



## JOB DESCRIPTION

Section 1	
<b>JOB TITLE:</b>	<b>Early Intervention Nurse / OT / Social Worker</b>
<b>PAY BAND:</b>	<b>Band 5</b>
Section 2	
<b>LOCALITY / DEPT:</b>	Early Intervention in Psychosis (EIP) Team
<b>ACCOUNTABLE TO:</b>	Service Manager
<b>REPORTS TO:</b>	EIP Team Manager
<b>RESPONSIBLE FOR:</b>	Early Intervention in Psychosis Team
<b>JOB SUMMARY:</b>	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 to 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.
<b>LIAISES WITH:</b>	CMHT, GP's, Voluntary sector, Private Sector
Section 3	
<b><u>KEY RESPONSIBILITIES:</u></b>	
<b>Strategic Development</b>	
<ol style="list-style-type: none"><li>1. To work with less complex clients than Band 6 Mental Health Practitioners. These cases would have less complex personality problems, have less difficulties with compliance and also less risk related to self harm and risk of harm to others. To Care Co-ordinate such cases with supervision and support from Mental Health Practitioners, Team manager, Consultant Psychologist and other colleagues.</li><li>2. To assist band 6 practitioners, team manager and clinical lead in team development and clinical audit as required by service.</li><li>3. 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.</li><li>4. To assist and support the development of effective communications within the service by suggesting improved ways of working across the team.</li><li>5. To prepare and provide reports on information and statistics as required, relating to caseloads, regularity of visits and details of contact with clients and families.</li><li>6. To contribute to team regarding actively promote mental health education with other agencies and within communities.</li><li>7. To assist the team when presenting information on unmet needs, with particular reference to</li><li>8. groups which have had difficulties accessing services which are responsive and inclusive.</li><li>9. To keep abreast of new clinical developments within Early Intervention in Psychosis and to</li><li>10. promote the service positively, locally and nationally.</li></ol>	
<b>Advice</b>	
<ol style="list-style-type: none"><li>11. To provide support to support staff to ensure the safe delivery of high quality care to clients, utilising the knowledge and skills of staff groups and supporting them in this area of work.</li><li>12. To be responsible for the assessment, development, implementation and evaluation of recovery based care plans. You will be expected co-facilitate in Carer's Groups and will be supervised by more senior staff.</li><li>13. To provide support and advice regarding the Early Intervention Team to a range of people from different areas. You will be able to detail what the service offers and what the referral criteria are.</li><li>14. To ensure the maintenance of accurate up to date recording of information and documentation, ensuring the dissemination of client information throughout the team.</li></ol>	

15. Ensure acceptable, safe and effective standards of care, in collaboration with service users
16. To ensure that clinical practice complies with statutory and legal requirements, i.e. Mental Health Act, Human Rights Act etc.
17. Responsibility to take part in direct clinical supervision and appraisal mechanisms.

### **Partnership Agreement**

18. 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.
19. Recognise the use of advocacy, autonomy and self-empowerment within client care and to promote this.
20. Ensure service users are involved in their care programmes.
21. To liaise, communicate and work closely as a team.
22. To regular undertake own clinical supervision with a name supervisor in order to maintain and improve standards of care.

## **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**

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

**To be completed by HR**

<b>Job Number:</b>	<b>0690a</b>	<b>Version No:</b>		<b>Issue Date:</b>	<b>20/02/2018</b>
<b>KSF Number:</b>		<b>Version No:</b>		<b>Issue Date:</b>	
<b>Jurisdiction of JD:</b>					