

JOB DESCRIPTION

Section One

Job Title:	Community Practitioner
Band:	5
Service:	Adult Mental Health
Accountable to:	Locality Manager or Assistant Locality Manager (where applicable)
Responsible to:	Community Team Manager
Responsible for:	Day to day supervision of associate practitioners and community support workers

Organisation Chart:



2.0 Job Summary

- 2.1 To improve the lives of people with mental ill health by minimising the impact of their condition through the delivery of excellent services to promote recovery and well being.
- 2.2 To be compassionate in meeting the needs of patients and their carers.
- 2.3 To achieve successful completion of the Preceptorship Programme as professionally applicable.
- 2.4 To work as part of a community team which may be integrated, working collaboratively and in partnership with local authority services.
- 2.5 To be professionally accountable and responsible for patient care undertaking a range of clinical/therapeutic interventions in patients' homes and other community settings.
- 2.6 To act as lead professional or care co-ordinator as appropriate.
- 2.7 To promote social inclusion, community access and participation through the provision of patient care.
- 2.8 To facilitate others in the team to develop competence by providing leadership, day to day supervision, clinical advice and clinical supervision to associate practitioners, community support workers and students as appropriate.
- 2.9 To be committed to and involved in activities integral to the Trust's Quality Improvement System.
- 2.10 To promote at all times a positive image of people with mental ill health.
- 2.11 To promote at all times a positive image of the Adult Mental Health Service and the wider Trust.

3.0 Main Duties and Responsibilities

3.1 Clinical Responsibilities, Patient Contact

- 3.1.1 Maintains safety, privacy and dignity of all patients in the delivery of patient centred care, recognising and respecting differences including spiritual and cultural beliefs
- 3.1.2 Takes steps to obtain patient consent to care and treatment in accordance with the Mental Capacity Act, ensuring that patients who lack mental capacity remain at the centre of decision-making and are fully safeguarded.
- 3.1.3 Acts, wherever applicable, in accordance with the Mental Health Act and associated policies and procedures.

- 3.1.4 Responsible for recognising the potential for or signs of patient harm, abuse or neglect, including poor clinical practice, reporting all such concerns and taking all reasonable steps to protect the patient. Responsible for identifying and reporting concerns regarding the safeguarding of children who may be at risk.
- 3.1.5 Ensures the highest professional standards and attitudes towards the care of patients from all staff. Patients have a range of mental health conditions, may demonstrate behaviours that challenge and may have difficult family situations of relevance.
- 3.1.6 Undertakes the initial assessment of new patients, under supervision, on a rota basis.
- 3.1.7 Processes new referrals and has responsibility for own caseload with support from a senior community psychiatric nurse or team manager.
- 3.1.8 Acts as lead professional for patients on standard care and may take responsibility as care co-ordinator for patients on Care Programme approach as appropriate.
- 3.1.9 Assesses patients' needs and develops, implements and evaluates intervention plans as part of the multi-disciplinary team, with the involvement of the patient and where appropriate, their carer. Guidance is provided by a senior community psychiatric nurse or advanced practitioner as required, for more complex patients.
- 3.1.10 Ensures intervention plans are based on current risk assessment, evidence based practice, critical thinking and whole system support requirements that take account of relevant physical, social, cultural, psychological, spiritual, genetic and environmental factors.
- 3.1.11 Undertakes risk assessments in accordance with the Trust's Clinical Risk Assessment and Management Policy, devising and implementing actions and intervention plans which take the risk formulation fully into account.
- 3.1.12 May be required to accompany and provide support to patients within a variety of community settings, dependent on current risk assessment. This may include social inclusion/community integration/transfer to and from appropriate areas e.g. acute hospitals, police stations etc.
- 3.1.13 Responsible for the safe transport and administration of medicines in accordance with Trust policy, legal requirements and NMC guidance, where professionally applicable. Administers intramuscular injections.
- 3.1.14 Supports individual patients and their families/carers in the community, providing advice and liaising with other support services to co-ordinate individual support packages.
- 3.1.15 Provides health education and advice on health promotion to patients and their carers.
- 3.1.16 Responds appropriately to crisis situations, where necessary seeking advice and guidance from other relevant professionals and where appropriate being responsible for decision making and coordination in a crisis situation.

- 3.1.17 Carries out venepuncture as required, if trained.
- 3.1.18 Demonstrates safe moving and handling of patients using equipment as required.
- 3.1.19 Demonstrates safe breakaway techniques in the management of violence and aggression as required.
- 3.1.20 Demonstrates safe moving and handling of patients using equipment as required.
- 3.1.21 Where appropriate and with authorisation, acts as an advocate for patients/carers.
- 3.1.22 May be required to attend Mental Health Act tribunals.
- 3.1.23 Participates in the duty rota as required.

3.2 Administrative Responsibilities

- 3.2.1 Undertakes administrative tasks in relation to own work
- 3.2.2 Uses Microsoft Office applications
- 3.2.3 Uses Trust-approved electronic systems as required e.g. CRS, IIC etc.

3.3 Responsibility for Information Systems

- 3.3.1 Responsible for maintaining accurate and comprehensive patient records using PARIS, or other electronic systems approved by the Trust, in accordance with the Trust and professional record keeping standards
- 3.3.2 Uses clustering tools, related assessments and other performance measures accurately, as a key part of the Payment by Results system to facilitate clinical reporting, monitoring and improvement activities.
- 3.3.3 May be required to write reports for Mental Health Act tribunals.

3.4 Responsibility for Planning/Organising & Strategic/Business Development

- 3.4.1 Plans own and others' workload, managing competing demands to ensure care is delivered according to clinical priority.
- 3.4.2 Delegates tasks to members of the clinical team whose competence has been established, whilst maintaining professional accountability and ensuring their work meets required care standards.
- 3.4.3 Undertakes care co-ordination as appropriate.
- 3.4.4 Contributes to the business planning process as a member of the team.

3.5 Policy Development

- 3.5.1 Contributes to the development of policies and procedures in own area as part of the community team or special interest group.
- 3.5.2 Assists in the implementation, monitoring and evaluation of new or revised policies and procedures in the workplace.

3.6 Service Development, Project Management

- 3.6.1 Contributes to continual safety and quality improvement activities as part of the community team or special interest group.
- 3.6.2 May participate in projects to develop services to meet the changing needs of the patient group.

3.7 Financial Responsibilities

- 3.7.1 May handle patient cash or cheques in the course of community activities.
- 3.7.2 Monitors stock and requests reordering of items as required.
- 3.7.3 Drafts applications for Continuing Healthcare Funding (for authorisation by others). Attends Continuing Health Care panels with the team manager. Supports patients in accessing alternative funding streams.

3.8 Responsibility for Physical Resources, Estates, Hotel Services

- 3.8.1 Has a personal duty of care to ensure all equipment is used safely and effectively, following manufacturer's instructions, immediately reporting any defects in accordance with local procedures.
- 3.8.2 Uses available resources efficiently and effectively.
- 3.8.3 Responsible for the safe custody and storage of drugs in accordance with Trust policies, as applicable.

3.9 Research and Audit

- 3.9.1 Participates in clinical audits as required.
- 3.9.2 Keeps up to date with new developments in the field, evaluating available research and disseminating information to inform evidenced based practice.
- 3.9.3 Maintains a personal professional portfolio of learning activity in compliance with registering body requirements.
- 3.9.4 Participates in practice development initiatives as part of the team.

- 3.9.5 Contributes to the setting and monitoring of quality standards for clinical work and implements agreed action plans.

3.10 Staff Management, Training and Development, HR

- 3.10.1 Demonstrates clinical leadership through personal practice.
- 3.10.2 Where professionally applicable, may be required to undertake day to day supervision of associate practitioners and community support workers including work allocation, checking record keeping and quality of care delivered and providing clinical advice and guidance as required.
- 3.10.3 Provides clinical supervision to associate practitioners, community support workers and student nurses.
- 3.10.4 Provides preceptorship / mentorship to team members as appropriate.
- 3.10.5 May participate in the recruitment and selection of associate practitioners and community support workers following appropriate training.
- 3.10.6 Participates in the induction of new staff to the clinical area.
- 3.10.7 Provides training to associate practitioners, community support workers and students, monitoring and evaluating learning outcomes, providing feedback and assessing competencies to facilitate learning in practice.

4.0 Communication

- 4.1 Communicates in a way which recognises difference and ensures that people feel included and their individual communication needs are met.
- 4.2 Communications with patients must at all times be safe (appropriate) in content, effective and respectful and made compassionately and positively to minimise anxiety and distress related to their health and well-being.
- 4.3 Ensures that effective communication systems are maintained within the team and strengthens partnership links with GPs, social workers, statutory, private and voluntary independent providers of care and other primary care agencies, attending multidisciplinary and other meetings as required.
- 4.4 Uses appropriate communication methods to ensure effective therapeutic engagement with patients including the giving and receiving of complex or sensitive information where understanding may be limited.
- 4.5 Communicates information regarding patients' needs and progress accurately and in a timely manner to their carers/relatives as appropriate having due regard for confidentiality at all times.
- 4.6 Ensures that communication with members of the public is professional and courteous at all times.

- 4.7 Resolves informal complaints effectively, avoiding escalation where possible and informs the team manager in a timely manner.
- 4.8 Participates in professional forums and special interest groups.

5.0 Analysis and Judgement

- 5.1 Makes judgements based on a range of facts and situations when assessing patient conditions in order to develop appropriate intervention plans or to determine the best course of action in particular circumstances. Analysis will be required in some situations and judgements may be required where there exists a range of options.
- 5.2 Decides when to escalate issues to more senior staff
- 5.3 Is aware of own limitations and scope of practice.
- 5.4 Responds appropriately to crisis situations, where necessary seeking advice and guidance from other senior professionals. Implements prescribed strategies/interventions to manage the crisis effectively and informs relevant staff in a timely manner.
- 5.5 Uses judgement to provide appropriate advice to associate practitioners, community support workers and students.
- 5.6 Responsible for maintaining appropriate boundaries with patients.

6.0 Freedom to Act

- 6.1 Line managed by the team manager.
- 6.2 Works within appropriate Professional Code of Conduct, accountable for own professional practice.
- 6.3 Uses discretion as appropriate in applying clinical policies.

7.0 Personal Responsibilities

The post holder must:

- 7.1 Comply with the terms of the contract of employment, the Staff Compact and the Trust's Statement of Values and Behaviours.
- 7.2 Be aware of, comply with and keep up to date with all Trust Policies and Procedures and other communications relevant to the role.
- 7.3 Maintain registration with the appropriate professional body where applicable and comply with the relevant code of conduct and standards of professional practice.

- 7.4 Fully participate in management, clinical and professional supervision sessions relevant to the role, as required by the Trust.
- 7.5 Fully participate in annual appraisal and appraisal reviews.
- 7.6 Maintain up to date knowledge and competency in the skills required to perform safely and effectively in the role. Undertake relevant training (including statutory and mandatory training) and be responsible for personal development agreed with the line manager and in line with the requirements of the AFC Knowledge and Skills Framework.

8.0 General

The post holder must:

- 8.1 Comply with the Trust's Information Governance Policies and maintain confidentiality of information at all times in line with the requirements of the Data Protection Act.
- 8.2 Comply with the Trust's Health and Safety Policy and risk management procedures and report as necessary any untoward incident or hazardous event in accordance with local procedure.
- 8.3 Carry out the duties of the post with due regard to the Equality and Diversity Policy.
- 8.4 Comply with the Trust's Infection Control Policies as appropriate to the role.
- 8.5 Comply with the Safeguarding of Children and Adults policies and protocols as appropriate to the role.
- 8.6 Comply with the Behaviours that Challenge Policy as appropriate to the role.

9.0 Other requirements

- 9.1 The post holder may be required to undertake duties not specified in the job description, but which are commensurate with the role and/or band as required by service need.
- 9.2 The post holder may be required to work in locations other than those specified in the job description as required by service need.
- 9.3 The post holder may be required to work flexible hours as required by service need.
- 9.4 There may be a requirement to change the job description in light of developing service needs.

10.0 Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Current professional registration with an approved professional body. • Evidence of Continuing Professional Development. • For registered nurses: MIP, FLIP, ENB 998 Teaching & Assessing in Clinical Practice or City & Guilds 730 Teaching in Adult Education or willingness to work towards. Qualification must be achieved within agreed timescale. • Trained Clinical Supervisor (within agreed timescale). • Key skills in literacy, numeracy and ITQ level 2 (or equivalent) 	<ul style="list-style-type: none"> • Post-graduate qualification in a relevant area
Experience	<ul style="list-style-type: none"> • Working with people with mental ill health. 	<ul style="list-style-type: none"> • Working in a person centred therapeutic organisation • Working in a community setting • Working collaboratively with service users and their families/carers • Working in a multi-disciplinary team • Working in partnership with other agencies
Knowledge	<ul style="list-style-type: none"> • Evidenced based knowledge of best practice in caring for patients in the designated field. • Understanding of relevant legislation (e.g. Mental Health Act, Mental Capacity Act). • Care Programme Approach and its application in practice. • Understanding of Safeguarding and its application in practice. • Clinical Risk Assessment and Management and its application in practice. • Clinical Governance and Clinical Supervision. • Research and development methodology. • Awareness of psychological models of care and treatment. 	
Skills	Must be able to:	<ul style="list-style-type: none"> • Competency in venepuncture

	<ul style="list-style-type: none"> • Communicate complex and sensitive information effectively to patients, carers/families and all members of the multidisciplinary team. • Work effectively as part of a multidisciplinary team. • Undertake lead professional and care co-ordinator responsibilities (within agreed timescale). • Manage own time and prioritise effectively • Motivate and work positively and assertively with other members of the team. • Provide effective teaching, training and clinical supervision (within agreed timescale). • Use approved breakaway techniques (within agreed timescale). 	<ul style="list-style-type: none"> • Presentation skills
Personal Attributes	<ul style="list-style-type: none"> • Able to work in accordance with the Staff Compact and Trust Values and Behaviours. • Compassionate in meeting the needs of vulnerable people and their families and carers. • Able to engage with vulnerable people and work effectively in distressing and challenging circumstances • Able to work flexibly and co-operatively as part of a team • Able to use own initiative and make decisions independently • Committed to continual quality and service improvement • Self aware and committed to professional and personal development. Able to accept and respond positively to feedback from supervision 	
Other Requirements	<ul style="list-style-type: none"> • Ability to travel independently in accordance with Trust policies and service need. • This post is subject to a satisfactory Disclosure and Barring Service check. 	

JOB DESCRIPTION AGREEMENT SNM107: v1: 21 September 2016

Post Holder

Sign..... Date.....

Print Name.....

Line Manager

Sign..... Date.....

Print Name.....

Print Job Title.....

Our Journey To Change key messages

It's really important that as we continue to raise awareness and embed Our Journey To Change we use key messages. They will help us to use a shared language to communicate consistently with everyone and to make sure that what we say is simple and human. The key messages below are for use in the communications we share and conversations we have about Our Journey To Change.

Key messages:

- Our Journey To Change sets out why we do what we do, the kind of organisation we want to become and the way we will get there by living our values, all of the time. To help us achieve this we have also committed to three big goals over the next five years.
- Our Journey To Change was created with more than 2,500 colleagues, service users, families, carers, partners and our local communities who all took part in Our Big Conversation. We listened to every piece of feedback – and we will continue to listen.
- Through our conversations it was clear that the experience we provide to our service users, carers and colleagues was not consistently good and partners told us we weren't always easy to work with. We are committed to ensuring that we improve this experience for everyone.
- Change won't happen overnight but Our Journey To Change will be placed at the centre of everything we do and will inspire all actions and decision making at all levels, all of the time.
- This is our journey with you – it's important that everyone continues to be part of this.

Our values - key messages

- We are committed to co-creating safe and personalised care that improves the lives of people by involving them as equal partners. The most important way we will get there is by living our values, all of the time.
- Our values are respect, compassion and responsibility. They were created with more than 2,500 colleagues, service users, families, carers, partners and our local communities who all took part in Our Big Conversation.
- Our values are:
 - respect – we listen, we are inclusive and we work in partnership
 - compassion – we are kind, we are supportive and we recognise and celebrate achievement
 - Responsibility – we are honest, we are always learning and we are ambitious.
- Our values are at the heart of everything we do.

Further information

Further information is available at www.tewv.nhs.uk/about-us/our-journey-to-change

There is also further information for colleagues on our internal staff intranet
<https://intranet.tewv.nhs.uk/our-journey-to-change>