



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Cwm Taf Morgannwg
University Health Board

Job Description

SECTION 1

JOB DETAILS

Job Title:	Crisis Resolution Home Treatment Practitioner
Contract Type	Permanent
Contract Hours	37.5
Division/Directorate:	Integrated Division/Mental Health
Department/Ward:	Crisis Resolution Home Treatment Team
Responsible to:	Team Leader
Accountable to:	Senior Nurse Acute Services
Base:	Royal Glamorgan Hospital
Band:	Band 6

Main Purpose of the Job:

The post holder's role will be to support the provision of health care to the people of the Cwm Taf Morgannwg, contributing to a 24 hour a day, 7 day a week provision of a Crisis Resolution Home Treatment Service for clients experiencing a mental health crisis.

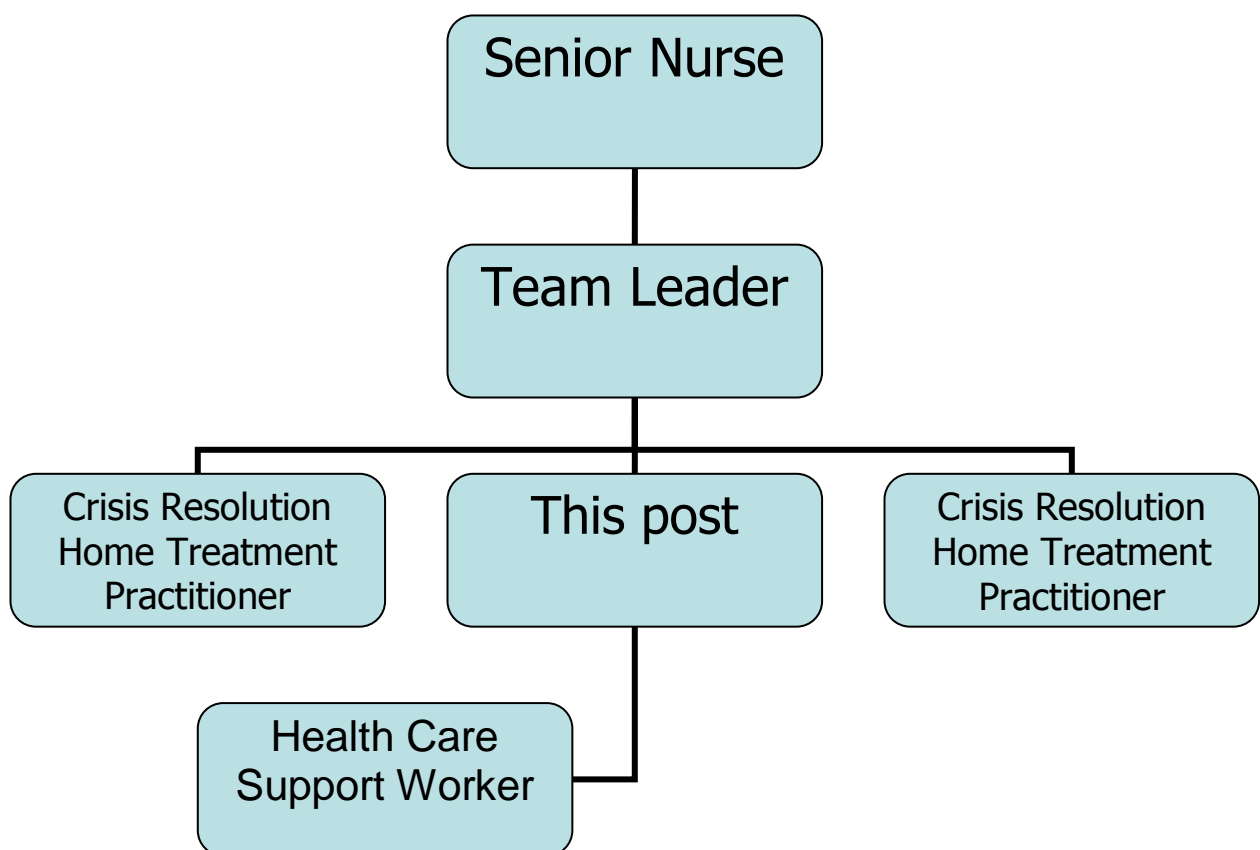
This will involve both lone and joint assessments of people's mental health and working with people in their own home for client's identified as suitable for home treatment for their acute mental health problem.

Principal Duties:

- To take responsibility for a crisis assessments and a home treatment caseload providing comprehensive assessment, care and treatment to clients in both situations.
- Foster robust working relationships with other secondary mental health services and all partners in particular Local Authority and Primary Care.
- Contribute to the continuing improvement and development of crisis resolution home treatment services.

Organisation Chart

The Organisational Chart must highlight the post to which this job description applies showing relationship to positions on the same level and two levels above and below. Complete, add or delete as appropriate the text boxes below showing the organisational relationships.



SECTION 2

1. Communications and Relationships skills

The post holder will:

Communicate effectively both verbally and in writing, with patients, carers and the multi-disciplinary team, taking into account the situation and context of the communication and using tact and persuasive skills and demonstrating an awareness of sensitive information.

Communicate appropriately with individuals, considering mental health issues which may affect communication, understanding how to improve communication effectively with patients with a physical impairment, for example deafness, dysphasia.

Enable other junior staff to improve their understanding of communication issues within the mental health setting.

Maintain written records to a high standard in accordance with Health Board policies and NMC or other professional requirements.

Maintain patient confidentiality at all times in accordance with Health Board policies and NMC requirements

Provide effectively communication within the team, with wards and other community service. They will liaise with other professionals to ensure effective working relationships and environments within the work area e.g. Local Authority Staff, Occupational Therapy Staff, Housing Agency Staff.

Need to be able to effectively and safely delegate appropriate duties to others as well as monitor the performance of others.

2. Knowledge, Training and Experience

The post holder will:

Be required to be a first level nurse (Mental Health), registered social worker or occupational therapist.

Need to comply with all mandatory training some of which will be specific to the area of work.

Have knowledge of Mental Health Act Legislation and changes. Where professional registration allows, they will undertake or where appropriate participate in Mental Health Act assessments.

3. Analytical and Judgmental Skills

The post holder will:

Carry out initial needs / risk assessments of individuals in crisis and where input from statutory mental services is required be responsible for the comprehensive assessment of care needs including Risk Assessment.

Undertake treatment of acutely ill people in their home environment.

The post holder must be able to assess risk and make effective risk management plans and contingency plans with full engagement with service user.

4. Planning and Organisational Skills

The post holder will:

Be required to plan their own clinical work load. This will involve individual visits, booking of assessments and attendance at patient Care and Treatment Planning / Review meetings.

When appropriate offer and undertake carers assessment in line with the 2002 carers act.

Co-ordinate the assessment of those individuals who require assessment under section 136 of the Mental Health Act 1983.

Effectively manage work loads including undertaking regular supervision with line manager.

Participate in and be an active member of the multi-disciplinary team and to attend Care Programme Approach, Child Protection, Vulnerable Adult and other work. When appropriate chair case conferences/client review meetings.

Conduct staff appraisals, identifying training needs and personal development plans in accordance with organisational objectives.

Represent / deputise for the Team Leader as required.

5. Physical Skills

The post holder will be required to have basic IT and keyboard skills.

The post holder will be required to undertake clinical observations.

The post holder will be required to undertake all mandatory training including manual handling.

6. Patient/Client Care Responsibilities

The post holder will:

Establish rapport and maintain supportive professional relationships with clients and their carers

Be fully involved in the assessment, planning and review of patients.

Ensure care is collaborative and meaningful engaging with patients and all relevant stakeholders.

Will deliver interventions as prescribed and agreed in the clients care plan and will undertake therapeutic interventions on an individual basis.

Where necessary the post holder will undertake the role of Care Coordinator as described under CTP. The post holder will also need to attend client reviews where there is involvement.

Ensure that all clients have a full risk assessment and risk management plan.

Provide telephone advice / support to service users, carers, outside agencies or clinicians who require information, advice or crisis intervention.

Be competent in and provide a range of therapeutic interventions.

Where professional registration allows, ensure the safe administration of oral / intramuscular medication as prescribed.

Monitor therapeutic effects and side effects, liaising with the appropriate staff regarding the physical and mental state of the patient.

7. Policy and Service Development/Implementation

The post holder will be expected to follow all Health Board and Departmental policies and procedures as well as professional guidelines.

The post holder will be expected to comment on the development of policies and procedures.

8. Financial and Physical Resources:

The post holder will be monitor and maintain adequate stock levels e.g. clinic equipment, needles, syringes swabs etc. as delegated by the team leader.

9. Human Resources:

The post holder will provide supervision and support to the Health Care Support worker.

As a regular supervisor of students it is the post holders responsibility to ensure that both the post holder and the student are aware of the limitations

of the role and have considered the individuals level of competence, skill and knowledge.

10. Information Resources:

The post holder will be required to use IT systems to record patient activity and assessments.

11. Research and Development:

Participate in clinical and multidisciplinary audit ensuring implementation of evidence based practice.

If necessary to become involved in any external research programmes.

12. Freedom to Act :

The post holder will:

Be guided by broad occupational policies.

Have responsibility for the management of a defined group of clients within the community.

Effort & Environment Factors:

The information requested below is for supplementary purposes, to support an accurate job matching outcome, by clearly identifying the post holder's exposure to certain conditions whilst undertaking the job role.

13. Physical Effort

The post holder will:

Be required to use a combination of sitting, standing, kneeling and walking throughout the day and will be required to undertake RPI training to level B. .

14. Mental Effort

The post holder will:

Be required to concentrate for long periods on a frequent basis.

Be required to respond to unpredictable situations on occasions.

Be expected to deal with clients and families who may be distressed.

15. Emotional effort

The post holder will:

Be exposed to distressing situations and challenging behaviour when dealing with serious mental health problems and needing to impart unwelcome news or intervene in a crisis.

16. Working Conditions

The post holder will:

Frequent unpleasant and occasionally highly unpleasant exposure to unavoidable hazards e.g. requirement to work in situations where verbal and/or physical aggression may occur.

SECTION 3

KSF Post Outline

Dimension Type	Dimension Number	Dimension Name	Foundation Gateway (Subset Outline)		Second Gateway (Full Outline)	
			Level	Indicator(s)	Level	Indicator(s)
Core	C1	Communication	3	As for full outline at this level	3	a-f
Core	C2	Personal and People Development	3	As for full outline at this level	3	a-g
Core	C3	Health, Safety and Security	2	As for full outline at this level	2	a-f
Core	C4	Service Improvement	2	As for full outline at this level	2	a-f
Core	C5	Quality	3	As for full outline at this level	3	a-g
Core	C6	Equality and Diversity	2	As for full outline at this level	2	a-d
Specific	HWB2	Assessment and care planning	4	a,b,f,g,h	4	a-h
Specific	HWB3	Protection of health and wellbeing	3	As for full outline at this level	3	a-h
Specific	HWB4	Enablement to address health and wellbeing	4	a,b,d,e,f,g	4	a-g
Specific	HWB7	Interventions and treatments	4	a,c,d,f,g,h	4	a-h

NB This Outline is **not** a substitute for a complete KSF post outline which must be approved via the e-ksf tool. No post can be advertised without an approved KSF Outline and matched Job Description.

SECTION 4

Normal Hours

To work in line with department shifts patterns over a seven day week. This may change depending on the needs of the service.

Performance Appraisal

You will be expected to participate in the Performance Development Programme, a part of which is Performance Appraisal.

Registered Health Professional

All employees of Cwm Taf Morgannwg Health Board who are required to register with a professional body, to enable them to practice within their profession, are required to comply with their code of conduct and requirements of their professional registration.

Lease Car

Not Applicable

Job Limitation

At no time should you work at a level outside your level of competence. If you have concern regarding this please discuss immediately with your Line Manager/Supervisor. All staff therefore have a responsibility to inform those supervising their duties if they do not feel competent to perform a duty/task.

You must be aware of your Terms and Conditions of Service (read your Statement of Main Terms and Conditions)

If relevant to your role access advice and support from appropriately qualified persons in respect of on-site, on-call and call in arrangements.

Staff have a responsibility to access Occupational Health and other support for advice in times of need.

Risk Management/Health & Safety

The Cwm Taf Morgannwg Health Board is committed to protect its staff, patients, assets and reputation through an effective risk management process. The post holder will be required to comply with the relevant Risk/Occupational Health & Safety Policies, actively participate in this process and have responsibility for managing risks and reporting exceptions.

Records Management

As an employee of Cwm Taf Morgannwg Health Board, you are legally responsible for all records that you gather, create or use as part of your work within the Organisation (including patient health, staff health or injury, financial, personal and administrative), whether paper based or on computer. All such records are considered public records, and you have a legal duty of confidence to service users. You should consult your manager if you have any doubt as to the correct management of records with which you work.

Confidentiality of Information

Any matters of a confidential nature must not be divulged or passed on to an unauthorised person(s) or third party under any circumstances either during or after employment except in the proper course of your employment or as required by law, by Cwm Taf Morgannwg Health Board or both. Any such breach of confidentiality may be regarded as gross misconduct and may lead to disciplinary action.

Training & Development

All staff must undertake induction/orientation programmes at Corporate and Departmental level and must ensure any statutory/mandatory training requirements are current and up to date. Where considered appropriate, staff are required to demonstrate evidence of continuing professional development.

Review

The duties of this post are not inflexible and will be reviewed periodically and may be changed to be consistent with the grading of the post as the organisation develops following consultation with the post holder.

Equality

The Cwm Taf Morgannwg Health Board will take all practicable steps to ensure that staff are recruited, managed, developed, promoted and rewarded on merit and that equal opportunities are given to all staff. Each employee is responsible for his or her own professional and personal behaviour and there is a requirement of all staff to conduct themselves in a manner, which does not cause offence to another person. The Cwm Taf Morgannwg Health Board is also committed to providing a safe, healthy and fair working environment and will take all practicable steps to avoid and eliminate harassment of any kind of its employees at work.

Signed: (Post Holder)

Date:

Signed: (Directorate Manager)

Date:

Signed: (Divisional Manager)

Date

Date Job Description compiled:

Date for review:



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Person Specification

Job Title: CRHT Practitioner		Band: 6	
Department:		Responsible to:	
Area	Essential at recruitment	Desirable	Assessed by
1. Education/Qualifications / Training	<p>First level professional qualification in Mental Health Nursing, Occupational Therapy or Social Work.</p> <p>Excellent clinical knowledge of specialist area.</p> <p>Evidence of post-registration continuing professional development activity.</p>		<p>Application Form</p> <p>Interview</p> <p>Production of evidence (certificates etc)</p>
2. Experience	Evidence of	Experience of in-patient	Application Form

	achievement in clinical practice within the area of speciality.	nursing or Experience of working within a multi-agency community mental health setting.	Interview References
3. Skills	<p>Good communication and listening skills.</p> <p>Clinical assessment and formulation skills.</p> <p>Effective organisational and negotiating skills.</p> <p>Work as a member of a Team.</p> <p>Ability to work in a challenging and changeable environment.</p> <p>Keyboard/word processing skills.</p>		Application Form Interview References
4. Knowledge	<p>Ability to demonstrate sound clinical knowledge and awareness of current evidence base relevant to the area of practice</p> <p>Sound working</p>		Application Form Interview References

	<p>knowledge of the legal and policy framework underpinning mental health service provision e.g. Mental Health Act, Mental Capacity Act, National Service Frameworks, Mental Health Measure.</p> <p>Knowledge of safeguarding procedures for children and adults.</p>		
5. Personal Attributes	<p>Have a positive attitude to Multidisciplinary and Multi-Agency working.</p> <p>Flexible and able to cope with change.</p> <p>Be able to work in an ever changing highly active environment.</p>		Interview References
6. Circumstances e.g. Mobility/Availability-special attendance requirements	Driving license essential.		Application Form Interview
7. Physical Requirements and attributes (include any specific health requirements)	Physical dexterity to undertake routine physical investigations		Application Form Interview

	on clients.		Occupational Health Questionnaire
8. Any other special requirements not covered by 1-7 above	Enhanced DBS disclosure.		Interview References

Essential: Attributes under this heading are essential for adequate job performance upon appointment: - the job cannot be performed unless these factors are present.

Desirable: - Attributes under this heading are not explicitly needed for the post, but which may be used for short listing for interview

Signed: (Post Holder)

Date:

Signed: (Directorate Manager)

Date:

Signed: (Divisional Manager)

Date

Date Person Spec. compiled:

Date for review: