18. Work in accordance with Sussex Partnership Foundation NHS Trust's policies, guidelines and protocols.

### Managerial

1. To maintain accurate records of activity
2. To assist in induction of new staff as required.
3. To supervise students and newly qualified staff if requested

### Educational

1. To identify one's own training needs through a Personal Development Plan (PDP). Access relevant courses/conferences nationally or locally
2. To demonstrate awareness of research and its applications to clinical practice.
3. To participate in monthly management and clinical supervision

### **General**

1. This job description is not meant to be exhaustive and can be altered in consultation with the post holder.
2. Act with due care for the safety of self, other employees, clients and the general public and co-operating with the management of the Trust to ensure the provisions of the 'Health & Safety & Work Act 1974' are fully observed.
3. To understand how the work undertaken by the post holder relates to and effects the work of others, in order to achieve the best outcomes in terms of effective processes and quality of service.
4. To have a knowledge of the relevant Trust policies, particularly Lone Working, Clinical Risk and Incident, and to adhere to these at all times.
5. To seek support and advice through established escalation procedures.

### **Equal Opportunities**

Sussex Partnership NHS Trust is working towards equality and has policies relating to the equality of opportunity in employment and service delivery. All staff are expected to comply with these policies.

## **No Smoking policy**

The Sussex Partnership NHS Trust has a NO SMOKING policy. This applies to all staff and visitors and to the majority of patients. It is a condition of employment for staff that they do not smoke whilst on duty or in uniform or anywhere on Trust premises.

Whilst we do not discriminate against employing smokers, they are expected to adhere to this policy and all prospective employees should be aware of this.

## **Use of New Technology**

The trust is making increased use of computer technology. The majority of employees (both clinical and non-clinical) should expect to use automated information systems in their work in order to improve quality and co-ordination of services, and to enable faster and more certain communication within the Trust. Necessary training will be provided.

### **All staff are required to:**

- Abide by the standards of behaviour expected by their professional body and the standards of behaviour expected of all staff in the Trust disciplinary policy and procedure.
- Adhere to all Trust policies and procedures and are responsible for making themselves aware of these policies and procedures.
- Treat information relating to patient, employees and businesses of the Trust in the strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. At all times employees are required to comply with the provisions of the Data Protection Act.
- Maintain their own awareness of, and comply with, policies and procedures relating to Health and Safety (whether statutory or Trust), and assist in ensuring the compliance of other staff.
- Support the Trust's visions and values and in particular the promotion of a positive approach to diversity, equality, rights, and treating others with dignity and respect; to eliminate discrimination and disadvantage in service delivery and employment, and to manage, support or comply by adhering to the Trust's Equality and Diversity Policy.
- Demonstrate the core principles of safeguarding and protection Human Rights; treating people with dignity, fairness, equality, respect and autonomy.
- Develop and maintain positive relationships with all colleagues, taking account of their age, religion or belief, ethnicity, sex, marital or civil partnership status, sexual orientation, gender identity, pregnancy or maternity status and any disability. Ensure that they are approachable and that their conduct towards colleagues is open and honest, dealing with differences in opinion, in ways which avoid offence.
- Take responsibility for the safeguarding and protection of children and young people and vulnerable adults very seriously, as does The Trust. The Trust works with adult and children's social care to ensure that the integrated service has systems in place to equip staff with the knowledge and skills to recognise abuse, and take action to safeguard and protect vulnerable adults and children and young people. It is expected that all staff familiarise themselves with the appropriate structures and policies and with the Sussex child protection and safeguarding procedures and the Sussex multi-agency policy and procedures for safeguarding vulnerable adults and undertake the relevant essential training and further training appropriate to their role.

**PERSON SPECIFICATION:**  
**JOB TITLE: Mental Health Practitioner**

		Essential	Desirable	To be evidenced by
<b>A</b>	<b>QUALIFICATIONS</b>			
	<ul style="list-style-type: none"> <li>• Professional Health or Social Care Registration (NMC or HCPC)</li> <li>• Mentorship Course / ENB998 or equivalent</li> <li>• Evidence of CPD</li> </ul>	X X	X	A/C
<b>B</b>	<b>KNOWLEDGE and EXPERIENCE</b>			
	<ul style="list-style-type: none"> <li>• Significant post qualification experience</li> <li>• Experience of working with people with serious mental Health problems</li> <li>• Experience of risk assessment of &amp; research into suicide and self-harm</li> <li>• Experience of working with self-harm client group</li> <li>• Experience of supervising staff</li> <li>• CPA experience</li> <li>• Understanding of Clinical Governance</li> <li>• Previous experience in the community work</li> </ul>	X X X X X	X  X  X X	A/I
<b>C</b>	<b>VALUES</b>			
	<ul style="list-style-type: none"> <li>• Trust Core Values                             <ul style="list-style-type: none"> <li>○ Ownership</li> <li>○ Respect</li> <li>○ People Centred</li> <li>○ Staff as Organisation Ambassadors</li> <li>○ Integrity</li> <li>○ Demonstrate an understanding of the practices of Human Rights in the delivery of this role</li> </ul> </li> </ul>	X X X X X X		I
<b>D</b>	<b>PERSONAL ATTRIBUTES</b>			
	<ul style="list-style-type: none"> <li>• Mobility to travel across sites</li> <li>• Punctual and flexible across hours of work when required</li> <li>• Fit to undertake any duties related to the role including physical interventions for the management of violence and aggression</li> </ul>	X X X		I I

**To be evidenced by key: A = Application Form, I = Interview, T = Test, C = Certificate**

**Agreed by:**  
**Manager** ..... **Date** .....

**Signature** .....  
**Post Holder** ..... **Date**.....

**Signature** .....