

JOB DESCRIPTION

Section 1	
JOB TITLE:	Early Intervention Practitioner
PAY BAND:	Band 6
Section 2	
LOCALITY / DEPT:	Early Intervention in Psychosis, Adult Mental Health, Being Well
ACCOUNTABLE TO:	Head of Clinical Service
REPORTS TO:	Team Manager
RESPONSIBLE FOR:	N/A
JOB SUMMARY:	The postholder will carry continuing responsibility for the assessment of care needs, the development, implementation and evaluation of recovery based care programmes and the setting of standards of care for young people and their families experiencing the early stages of psychosis. They will work closely with Mental Health Practitioners and other members of the team to improve outcomes for service users.
LIAISES WITH:	Multi disciplinary team members from within Community mental health team and also colleagues from other teams that may interface i.e Psychiatric Liaison, Home treatment or acute care. All statutory and non statutory organisations within the Health and Social Care arenas
Section 3	
<u>KEY RESPONSIBILITIES:</u>	
<ol style="list-style-type: none"> 1. To undertake assessments of service users needs, deliver care to those on caseload and review same on regular basis. 2. Developing individual packages of care ensuring the Care Act eligibility criteria is adhered to. 3. To be responsible for sharing best clinical practice and to initiate innovative nursing practice using evidence based research. 4. Responsible for managing a caseload and providing responsive input to those within wider team caseload. 5. To have the clinical knowledge and skills to provide individual care plans. 6. To take a role in the development of an Early Intervention Team in consultation with a wide range of relevant stakeholders including service users, carers and mental health professionals and other relevant community agencies. 7. To develop and maintain excellent links with all stakeholders. 8. To establish therapeutic relationships and collaborative partnerships in order to ensure best working practice. 9. To take responsibility for self-development and training updates with support from the Team Manager. 10. To provide mentorship of students undertaking statutory nurse training. 11. To act as a role model for support workers and new team members. 12. To be responsible for ensuring clinical supervision takes place. 13. To contribute to team regarding actively promote mental health education with other agencies and within communities. 14. To keep well informed, to listen and respond to the views of colleagues, service users and their carers and encourage feedback to the team. 15. To promote open and clear channels of communication and be sensitive to the needs of others. 16. To assist the team when presenting information on unmet needs, with particular reference to groups which have had difficulties accessing services which are responsive and inclusive. 	

17. To demonstrate a problem solving approach within the team.
18. To demonstrate the ability to make prompt decisions using sound clinical expertise/knowledge.
19. To be responsible for delivering effective care.
20. To adhere to Trust Policies and Procedures.
21. To work to deadlines, to manage self and work appropriately.
22. To respond enthusiastically to change.
23. To keep abreast of new clinical developments within Early Intervention in Psychosis and to promote the service positively, locally and nationally.
24. To take an active part in group activity development and facilitation.
25. Willingness to develop knowledge and skills to deliver evidence based interventions in line with NICE guidelines and Access to Waiting Time standards.
26. Ability to complete comprehensive physical health assessments and observations and liaising with relevant agencies if any abnormalities.

Partnership Development

27. Assist the Team in developing networks within existing mental health services and relevant community agencies, thereby maximising the total resource and enabling the work of the Team to be reflective of and responsive to local need. This will involve being pivotal within the team, establishing its ethos, and working towards the integration of the Early Intervention Service with existing statutory, community and voluntary resources.
28. Recognise the use of advocacy, autonomy and self-empowerment within client care and to promote this.
29. Ensure service users are involved in their care programmes.
30. To liaise, communicate and work closely as a team.
31. To regular undertake own clinical supervision with a named supervisor in order to maintain and improve standards of care.
32. To participate in team clinical supervision.
33. To assist and participate in the planning and facilitation of induction and training programmes for individuals or groups undertaking an Early Intervention placement or secondment.

Section 4

1. HEALTH AND SAFETY

All staff have a general duty to take reasonable care for the health and safety of themselves and other persons who may be affected by their acts or omissions. All safety rules, regulations and codes of practice relating to the work area should be observed.

2. INFECTION PREVENTION AND CONTROL

Infection Prevention and Control (IPC) is everybody's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies, and make every effort to maintain high standards of infection prevention at all times in accordance with The Health and Social Care Act 2008: code of practice on the prevention and control of infections and related guidance (2015). All staff employed by Cheshire and Wirral Partnership NHS Foundation Trust, and any contracted staff have the following key responsibilities:

- Staff must wash their hands or use alcohol gel on entry and exit from all clinical areas, between each service user contact and after any clinical or cleaning task.
- Relevant staff members must attend an annual face to face training session or complete the e learning session provided for them by the Trust.
- Staff members who develop an infection (other than common colds and illness) that may be transmittable to others have a duty to contact the IPCT and Occupational Health.

3. EQUALITY AND DIVERSITY

To value diversity and promote equality of opportunity ensuring that individuals are treated fairly and respected for their contribution in terms of experience, knowledge and skills.

4. COMPETENCY OF HEALTH PROFESSIONALS

To maintain professional registration (as appropriate) and to act in accordance with professional codes of practice and guidelines. To follow Trust policies and procedures and maintain up to date skills and knowledge through participation in Continuing Professional Development.

5. STAFF INVOLVEMENT - INDIVIDUAL RIGHTS & RESPONSIBILITIES

To work in partnership to achieve service objectives and promote a culture of working together through good communications, openness and honesty.

6. SAFEGUARDING

Everyone within CWP has a responsibility for, and is committed to, safeguarding and promoting the welfare of children, young people and vulnerable adults and for ensuring that they are protected from harm. Every adult has a responsibility to protect children and as employees of the Trust we are duty bound always to act in the best interest of a child about whom we may have concerns.

7. KSF

The post holder will be expected to meet the requirements of the NHS Knowledge and Skills Framework (KSF) appropriate outline for the post.

8. SUPERVISION

To take responsibility for personal development by accessing appropriate supervision and personal development as per CWP supervision policy.

Section 5
PERSON SPECIFICATION

	<i>Essential</i>	<i>Desirable</i>	<i>Method of Assessment</i>
Qualifications	<ul style="list-style-type: none"> Recognised qualification in mental health care – RMN or OT 	<ul style="list-style-type: none"> Evidence of further professional development involving serious mental illness. Training in PSI at an introductory level Experience of working in a community MDT 	<ul style="list-style-type: none"> Application
Knowledge and Expertise	<ul style="list-style-type: none"> Commitment to own continuous professional development Knowledge of need for early intervention services from a national and clinical perspective Demonstrate an understanding of an assertive outreach approach to care 	<ul style="list-style-type: none"> Information management and technology skills ECDL qualification 	<ul style="list-style-type: none"> Application Interview
Experience	<ul style="list-style-type: none"> Experience of working in a MDT 		<ul style="list-style-type: none"> Application Interview
Analytical and judgemental skills	<ul style="list-style-type: none"> Good communication skills both written and verbal Ability to work in partnership with service users, carers and their advocates Ability to forge and maintain relationships with stakeholders Ability to adapt to change effectively Ability to critically appraise and develop new concepts and actively pursue ways of improving service delivery in collaboration with other team members Ability to problem solve and suggest appropriate solutions 		<ul style="list-style-type: none"> Application Interview
Personal skills	<ul style="list-style-type: none"> Ability to work effectively within a team Ability to work in a multi-disciplinary team setting and liaise across professional boundaries Ability to travel for work purposes Full driving license and use of a car 		<ul style="list-style-type: none"> Application Interview

To be completed by HR

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KSF Number:		Version No:		Issue Date:	
Jurisdiction of JD:					