

Aneurin Bevan University Health Board

Directorate of Community, Mental Health & Learning Disabilities

JOB FRAMEWORK

JOB TITLE	Specialist Early Intervention Worker
SERVICE	Early Intervention Service
BAND	6 (subject to A4C Review)
BASE	Forglen House, Risca (Pan Gwent Service)
ACCOUNTABLE	Early Intervention Service Manager
JOB PURPOSE	

To provide a Mental Health Service and work with service users to assess their needs, identify options to meet those needs, and negotiate and review appropriate care within the parameters of the Early Intervention Service.

To provide an agreed supervisory role within a borough-wide, multi-disciplinary Early Intervention Service, supporting and providing a range of psychosocial interventions that will promote the recovery of people experiencing a first episode of psychosis and provides support for their families/carers.

The Early Intervention Service provides an extensive case management service to young people experiencing a first episode of psychosis, focusing on psychosocial, vocational and family interventions. The Early Intervention Service is a specialised Mental Health Service providing individual tailored evidence based intervention to young people in the early stages of psychosis.

Early identification and treatment of symptoms is seen as crucial to longer term outcome. By adopting the principle of assertive outreach, the team aims to engage young people early using low stigma community based approach. Assistance will be offered with psychological adjustment and recovery, prevention of relapse, vocational/employment opportunities and interpersonal and social development.

Clinical Responsibilities

1. To assess, implement and evaluate programmes of care for their clients
2. Provide specialist advice in relation to care of Early Onset Psychotic clients to other members of the team and/or other professionals involved in delivering care
3. To attend referral meetings and accept referrals on behalf of the Early Intervention Service within the Borough
4. To screen all referrals and allocate accordingly
5. To act in an advisory capacity providing up-to-date advice to statutory and non-statutory agencies
6. To maintain up-to-date records of clients on their caseload in line with CTP
7. To be aware of clients that they, or other team members, consider to be at risk and/or vulnerable and ensure that the necessary reviews are undertaken as per the team's current arrangements
8. To act as a link person to the Primary Healthcare staff within their area
9. Implementing and monitoring all policies and procedures as they relate to service users of the Early Intervention Service, including the CTP (Care and Treatment Plan).

Supervisory Responsibilities

1. To ensure that the care provided for clients in their area is of a high standard
2. To inform the Specialist Early Intervention Manager of any untoward incidents of significant changes in workload that may influence the efficacy of the service
3. To organise and conduct regular team meetings ensuring a robust communication system operates
4. To participate in meetings as required by the Specialist Early Intervention Manager

Organisational Responsibilities

1. Provide professional mentorship for pre and post nurses and/or make arrangements for other team members to provide this function
2. To maintain personal records of hours worked and travelling expenses incurred
3. To collect and provide statistical information as and when required
4. To work within the framework of the operational policy and comment on any new policy developments
5. To adhere to the current Trust's policies/procedures

Personal Responsibilities

1. To develop their range of skills that will enhance delivery of care to clients
2. To maintain a positive attitude
3. To keep abreast of most recent professional issues
4. To maintain their individual personal profile as per PREP requirements
5. To keep abreast of the most recent and up-to-date legislation and policy documents relating to Early Intervention Services and to ensure that this information is cascaded down to the rest of the team

Health & Safety at Work

All staff are reminded of their responsibilities as employees to take reasonable care of their own health and safety at work and of other persons who may be affected by their acts or omissions at work.

You are reminded that under Fire Precautions Act 1971, you are required to attend at least one fire lecture per year.

Confidentiality

Personal information and many of the duties of this post are of a confidential nature and disciplinary action will be taken if confidential information is divulged to inappropriate persons.

Review

The following is a guide to the key responsibilities expected of the Band 6 Specialist Early Intervention Worker in the borough-based Early Intervention Service (EIS). It is by no means exhaustive and is not considered as part of your contract of employment. Your duties may well change from time to time to meet the requirements of the Health Board.

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PERSON SPECIFICATION

**Specialist Early Intervention Community Worker
Borough Based Early Intervention Services**

Band 6

	Essential	Desirable
Qualifications	RMN Qualification or equivalent professional qualification Up to date NMC or equivalent registration Possess relevant qualification/accreditation in risk assessment techniques e.g. WARRN/HCR20 To possess or be willing to work towards a qualification in CBT for Psychosis and Family Intervention	Possess a relevant teaching/training qualification Possess relevant qualification in motivational interviewing Possess ECDL qualification
Experience	Have experience at Band 5 or equivalent Have previous experience of relating to/working with Community Mental Health Teams Experience of liaising with statutory and non statutory services	Previous experience of managing own case load of patients Experience of training others Evidence of effective partnership working Evidence of influencing practices in Primary Health Care Previous experience in working with relevant service user groups/carers groups Previous experience in working with the Voluntary sector
Knowledge & Skills	Have previous experience in working with psychosocial interventions or other interventions relevant to EIS Possess interpersonal/communication skills Have previous experience in working with families/carers Evidence of effective risk management Demonstrate an understanding of the Health Board's Patient and Public Information strategy and relevant national guidance Able to apply relevant clinical models Up to date working knowledge of relevant legislation e.g. Mental Health Act/Mental Capacity Act Good time management skills Demonstrate an understanding of the	Evidence of advance practice Knowledge/experience of clinical supervision Fitness for practice mentorship Able to demonstrate good written communication skills Understanding of current issues affecting service Welsh speaking Possess knowledge of clinical skills relevant to the client group e.g. motivational interviewing/relapse prevention Possess advanced assessment and engagement skills

	Clinical Governance Agenda Demonstrate an understanding of the equality and diversity agenda To fulfil all personal mandatory training requirements	
Personal Qualities	Demonstrating a flexible approach in response to organisational need Able to work under own initiative Self motivated and enthusiastic Demonstrate effective team working Willing to improve existing skill base Possess a good attendance record	
Other	Possess a full driving licence and have access to own vehicle	