

**OXLEAS NHS FOUNDATION TRUST
JOB DESCRIPTION**

JOB TITLE: Mental Health Practitioner
(Occupational Therapist, Social Worker or Nurse)

GRADE/BAND: 6

DIRECTORATE: Community Mental Health

HOURS OF WORK: 37.5

RESPONSIBLE TO: Team Manager (Operational)
Professional Lead (Community)

ACCOUNTABLE TO: Community Mental Health Service Director
(RESPONSIBLE FOR:) Supervision of junior clinicians, support staff and students

LIAISES WITH: Community Mental Health teams
General Practitioners and Primary Care Network colleagues
Third sector partner organisations

BASE: TBC (Beckenham)

Overview of the Post

The post holder will be a highly skilled and motivated Occupational Therapist, Social Worker or Mental Health Nurse and be part of the newly developed wellbeing mental health hub in Bromley. You will provide assessments and a range of brief interventions, to help address a range of biopsychosocial needs of people accessing the hub. You will make best use of third sector and other community opportunities to promote service users' well-being and maintenance of mental health.

As a registered professional you will be expected to work effectively as a member of the multi disciplinary team (MDT) while also operating with some autonomy. You will have access to a range of professional support and clinical supervision structures already embedded within Oxleas NHS Foundation Trust. You will also be expected to participate in the development, delivery and evaluation of both the primary care mental health and MDT interventions.

Key Task and Responsibilities

- To provide specialist assessments of service users with mental health problems with the primary care setting, ensuring proactive management of service users' needs.
- To support and deliver a range of biopsychosocial therapeutic interventions to service users in primary care, who do not meet the criteria for secondary mental health services.
- To provide specialist clinical advice to other team members on the suitability of assessments and interventions, where appropriate.
- To provide effective signposting to appropriate third sector and community-based services for ongoing support.
- To provide high quality clinical expertise and clinical reasoning in relation to referrals that may require onward referrals for secondary mental health care
- Contribute to and carry out risk assessment and risk management plans
- To contribute to the continued development, review and transformation of the primary care mental health hub.

Management responsibilities

- To exercise good personal time management, punctuality and consistent reliable attendance

Leadership

- To provide leadership and clinical supervision for junior staff identified within the primary care mental health hub.
- To support the on-going improvement and transformation of the primary care mental health service.
- To provide a conducive learning environment for students, as practice educator.
- To identify the training needs of junior staff, and to plan, develop and deliver training, as required.
- To evaluate the quality of own work and make improvements where necessary ensuring all issues and related risks are raised with Manager.
- To maintain own professional registration and development.
- To participate actively in and seek clinical and professional supervision and appraisal in line with organisational policy.

Clinical

- To provide specialist clinical interventions to service users within the primary care mental health service
- To working autonomously within the parameters of the role, undertaking day to day clinical prioritisation and work planning
- To be an integrated team member of the primary care service, working with the MDT to address occupational and recovery goals for service users, and facilitate effective assessment, stabilisation and transition back to the GP or onward to another service.

- To work in collaboration with service users as experts in their own care, promoting the principles of recovery, choice and personalisation
- To meet expectations and quality standards in relation to triage, screening, care planning and risk management.
- To develop and implement specialist care plans, offering specialist advice to service users, carers and MDT colleagues
- To assess risk and develop risk management plans in collaboration with service users, which are reviewed and adjusted in line with the service user's needs
- To ensure an understanding of the Care Act and Safeguarding processes and that key processes are effectively followed in the team.
- To offer clinical supervision to junior staff
- To act within the appropriate professional code of conduct at all times.
- To manage effective discharge ensuring service user and all relevant agencies are given relevant information
- To attend all relevant clinical meetings as a member of the MDT

Research

- To be involved in the development and use of quality assurance systems contributing to and participating in audits/outcomes, evaluation and lesson learning.
- To remain up to date concerning relevant clinical, social and legal issues, in order to maintain and improve the quality of the service.

Communication

- To utilise a comprehensive set of skills to effectively communicate and engage patients, their families and the MDT, to formulate individual's strengths and barriers
- To promote awareness of the professional role within primary care and across the service
- To maintain effective joint working with others, developing positive working relationships and clear communications with MDT and other professionals.
- To liaise with other professionals in relation to service user care, actively participating in care planning and review meetings and attending case conferences required
- To accurately record all contacts with service users in the appropriate primary care system in line with the relevant record keeping policy.
- To ensure that all communication takes place in a manner that is consistent with Legislation, policies and procedures.

Physical/Emotional/Mental Effort

- To frequently exercise mental effort on a daily basis during assessment and treatment.
- To convey unwelcome or unpleasant news to service users in an empathetic and sensitive manner
- To effectively manage frequent distressing or emotional circumstances
- To be able to cope with occasional, potential stressful, upsetting or emotional situations in an empathetic manner, such as service users suffering from illnesses or emotional states that may lead to anxiety and aggressive behaviour

- To work in an environment where the work patterns may be disrupted by frequent demands from service users, clinical staff, students and administrative support staff and respond to any emergency situations arising
- To be exposed to unpleasant working conditions, this may involve frequent exposure to verbal aggression and unpleasant smells

On Call/Unsocial Hours

This post does not require on call or unsocial hours working.

The following statements are mandatory for all job descriptions:

Terms and Conditions

The post holder is subject to the terms and conditions of OXLEAS NHS FOUNDATION TRUST. This Job description gives an outline of the post and is subject to review in consultation with the post holder.

Confidentiality

The Post holder must maintain the confidentiality of information about patients, staff and other health service business in accordance with Trust Policy.

Risk Management

The Post holder will ensure compliance with the Trust's risk management policies and procedures. These describe the Trust's commitment to risk management, the recognition that our aim is to protect patients, staff and visitors from harm and stress and that all staff have a responsibility to minimise risk.

Infection Control

All staff are required to be familiar with the Trusts infection control policies, and national guidance in relation to infection control. All staff whose normal duties are directly or indirectly concerned with patient care must ensure that they complete mandatory infection control training and are compliant with all measures known to be effective in reducing Healthcare Associated Infections.

Equality, Diversity and Human Rights

The Post holder will treat all colleagues, service users, carers and members of the public with respect and dignity regardless of their gender, age, race, religious beliefs, religion, nationality, ethnic origin, social background, sexual orientation, marital status, disability, HIV/Aids status, criminal background and Trade Union status. The Trust has a Policy for Equality and Human Rights and it is the responsibility of all staff to ensure that this is implemented.

Health & Safety

All staff must be aware of the responsibility placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients and visitors.

Professional and NHS Codes of Conduct

You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the 'Code of Conduct for NHS Managers' and 'Standards of Business Conduct for NHS Staff'.

Safeguarding

It is the responsibility of all staff to safeguard and protect children and adults at risk at all times and staff must report any concerns as per Safeguarding Children and Safeguarding Adults policies, which are available on the Trust's intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.

Financial Management and Control of Resources

All staff are responsible for the security and the property of the Trust, avoiding loss or damage and being economical and efficient in the use of resources. Staff are required to act in accordance with the rules and regulations as described in the Trust's Policy relating to the Financial Management and Control of Resources'.

Customer Care

It is the aim of the Trust to provide patients and clients with the best possible care. All staff are required to put the patient/client first and do their utmost to meet requests and needs courteously and efficiently.

Personal/Professional Development Planning/Mandatory Training

All staff should have a personal development plan and in conjunction with their manager, should actively determine and pursue agreed training and development needs and opportunities. All staff are required to attend mandatory training as designated by the Trust.

No Smoking

Oxleas NHS Foundation Trust has a no smoking policy. Staff are not permitted to smoke within or on Trust premises.

Signed by Line Manager

Signed by post holder

Date

Date

Print Name

Print Name

Note:

Please attach an organisational chart alongside, a person specification, and Job Description