

JOB DESCRIPTION

POST TITLE: Mental Health Senior Practitioner for Integrated Care Team

BASE: Church Hill House and Time Square, Bracknell

BAND: 7

LINE MANAGER: Mari Longworth

PROFESSIONAL ACCOUNTABILITY: Amy Gates

OUR VISION AND VALUES

Our vision is to be a great place to get care, a great place to give care.

Our values are:

- **Caring** for and about you is our top priority
- **Committed** to providing good quality, safe services
- working **Together** with you to develop innovative solutions

JOB SUMMARY

This role is part of the Bracknell Integrated Care Team, you'll work alongside social workers, occupational therapists, and community matrons. The team was formed in October 2019, since this time the integrated offer within Bracknell has expanded, as a member of the team, you will be part of the daily Locality Access Point meetings (LAP), monthly Cluster meetings with GPs and monthly Care Home MDT. The purpose of the team is to deliver an integrated approach to assessment, care planning and decision making for people with complex needs, in line with the Integrated Care Decision Making (ICDM) initiative of the Frimley Integrated Care System,

You will help to identify the appropriate level of psychosocial support for individual patients. To achieve this, you will need to be aware and understand the full range of support available locally, from third sector through to secondary MH provision. You will also be required to develop close relationships with other Integration Leads across the Frimley system, promote integrated working and further develop Integration within Bracknell.

MAIN DUTIES & RESPONSIBILITIES

1) To meet the multiple and often complex needs of frail patients with long term conditions who are discussed at LAP/Cluster/IPCT meetings through on-going joint assessment of health and wellbeing, including risk assessment, developing, implementing and evaluating intervention plans.

- 2) To support the multidisciplinary team to identify which patients discussed, could benefit from mental health intervention.
- 3) To work as an autonomous practitioner, taking responsibility for mental health assessments establishing a formulation and implementing the clinical management required.
- 4) For those patients not requiring secondary mental health input, to support navigation of the health and social care system by recommending the most appropriate level of psychological support from the range of provisions available.
- 5) To undertake risk assessment and risk management for individual clients and to provide advice to other professions on psychological aspects of risk assessment and risk management.
- 6) To support colleagues from other services to acquire skills knowledge and competencies to enable them to understand and support patients' psychological needs.
- 7) To contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all clients of the service, across all settings and agencies serving the client group and to contribute to the development of this framework within Clusters/IPCTs.
- 8) To enhance the working of the immediate multidisciplinary team by sharing specific professional expertise and knowledge more widely with other agencies through provision of advice and consultation
- 9) To chair Cluster/IPCT meetings on a rotational basis.
- 10) To be the point of contact for working age and older peoples mental health services in relation to LAP/Cluster/IPCT business facilitating good networking and robust coordination between agencies.
- 12) To provide cross cover for another Band 7 ICDM colleague e.g. during planned and unplanned absence.

GENERAL

1. This is a varied role where you'll be expected to undertake the range of responsibilities specified above, working together with your line manager and colleagues to ensure that the activities of this post make a real difference to our patients. Your line manager may ask you to undertake other reasonable duties to facilitate the smooth running of your service or team.
2. We are an equal opportunities employer and you'll be expected to role model equality of opportunity, live the values and always operate in accordance with our Equal Opportunities Policy.
3. Health and Safety at work is important to us and we would like you to role model the highest standards of behaviour and go above and beyond by adopting excellent practice where it links to the health and wellbeing of our colleagues. It is important that you cooperate with us to ensure that statutory and departmental safety regulations are adhered to.

BEHAVIOURS

In addition to the responsibilities and requirements outlined in this job description, you should refer to the associated and expected behaviours that are relevant to this role - your line manager will be able to provide you with this detail.

Our values define the behaviours we are all expected to display during the course of our work and they underpin our organisational recruitment, appraisal, reward and development processes.

LOCATION/MOBILITY

We may require you to work at or from a different work base or location from time to time, to meet service demands and deliver an operational service. Given the geographical nature of the Trust, you may be required to travel between Trust premises as part of your role.

We also may need to change your work base on a permanent basis and if this is the case, we will consult with you in line with our policies and procedures.

FLEXIBILITY

We may need to amend your job description and/or your duties from time to time in order that we can continue to provide the best possible service to our patients. It is important that you work with us to deliver our services, by complying with lawful and reasonable instructions, by adapting to new ways of working, and by attending training courses as requested from time to time.

CONTINUING PROFESSIONAL DEVELOPMENT

You'll be expected to attend and contribute to staff meetings and forums, supervision sessions, training courses, seminars and workshops, all of which will contribute to the development and enhancement of our current working practices.

You will also be expected to participate in all personal review meetings and to take responsibility for your own personal and professional development and the professional accountability for your role.

DATA PROTECTION ACT

We are all expected to be aware of the Data Protection Act and to follow the local Codes of Practice to ensure appropriate action is taken to safeguard confidential information.

HEALTH & SAFETY

We all have a responsibility for health and safety, risk assessment and workplace inspections, and you will be expected to take reasonable care for your own health and safety and that of others.

You will also be expected to co-operate with your colleagues to ensure that statutory regulations, policies, codes of practice and departmental safety procedures are adhered to, and to attend any training programmes that we consider to be relevant.

INFECTION CONTROL

The Health and Social Care Act 2008: (code of practice on the prevention and control of infections and related guidance) sets out responsibilities for NHS managers, Heads of departments, Clinical Leads and all staff to ensure patients are cared for in a clean and safe environment. Cleanliness and prudent antimicrobial stewardship (AMS) is essential to ensure that people who use health and social care services receive safe and effective care.

Prevention and appropriate management of infection is of paramount importance in the quality and safety of the care of patients and to the safety of staff and visitors. As a core element of the trust's clinical governance and risk programmes, all staff are required to be aware of their responsibilities and comply with infection prevention and control policies and guidelines.

CONFIDENTIALITY

We all have a responsibility to make sure that we don't disclose any information of a confidential nature relating to the services we provide or in respect of any service user, client or third party. This applies both during and after your employment.

You must not remove or copy any documents or tangible items including software which belong to the Trust or which contain any confidential information unless you have specific permission to do so. When you leave our employment, or if you are asked, you must return all documents and tangible items which are in your possession or are under your control, but which belong to us or contain or refer to any confidential information.

You should be aware that a breach of confidentiality may result in your dismissal and that, regardless of any disciplinary action that we may take, a breach of confidence could result in civil action for damages.

DATA QUALITY

We are all responsible for making sure that our data and electronic records are updated, accurate, relevant, reliable, and completed in line with our record keeping standards and policies.

CLINICAL GOVERNANCE

We aim to provide the highest standards of care. To help us achieve this aim, you are expected to follow acceptable working practices as defined in our policies and guidelines. You also have a personal responsibility to your colleagues and patients to keep yourself up to date with any changes to policies and to report any practice that you consider to be unacceptable through the appropriate channels.

ASYLUM & IMMIGRATION ACT 1996 AND AMENDMENTS

We need to make sure that we comply with the Asylum and Immigration Act 1996. To do this, we check the documentation of all applicants to confirm that they have the right to work in the UK. We won't offer employment to any applicant who does not have valid leave to remain and work in the UK or whose leave is subject to conditions which prevent them from taking up employment with us.

If your leave to remain and/or right to work status changes during the course of your employment, we will determine what impact this may have on our ability to continue employing you.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a responsibility for safeguarding individuals who come into contact with our services, whether they are a child or young person, a person with Learning Disabilities or an older or vulnerable adult.

We adhere to the Berkshire Local Safeguarding Children Boards Child Protection Procedures, which places a duty of care and responsibility on us all to safeguard and promote the welfare of children.

SMOKE FREE



Berkshire Healthcare

NHS Foundation Trust

We operate a smoke free policy which means that smoking is not permitted on any of our sites. This also applies when you are travelling in vehicles (including owned and lease cars) whilst on official business, parked on our premises in privately owned vehicles, or transporting services users or visitors. We will not support taking additional breaks during the working day to smoke off site. Further information can be found in the Staff Smoke Free policy.

PERSON SPECIFICATION

| CATEGORY | ASSESSMENT METHOD | | |
|--|--|---|---------------------------|
| <p>1. Education/Qualifications/ Training</p> <ul style="list-style-type: none"> • Degree in Mental Health Nursing or equivalent professional qualification. • Dual Qualification eg RGN or Psychological Therapy training | <p>Application Form Essential or Desirable</p> <p>E</p> <p>D</p> | <p>Interview Essential or Desirable</p> | <p>Selection Tool</p> |
| <p>2. Continuous Professional Development</p> <ul style="list-style-type: none"> • Evidence of continuous professional development | <p>E</p> | | |
| <p>3. Previous Experience</p> <ul style="list-style-type: none"> • Experience of operating successfully within the Care Programme Approach. • Experience of clinically supervising junior and unqualified staff and mentoring students. • Substantial experience of managing complex caseloads. • Experience of working effectively in a multi-disciplinary team and multi-agency environments. | <p>E</p> <p>E</p> <p>E</p> <p>E</p> | | |
| <p>Knowledge, Skills & Abilities</p> <ul style="list-style-type: none"> • Excellent knowledge and understanding of the health and social care systems and operating frameworks, clinical observations, the Mental Health Act and the Care Act. | <p>E</p> | | |

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| <ul style="list-style-type: none"> • Knowledge and experiencing of managing situations concerning safeguarding, risk management, complaints and investigations. • Specialist knowledge acquired through Masters level training /equivalent experience gained • Understanding of the wider health and social care system and how to operate across boundaries in the STP footprint. • Exceptional interpersonal, influencing, communication, observation and reporting skills. Ability to engage and communicate with a wide range of professionals, staff and other service stakeholders. • Excellent presentation, facilitation and teaching skills. • Strong organisational skills and the ability to analyse situations and be able to make the right decisions • Ability to empathise, be supportive and sensitive to the needs of others as well as being able to cope with distressing circumstances. • Ability to work to timescales and comfortably cope in pressurised situations, applying practical problem solving skills in everyday and complex situations. • Advanced IT skills and the ability to navigate around various systems and software packages (such as outlook, databases, MS office and the internet) • Ability to work autonomously and effectively in a team, reprioritising work and that of others work to reflect changing needs. | <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">D</p> <p style="text-align: center;">E</p> | | |
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| <ul style="list-style-type: none"> Ability to contribute to service development and evaluation. | E | | |
| <p>Additional Requirements</p> <ul style="list-style-type: none"> Able to work flexibly to meet the needs of the service with the ability to travel independently between locations to fulfil the requirements of the position. Ability to work on own initiative. Flexible approach to meet the needs of the service. Willing to work flexible hours if required between 8am – 8pm To have a vehicle that can be used for business purposes and relevant insurance to cover. | E | | |