

JOB DESCRIPTION

POST TITLE: Mental Health Practitioner – Home Treatment Team
Older People’s Mental Health Services

BASE: Nicholson’s House, Maidenhead.

GRADE/SCALE/SALARY: Band 5

HOURS: 37.5 hrs Full time, include unsocial hours and weekends

LINE MANAGER: Clinical Team Lead

PROFESSIONAL ACCOUNTABILITY: Service Manager

DETAILS OF SPECIAL CONDITIONS: May be asked to work flexibly within the service

JOB SUMMARY:

The successful candidate will work as a member of the multi-disciplinary Older People’s Mental Health team. The post holder will therefore work closely with senior clinicians and work collaboratively with other disciplines and teams in order to ensure a comprehensive service is provided to the local population.

The post holder will have day to day responsibility for an allocated HTT/CMHTE caseload, acting as key nurse to assess needs and ensure patients receive high quality assessment and mental health interventions appropriate to their needs. The Clinical Coordinator will provide support and guidance as is required.

This is a summary of the responsibilities associated with this post and is not intended as an exhaustive or precise definition of details and consequently will be subject to review in light of the developing services.

RESPONSIBILITIES

CLINICAL

- To demonstrate a good level of knowledge in the assessment of the cognitive, psychological, physical and social functioning of patients.

- To develop and implement appropriate individual plans of care and regularly evaluate these with the Home Treatment Team, patient and carer where appropriate.
- To provide a fast and flexible response to care needs, responding to referrals in a timely manner and providing intensive treatment (up to three times daily).
- To participate in individual and/or group sessional work designed to meet the emotional and psychological needs of patients. www.berkshirehealthcare.nhs.uk
- To be knowledgeable of all necessary resources within the community to assist in the implementation of care plans.
- To take responsibility for being an active team member by participating in regular staff support meetings, review meetings and team building exercises.
- To communicate formally and informally with team members, other colleagues from the multidisciplinary team, social services, primary care team, voluntary sector and carers.
- To provide information and education to other health staff, statutory and non-statutory, and agencies.
- To provide advice, support and clinical direction to Community Support Workers in the absence of senior or staff.
- To participate in organising and running carers' education and support groups.
- To maintain accurate clinical documentation as per guidance.
- To ensure that the Trust policies, especially in relation to CPA and Risk Assessment are adhered to.

PROFESSIONAL

- To contribute to the ongoing review and evaluation of the Home Treatment Team and how it complements local community provision.
- To take responsibility for own clinical supervision and professional development by attending regular supervision sessions and annual appraisals.
- To contribute to the supervision of support workers and students contributing to their training, education and development.
- To attend mandatory training as required by the Trust.
- To adhere to codes of conduct from NMC.
- To be knowledgeable of recent legislation and government policies influencing care.
- To be responsible for applying principles of CPA and Risk Assessment.

- To abide by the policies and protocols of Berkshire Healthcare Trust.
- To take responsibility for own professional development through clinical and managerial supervision, attending relevant training courses as requested by the trust.

MANAGERIAL

- To effectively manage a designated case.
- To provide statistical data as required by the Trust.

ADVOCACY

- To advocate effectively on behalf of older people with mental health problems by attending related interest groups and forums within the locality.
- To ensure each patient and their family have access to information relevant to their condition.

GENERAL

1. This job description is not exhaustive and can be altered in consultation with the post holder.
2. Any other duties which may be requested by the line manager in order to facilitate the smooth running of the hospital.
3. The Trust is an equal opportunities employer. The post – holder is at all times expected to carry out their duties in accordance with the Trusts Equal Opportunities Policy.
4. The Trust operates a non smoking policy. Staff are not permitted to smoke on Trust premises.
5. The post – holder is required to take reasonable care of the health and safety of him/her acts or omissions at work, and to co-operate with the Berkshire Healthcare NHS Trust to ensure that statutory and departmental safety regulations are adhered to.

LOCATION/MOBILITY

You may be required to work at or from any additional location as may be determined by the Trust from time to time. The Trust also reserves the right from time to time to change your base on a permanent basis to a location determined by it at the time that the change is made.

You may also be required to travel between Trust premises as may be required for the performance of your duties.

FLEXIBILITY

The Trust reserves the right to amend your job description and/or your duties from time to time. You also agree that you will work with the Trust to deliver the Trust's services, including without limitation, by complying with lawful and reasonable instructions from the Trust by adapting to new ways of working and attending training courses determined by the Trust from time to time.

CONTINUING PROFESSIONAL DEVELOPMENT

To attend and contribute to staff meetings and Forums, supervision sessions, training courses, seminars and workshops, to ensure the development and enhancement of current working practices.

To participate in all personal review meetings and take responsibility for personal and professional development. Responsibility for developing the role and the services provided.

DATA PROTECTION ACT

You should be aware of the Data Protection Act and follow the local Codes of Practice to ensure appropriate action is taken to safeguard confidential information.

HEALTH & SAFETY

You are required to take responsibility for Health and Safety Risk Assessment and Workplace Inspections, and to take reasonable care for your own health and safety and that of other persons who may be affected by his/her acts of omissions.

You are also required to co-operate with all staff to ensure that all statutory regulations, policies, Codes of Practice and departmental safety procedures are adhered to, and to attend relevant training programmes.

INFECTION CONTROL

Managers at all levels have a responsibility to act as role models to ensure that Infection Control is on the corporate and service agenda and remains a priority in terms of attention and resources.

All staff providing direct patient care must ensure that they follow procedures aimed at reducing the risk of passing on the organisms that can cause infections.

All staff, collectively and individually, have a duty of care in following best practice in adherence to guidelines which is a fundamental requirement in underpinning the management of Infection Control.

CONFIDENTIALITY

Your attention is drawn to the confidential aspects of this post. You must not disclose any information of a confidential nature relating to the Trust or the service that it provides, or in respect of which the Trust owes an obligation of confidence to any service user, client or third party during or after your employment except in the proper course of your employment or as required by law.

You must not remove or copy any documents or tangible items including software which belongs to the Trust or which contain any confidential information from the Trust's premises at any time without proper advanced authorisation. You must return to the Trust upon request and in any event upon the termination of your employment, all documents and tangible items which belong to the Trust or which contain or refer to any confidential information and which are in your possession or under your control.

A breach of confidence could result in dismissal.

You should be aware that regardless of any disciplinary action taken, a breach of confidence could also result in civil action for damages.

CLINICAL GOVERNANCE

The Trust aims to provide the highest standards of care. To further this aim you are expected to adhere to acceptable working practice as defined in Trust policies and guidelines. You also have a personal responsibility to your team and service to keep up to date and, if you encounter unacceptable practice, to raise through accepted channels.

ASYLUM & IMMIGRATION ACT 1996 AND AMENDMENTS

In order to comply with the Asylum and Immigration Act 1996, it is Trust policy to check documentation of all applicants in respect of proper immigration status to work in the UK. Employment will not be offered to any applicant or employee who does not have valid leave to remain in the UK or is subject to conditions, which prevent the individual from taking up employment.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

Safeguarding of individuals who come into contact with our services, whether a child or young person, person with Learning Disabilities or an older or vulnerable adult, is the responsibility of all employees of Berkshire Healthcare NHS Foundation Trust in whatever capacity they are employed.

SAFEGUARDING CHILDREN

The Trust adheres to the Berkshire Local Safeguarding Children Boards Child Protection Procedures, and all employees have a duty of care and a responsibility to safeguard and promote the welfare of children.

PERSON SPECIFICATION

E = Essential, D= Desirable

POST TITLE: Mental Health Practitioner – Older Peoples Mental Health Service

CATEGORY	E/ D	Application Form	Interview	Selection Tool
1. Education/Qualifications				
Registered Mental Health nurse or equivalent	E	x	x	
2. Training				
Evidence of ongoing professional development	D			
3. Previous Experience				
Post registration experience in a mental health setting	E	x		
Experience in more than one setting.	E	X		
Care Management	E	x		
Experience in dealing with challenging behaviour	E	x		
Supporting and empowering carers	D	x		
4. Knowledge, Skills & Abilities				
Knowledge of mental health legislation	E	x	x	
Knowledge of clinical audit/research	D		x	
Knowledge of risk assessment			x	
Excellent interpersonal skills, including verbal and written communication	E	x	x	
Ability to deal with sensitive issues and manage conflict situations	E	x	x	
Intervention and outcome monitoring skills	E	x	x	
Able to work unsocial hours	E	x		
Ability to manage and prioritise workload	E	x	x	
Good IT skills	D	x		
Ability to manage stress	E	x		
Ability to work on own initiative and/ or with a team	E	x		
5. Personal Qualities	E	X	X	
Flexible & innovative				
Proactive and dynamic	E	X	X	
Well organised & highly motivated	E	X	X	
Commitment to equal opportunity	E	X	x	
6. Additional Requirements	E			
Ability to drive and have a car for use				

at work

