

**JOB DESCRIPTION**

*Senior Mental Health Practitioner (with NMP)*

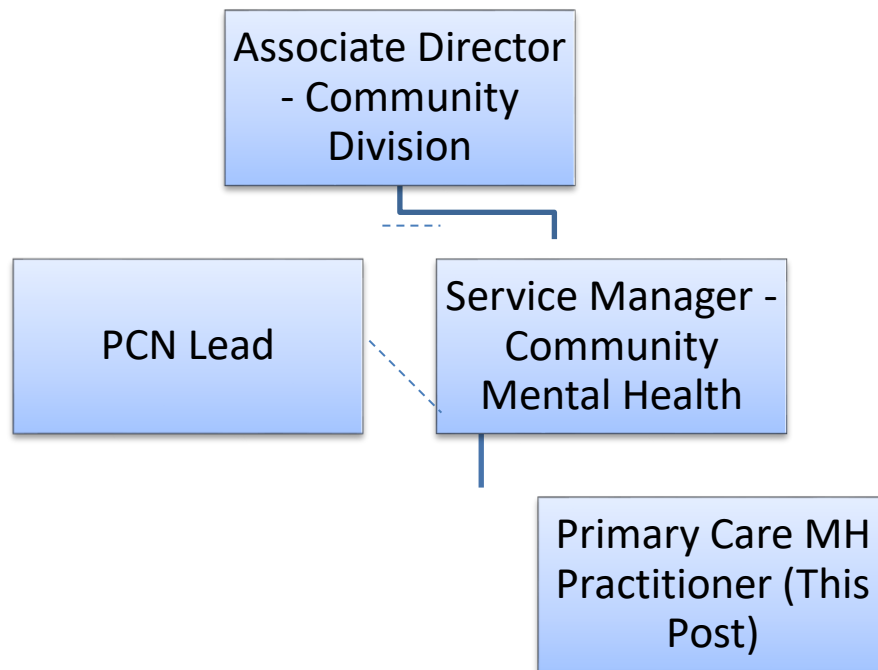
**Reviewed**

*February 2021*

# LINCOLNSHIRE PARTNERSHIP NHS FOUNDATION TRUST

## Job Description

<b>1. Job Details</b>
<p><b>Job Title:</b> Senior Mental Health Practitioner (with NMP)</p> <p><b>Pay Band:</b> 7</p> <p><b>Reports to (Title):</b> Service Manager – Community Mental Health</p> <p><b>Accountable to (Title):</b> Associate Director – Community Division</p> <p><b>Location/Site/Base:</b> TBC</p>
<b>2. Job Purpose</b>
<p>To work autonomously within the context of local and national drivers, providing advanced clinical care and liaison into Primary Care Networks using high level assessment to make a diagnosis, treatments, refer appropriately and co-ordinate the patient's journey across the health, social care and voluntary sector system, regardless of care setting.</p> <p>To be responsible for effective feedback from all members of the Primary Care Network and Integrated Place Based Teams</p> <p>To be the designated clinician for named GP practices in a geographical area and be responsible for providing comprehensive specialist clinical intervention and education with general practices and neighbourhood colleagues, providing timely feedback to the service manager.</p>
<b>3. Nature of the Service</b>
<p>This role is part of a new place-based mental health workforce that is integrated and co-located within Integrated Place Based Teams and Primary Care Networks.</p> <p>These roles will build integrated working and has been developed to provide a collaborative approach to delivering local services and joined up support for people locally. This includes involvement from health, social care, local authority, third sector and voluntary and community organisations; everyone working together to find solutions to the health and wellbeing challenges in Lincolnshire.</p> <p>Integrated place based working is about working together with each individual person, to identify who and what matters to them, and recognising in partnership what could be done to help keep local people safe, well and happy in their own homes.</p>
<b>4. Organisation Chart</b>



## 5. Duties

- To work as an accountable and autonomous practitioner working within specified GP practices to provide specialist mental health within this primary care setting.
- To ensure delivery of a person centred approach, "What matters to me" to all patients that enables individuals to achieve their optimum physical, psychological and social wellbeing.
- To provide a timely response to referrals and be responsible for advanced clinical care using comprehensive, evidence based, holistic assessment.
- Promoting high quality standards and cost effectiveness in all aspects of care delivery.
- Act as an autonomous practitioner, working with a caseload of people referred to them in a manner which demonstrates an enhanced knowledge base and advanced clinical skills and competencies.
- Improve clinical outcomes for patients by enabling them to function independently by increasing their choice to remain in their own home / community and reduce the need for, or prevent inappropriate hospital admission
- To maintain responsibility and accountability for the provision of a high quality, cost effective complex care based on health assessment of patients referred to the caseload.
- Accountable for planning and evaluating the work carried out by self Managing and prioritising a caseload of patients according to their health status, who are referred by various agencies including GP, hospital, case managers, social care, and independent sector promoting self-care, self-management and independent living.
- Contribute to the work carried out by Neighbourhood colleagues from a MH perspective.
- Establishing effective working relationships with patients, their families and carers including education and promoting individual rights, recognising and respecting their contributions to care planning, placing patient in the centre of their care. Referral on to the appropriate support, ie medical, mental health, physical health, third sector, well-being or social prescribing.
- Develop individual evidence based holistic care plans and self-management plans with the patient, carers, relatives, health and social care professionals. Recognising the differing phase of illness and planning for deterioration.
- Attends core neighbourhood working meetings as part of an integrated team and works in a collaborative manner with the Neighbourhood Lead.
- Facilitate, participate and optimises case conferences / multi-disciplinary team (MDT) meetings. Establishes and maintains excellent trusted and credible relationships with individuals and groups, exploring issues relating to care options and decisions to sustain effective working across the health social care and voluntary system.

- To work within the Mental Capacity Act and safeguarding policy. Refer to social services as per adult protection policies and complete all appropriate documentation
- Maintain and record accurate documentation and correspondence in line with professional and Trust guidance in the appropriate legal records and formats.
- Plan, implement, monitor and review therapeutic interventions with individuals / carers who have serious mental illness through holistic patient centred assessments.
- Support the local implementation of national and local policy that impacts upon the health and well-being of patients such as the NHS England framework for community mental health services.
- Act as a role model and expert to neighbourhood and primary care colleagues, endorsing best practice, policies, procedures and guidelines to ensure risk assessments are completed for the environment in which the team is working .
- To support the workforce development for managing the changing demographic and population health.
- Develops and maintains highly developed clinical skills and support the learning and educational needs of others within the neighbourhood.
- To act as a clinical specialist and contribute to service development by working as a member of working / steering groups and in partnership working and service transformation.
- Engages patients and carers in individual health promotion action.
- Participation in population health / management / improvement activities within the community and use high level communication skills to communicate complex issues with patients and carers, in particular the skills needed for cognitive assessment and mental health status.
- Maintains patient confidentiality and works within the confines of the Data Protection Act
- Undertake medicine management review and prescribe medicine and appliances for patients.
- To work with the management matrix to understand the fiscal and governance issues that are applicable to the organisation and the neighbourhood in order to develop personal leadership and management skills.
- To provide supervision to other team members on a day to day basis.
- Provide direct supervision to specified staff delegated by the Service Manager.
- Receive and, where appropriate participate in staff development and performance appraisals.
- To recruit to posts within their locality.
- Support the development of the professional practice in the service, ensuring the provision of clinical supervision.
- Promote the mission and values of the Trust.
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## **6. Skills Required for the Post**

### **Communication and relationship skills**

- Communicates very sensitive, complex condition related information to patients, relatives where there may be barriers to understanding requiring persuasive and influencing skills, whilst demonstrating empathy and reassurance.
- Excellent verbal and written communication skills
- Highly skilled in engaging others in collaborative working through effective negotiation, persuasion and interpersonal skills, and in running workshops which engage people with varying views
- Being able to deal with highly sensitive, highly complex and contentious information in relation to changes to service provision
- Excellent written communication skills with the ability to produce and present reports to clinical and senior management level audiences, often in relation to complex or contentious subject matter

### **Analytical and judgment skills**

- Judgements where there are conflicting views on the project and there is a need to make decisions on complex issues
- Analytical and judgement skills for assessing and interpreting specialist patient/clinician conditions determining appropriate action through a comparison of a range of options.

- Well developed analytical skills with the ability to interpret a range of indicators and statistics for business and project development
- Ability to interpret financial information and apply to project delivery
- Ability to collect, interpret and analyse quantitative and qualitative data sets in order to produce clear and well reasoned arguments, reports and evaluations

#### **Planning and organisational skills**

- Time Management skills of self and others in order to ensure that project delivery actions and milestones are met in line with project delivery timelines, and develop recover plans when timescales are not being met
- Liaison with other services and professionals both internal and external.
- To plan and organize a broad range complex activities requiring formulation and adjustment
- Make adjustments to project plans if targets are not met and report this to the appropriate project board or implementation group
- Able to deal with and work through a range of interdependencies, including with projects in other areas

#### **Physical skills**

- Standard keyboard skills

### **7. Responsibilities of the Post Holder**

#### ***Responsibilities for direct/indirect patient care***

- Case management/own case load
- Advanced health assessment skills, decision-making skills and diagnostic reasoning skills
- Develops and implements specialist nursing care programmes
- Recognized advanced clinical competence
- Plans, implements & evaluates care
- Recognised first point of contact for clients with complex mental health presentations
- Deal with complex issues both systematically and creatively, making sound judgments and decisions in the absence of complete data and communicates their conclusions clearly to specialist and non-specialist audiences
- To demonstrate self-direction and originality in solving problems and act autonomously in planning and implementing treatment and care
- To function effectively and safely in circumstances requiring sound judgment, personal responsibility and initiative in complex and unpredictable clinical environments

#### ***Responsibilities for policy and service development implementation***

- Proposes changes to policy or service for specialist area which will impact beyond own area of work.
- Proposes service development, in particular in relation to care pathways and integrated neighborhood working and implementation of national policy e.g. framework for community mental health service

#### ***Responsibilities for financial and physical resources***

- Personal duty of care in relation to equipment and resources.

#### ***Responsibilities for human resources (including training)***

- Expectation that will contribute to and deliver training, related to post
- Regular requirement to train a range of professionals in area of specialism
- Line manage a team within the Integrated Place Based Team
- Recruit to posts locally

#### ***Responsibilities for information resources***

- Record personally generated information

#### ***Responsibilities for research and development***

<ul style="list-style-type: none"> <li>To continue to advance their knowledge and understanding, using research methodology, and to develop new skills to a high level.</li> </ul>			
<b>8. Freedom to Act</b>			
<p>This role has a high degree of personal autonomy, within the parameters of practice locally agreed between managerial and clinical supervisor.</p> <p>The role requires a significantly higher level of responsibility and autonomy to make professionally accountable decisions, including advanced skills in mental health assessment, differential diagnosis and delivery of care, often from referral to discharge for users of community emotional wellbeing and mental health services.</p> <p>Is guided by principles and broad occupational policies or regulations. Guidance may be provided by peers or external reference points.</p>			
<b>9. Effort &amp; Environment</b>			
<p><b>Physical effort</b></p> <ul style="list-style-type: none"> <li>Combination of sitting, standing, walking</li> </ul> <p><b>Mental effort</b></p> <ul style="list-style-type: none"> <li>Frequent requirement for concentration on patient assessments, injections, schedule of visits, reports, meetings, data analysis.</li> </ul> <p><b>Emotional effort</b></p> <ul style="list-style-type: none"> <li>Occasional exposure to distressing circumstances</li> <li>Dealing with people with various mental disorders, sometimes challenging in presentation</li> <li>Ability to deal with sometimes stressful and challenging interactions with service users</li> </ul> <p><b>Working conditions</b></p> <ul style="list-style-type: none"> <li>Working in a team based location, the post holder will be exposed to environmental risk associated with carrying out clinic based interactions and working with IT equipment and any medical devices deemed appropriate to carrying out the functional aspect of the post.</li> </ul>			
<b>10. Equality and Diversity</b>			
<p>All staff through their behaviours and actions will ensure that our services and employment practices are respectful of individual needs and differences including those characteristics covered by the Equality Act 2010 (Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex and Sexual Orientation).</p>			
<b>11. General</b>			
<p>You must uphold the Trust's Purpose, Vision and Values:</p> <p><b>Our Vision-</b> To support people to live well in their communities.</p> <table border="0"> <tr> <td style="vertical-align: top;"> <p><b><u>Values</u></b></p> <p><b>Compassion-</b> Acting with kindness</p> </td><td style="vertical-align: top;"> <p><b><u>Behaviours</u></b></p> <p>Treating people with respect, showing empathy and a desire to be helpful. Paying attention to others and listening to them. Responding appropriately, being mindful of the language we use to do this.</p> </td></tr> </table>		<p><b><u>Values</u></b></p> <p><b>Compassion-</b> Acting with kindness</p>	<p><b><u>Behaviours</u></b></p> <p>Treating people with respect, showing empathy and a desire to be helpful. Paying attention to others and listening to them. Responding appropriately, being mindful of the language we use to do this.</p>
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**Pride-** Being passionate about what we do

Challenging poor practise.  
Being a patient and carer advocate.  
Recognising and praising good care.

**Integrity-** Leading by example

Doing what I say I am going to do.  
Being honest.  
Taking responsibility for my actions.

**Valuing everybody-** Using an inclusive approach

Supporting every person however different to me to achieve their best.  
Challenging discrimination and supporting others to understand why it is everybody's business to do this.  
Recognising and challenging my own assumptions.

**Innovation-** Aspiring for excellence in all we do

Using service improvement methodology.  
Learning with people who use our services, research, best practise and evidence.  
Sharing the learning internally and contributing to research where relevant.

**Collaboration-** Listening to each other and working together

Working in partnership to promote recovery, supporting and encouraging independence.  
Working as one team.  
Valuing lived experience as an equal partnership.

In addition you must:

- Highlight concerns in accordance with the Trust's Whistleblowing Policy where it is felt poor practice or general wrong doing has not been dealt with appropriately. Staff may make such disclosures without fear of criticism or retribution.
- Maintain an awareness of information governance and information security related issues and ensure compliance with LPFT Records and Information Policies.
- Participate in performance review, supervision and undertake mandatory training and personal development as required of the post
- Take personal responsibility for your own Health and Safety at work in accordance with Trust Policies and Procedures, in particular Security, Health and Safety and Risk Management
- Be committed to safeguarding and promoting the welfare of children, young people, vulnerable adults and people experiencing domestic abuse, both as service users and visitors to Trust premises. All staff have an absolute responsibility to safeguard and promote the welfare of children and adults. The post holder, in conjunction with their line manager, will be responsible for ensuring they undertake the appropriate level of training relevant to their individual role and responsibilities. They must be aware of their obligation to work within and do nothing to prejudice the safeguarding policies of the Trust.
- This job description is not exhaustive and as a term of employment you may be required to undertake such other duties as may reasonably be required.

## PERSON SPECIFICATION

		<b>JOB REQUIREMENTS</b>	
	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>HOW ASSESSED</b> (eg Application Form, Interview Test, Reference etc)
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Degree in mental health and social care or equivalent:</li> <li>1<sup>st</sup> level registration RMN</li> <li>Evidence of specialised continued professional training (degree level) in clinical practice.</li> <li>Non-medical prescriber (or ability to complete within first 12 months in post)</li> <li>Evidence of advanced clinical practice at post graduate level to masters or equivalent</li> <li>Evidence of continuous professional development</li> </ul>	<ul style="list-style-type: none"> <li>Management or leadership qualification</li> </ul>	Application/Interview
<b>Experience</b>	<ul style="list-style-type: none"> <li>Post- Registration experience of working with adults with mental health needs.</li> <li>Experience of working autonomously within a senior position</li> <li>Experience of managing staff and good leadership skills.</li> <li>Experience of working across organisations</li> <li>Sound knowledge of the national agenda for mental health.</li> <li>Sound knowledge of clinical/ risk assessment and understanding of confidentiality.</li> <li>Sound knowledge of community care issues, local health and social structures, functions and boundaries.</li> <li>Sound knowledge of the Mental Health Act.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of leading service change/development/transformation.</li> <li>Experience of leading training sessions</li> </ul> <p>Experience of neighbourhood working</p>	Application/Interview
<b>Skills &amp; Competences</b>	<ul style="list-style-type: none"> <li>Highly developed clinical reasoning skills.</li> </ul>		



	<ul style="list-style-type: none"> <li>• Prioritisation and resource allocation, planning and organisational skills.</li> <li>• Able to communicate complex and at times highly sensitive information to a variety of stake holders.</li> <li>• Good negotiation skills for conflict resolution.</li> <li>• IT skills- email, word processing, excel, systems use.</li> <li>• Analyse and interpret data and/ or information.</li> <li>• Statistics.</li> </ul>		
<b>Special Requirements</b>	<ul style="list-style-type: none"> <li>• Ability to travel independently throughout the county</li> </ul>		