



JOB DESCRIPTION / PROFILE

Job Title

**Associate Practitioner /
Post Diagnostic Practitioner**

Payband/Grade Band 4

Directorate Older People

Job Description Reference **CRP**

We have an exciting opportunity for a band 4 Associate Practitioner to work within the Community Mental Health Team for Older People. The role will involve providing person-centred care to people with a diagnosis of dementia and/or mental illness and undertaking specialist Post Diagnostic advice and offering support and signposting to families and carers of the people with a diagnosis of Dementia. In this role you provide a key step/appointment in the Dementia Diagnosis Pathway developed in 2017 by the Trust.

Job Overview

| NHS Competency | Level |
|---------------------------------|-------|
| Communication | 3 |
| Personal and People Development | 2 |
| Health, Safety and Security | 2 |
| Service Improvement | 3 |
| Quality | 2 |
| Equality and Diversity | 3 |
| IT Skills | 2 |
| Statutory Requirements | |
| | |

| Personal Competencies | |
|---------------------------|--|
| Interpersonal Sensitivity | |
| Courage | |
| Teamwork | |

| Values | |
|------------------------------|--|
| Treat People Well | |
| Create Respectful Places | |
| Involve not Ignore | |
| Open, Honest and Accountable | |

Qualifications required

NVQ level 3 Qualification health related area or equivalent, and willing to be trained to attain relevant qualifications, AND
Driving license suitable for use in the United Kingdom, access to a vehicle will also be required.

Experience required

2 years' experience working in a role delivering care in a mental health setting, preferable older adults mental health and/ or dementia or care home settings.

Suitable for someone who is passionate about ensuring a high quality holistic approach to the care and support provided to older people in the community. It would be ideal for someone who is particularly interested in supporting people with dementia to live a meaningful life. Someone who is good at communicating with a wide variety of professionals, family members and carers and people with a diagnosis of dementia and /or mental illness.

Valued Qualities:

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- A commitment to viewing behaviour in dementia as meaningful and understandable once we find out more about the person's life history, current outlook/perspective and the degree of 'fit' with their environment.
- Reframing problems or challenges as creative opportunities or possibilities to experiment with innovative ideas.
- A desire to enable people with dementia and/or mental illness to live healthy lives, which will include participation in the local community, access to valued roles, fostering meaningful relationships and having opportunities to develop skills and showcase strengths
- Being prepared to act as a person-centred role model to inspire staff teams to offer compassionate and dignified care to people with dementia and /or mental illness. This will include facilitating information-sharing sessions with staff teams, as well as direct modelling of more helpful approaches/interventions.
- A strong commitment to a 'learning culture' where reflection, training and supervision are used to develop self-awareness, improve clinical outcomes and develop team functioning.
- A belief in learning from 'experts by experience': valuing the perspectives offered by the person with dementia / mental illness and family/paid carers.
- Valuing tact, integrity and diplomacy when providing sensitive feedback or handling emotionally-charged situations

Suitable for someone who

- Is confident enough to work alone and take appropriate decisions regarding ongoing support needs.
- is sensitive enough to support patients without undermining their confidence and ability to "live well" with dementia and mental illness.
- Is passionate about the ethical and moral dilemmas that arise when patients receive a life changing diagnosis.
- Is creative and innovative in their approach to the work
- Is realistic
- Is reliable
- Can raise safe guarding alerts in a timely and safe way, when needed.

Key Responsibilities

- Complete clinical and therapeutic assessments that adhere to set protocols and fall within the scope of the Associate Practitioner remit.
- Responsible for aspects of assessment, planning and delivery of clinical care in support of the multidisciplinary team ensuring the highest possible standard of care within the Dementia Diagnostic and Post Diagnostic Pathway.
- Assist in the monitoring of clinical outcomes by performing and accurately recording and reporting data as per agreed service protocols.
- Contribute to the multidisciplinary clinical risk assessment.

- The post holder has a responsibility to identify and report any concerns in regard to the potential abuse/neglect of people using services and carers in line with the Surrey Safeguarding Adults process.
- Oversee the delivery of evidence-based, therapeutic interventions that support people with dementia to live healthy lives and promote wellbeing across the care system. This will include role-modelling ideas (including personal care).
- Document and maintain accurate clinical records within the Trust's electronic records system.
- Recognize and respond appropriately to urgent and emergency situations.
- Participate fully in the delivery of the Care Programme Approach/Statement of Care as indicated by the Lead Professional or Care Co-ordinator and arrangement of CPA review meetings as required.
- To complete, or arrange for physical screening tests of people using services. This may include urine analysis, taking blood pressures, measuring pulse and recording temperatures (please note that this is not an exhaustive list).
- To complete review assessment measures to help promote understanding of the person's presentation: this could include cognitive screening tests (e.g. the Addenbrooke's Cognitive Examination or Mini Mental State Examination) or dementia-specific assessment tools – where appropriate.
- To undertake monitoring of medication and identify any effects and side effects with the Service User and feedback to multidisciplinary team.
- To provide follow-up for people using services who move into long term care placements to monitor progress and identify any clinical issues, concerns with the placement.
- Establish and maintain effective communication with people using services, relatives and colleagues using a range of skills including interpersonal, verbal, written and information technology.
- Clearly communicate information relating to people using services both informally and formally. The post-holder will be expected to self-manage their behavior and be prepared to identify & manage barriers to effective communication.
- To show compassion, empathy towards people using services and those working across the health/social care system, as well as a desire to promote dignity and choice always.
- Provide information to people using services, relatives and colleagues in a sensitive way.
- Demonstrates the ability to reflect on own communication skills and modify behavior and practice accordingly.

Knowledge and skills:

- Demonstrates knowledge and appreciation of the Post Diagnostic Clinician / Associate Practitioner role within the multidisciplinary team and has the ability to explain the role to a wide range of people.

- Demonstrate own activities to other staff and students and be prepared to outline the rationale for different interventions/approaches used.
- Maintain CPD and keep up-to-date with mandatory and statutory training (evidenced via a personal portfolio of training and CPD pursuits).

Training and education:

- Provide supervision and mentorship for Health Care Associates and students as delegated by line manager.
- Able to link theory to practice and offer interventions that are evidence-based to enhance care delivery.
- To participate in team audits and teaching sessions in the team as required.
- To undertake service user and carer evaluations as required.
- To support the multidisciplinary team in providing care plan specific teaching and reflective practice within own homes and sometimes with care home staff.

General

- To fully participate in the Trust's performance review and personal development planning process on an annual basis.
- Undertake training as necessary in line with the development of the post and as agreed with line manager as part of the personal development planning process.
- To achieve and demonstrate agreed standards of personal and professional development within agreed timescales.
- To contribute positively to the effectiveness and efficiency of the teams in which he/she works.
- To undertake any other duties at the request of the line manager which are commensurate with the role; including project work, internal job rotation and absence cover.
- To contribute to a healthy and safe working environment by adhering to Health and Safety regulations and Trust policies.
- Surrey & Borders Partnership NHS Trust is committed to valuing and promoting diversity in employment, service delivery practices and its general environment. We expect each individual to take responsibility for promoting open, inclusive and accessible service provision, staff development and a culture that values and respects difference.

Note: This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.