

## Job Description

Our vision: To support our local communities by excelling in everything we do together.

<b>Job Title:</b>	<b>Community Mental Health Practitioner (Assessments)</b>
<b>Band:</b>	<b>6</b>
<b>Locality:</b>	<b>The Bay</b>
<b>Base:</b>	<b>Lancaster and Morecambe CMHT</b>
<b>AfC Ref:</b>	
<b>Hours of work:</b>	<b>37.5</b>

### Reporting Arrangements:

**Accountable to:** Team Leader & Clinical Lead

### Job Summary

- To actively promote teamwork, respect, integrity, accountability, excellence and compassion within the clinical team in accordance with the Trust values and code of conduct.
- Provides comprehensive assessment, advice and treatment to people with highly complex needs referred to Community Services in accordance with care pathways for given specialism
- Delivers specialist interventions in accordance with care pathways for given specialism
- To provide a fast, responsive service to assess individual's needs.
- Providing a communication structure between GP's, IAPT and non IAPT services in LSCFT, non-statutory services, as a means of ensuring the highest possible standards of patient care

### **Communication and Relationship Skills**

- To ensure that the team has an in-depth understanding of the current and ever present potential for risk; is able to communicate the situation effectively, and be responsive in the provision of appropriate interventions. This includes risk associated with violence and aggression, vulnerability, neglect, falls, skin integrity, mobility, self-harm and suicide.
- To advocate on behalf of the service user, recognising when more formal advocacy is needed and referring the client to the appropriate advocacy service.
- To provide nurse leadership within the multidisciplinary team and ensure the effective assessment formulation planning, monitoring of care given to service users.

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### **Analytical and Judgmental Skills**

- To exercise professional accountability and responsibility using skills, knowledge and expertise in changing environments, across clinical boundaries and in unfamiliar situations as outlined within the NMC Code of Professional Conduct

### **Planning and Organisational Skills**

- To ensure the nursing team deliver all clinical and non-clinical activities in a safe manner which ensure the smooth delivery of an effective and comprehensive service

### **Patient/Client Care**

- To ensure that service users receive comprehensive, planned, structured care through effective assessment of need, formulation and care planning. This should take into account existing assessments and plans formulated by the keyworker, service user and others.
- To ensure that the team work collaboratively with others to provide holistic engaging and therapeutic care.
- To model and ensure that appropriate practice and engagement in the delivery of high standards of nursing care is ever present and to be vigilant in addressing substandard practice and behaviours.
- To ensure nursing staff understand and engage positively with the mental health and mental capacity acts, meeting legal requirements and ensuring that the service user remains central and informed at all stages of the process, as supported by Trust policies and protocols.



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- To ensure that the physical health care needs of the service user are effectively assessed and managed through the care planning process involving other specialists as appropriate.
- To ensure that health promotion and illness prevention is understood, and actively managed to support the optimum wellbeing of the individual service user. This will include the maintenance of self-care and education around unhealthy practices.
- To ensure that standards around infection prevention and control are understood and actively managed as designated within the Trust policy.
- To ensure that Safeguarding standards and practices are understood and actively managed as designated within the Trust policy.
- To ensure that nursing staff feel confident and able to engage with service users and carers in the provision of customer care at an optimum level, to support effective and timely management, of questions, concerns and complaints as supported by the Trust policy.
- To be a qualified mentor, and provide leadership and support to mentors, to ensure that all student nurses are effectively and appropriately mentored through their placement, and raise concerns with the practice education facilitators as necessary.
- To promote the best interests of clients and ensure that delegated nursing care is effective.
- To act as keyworker in accordance with CMHT policy and guidelines

### **Responsibilities for Policy and Service Development**

- To actively promote the Trust values of teamwork, compassion, integrity, excellence and accountability.
- To maintain a positive and open attitude towards organisational change and service developments.
- To ensure all practice delivered by the team is in line with Trust and NMC policies and procedures.

### **Responsibility for Human Resources**

- To ensure the effective preceptorship of newly qualified staff into the service.
- Undertaking Personal Development Planning for junior members of staff as directed in accordance with the team priorities identified by the Team Manager and Clinical Team Lead.
- Carrying out regular clinical, managerial and specialist supervision, with junior team members.

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- To act into the role of the Team Manager and Clinical Team Lead as required.
- To participate in the process of recruitment, selection and induction of new staff where appropriate if relevant training has been completed.
- To actively engage in the support and development of others via supervision, clinical teaching and role modelling.

## **Research and Development**

- To actively participate in the promotion of holistic and evidence based nursing practice; setting high standards, leading to innovation sustained and monitored through effective systems and processes.

## **Freedom to Act**

- To ensure that you maintain and update your practice on an ongoing basis in line with NMC requirements for re-registration.
- To engage in professional and clinical supervision to ensure on going safe and effective practice.
- The range of duties and responsibilities outlined above are indicative only and are intended to give a broad flavour of the range and type of duties that will be allocated. They are subject to modification in the light of changing service demands and the development requirements of the post holder.

## **Special Conditions:**

As a member of staff you have:

- Legal duties and responsibilities under Health & Safety legislation, plus a general duty to work safely and not to put others at risk i.e. colleagues, service users, visitors, as a result of any activity or omission at work.
- A duty to report any practice that you consider compromises standards of risk and health & safety. The Whistle-blowing Policy gives effect to the Public Interest Disclosure Act under which an individual who raises such concerns for unfair treatment is protected.

All Lancashire & South Cumbria NHS Foundation Trust staff employed within all Environments that have contact with service users, their families or systems to support them have a responsibility to safeguard and promote the welfare of children, adults and vulnerable families.



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As a member of staff you must:

- All Lancashire & South Cumbria NHS Foundation Trust staff employed within Clinical Environments have contact with children, vulnerable adults, service users and their families must familiarise themselves and be aware of their responsibilities and adhere to Local Safeguarding Children's Board, Local Safeguarding Adult Board and LSCFT Procedures for Safeguarding and Protecting Children.
- The Trust places great emphasis on the need for the strictest confidentiality in respect of personal data - both that of service users and staff. All information about people will be treated in the strictest confidence at all times. Breaches of confidentiality will be investigated and may lead to Disciplinary action being taken.
- The Trust views its responsibility under the Data Protection Act and the Caldicott Principles as central to all activities that are carried out in its name. Staff are therefore expected to acquaint themselves with the principles of Information Governance, and to complete the mandated training modules that have been agreed."

### **Promoting Equality and Reducing Inequalities**

- To understand and uphold organisational policies and principles on the everyday promotion of equality, diversity and inclusion.
- To create an inclusive working environment which values a variety of ideas, experiences and practice, where differences are respected and celebrated for the benefit of ourselves, the Trust and the communities we serve.

### **Behaviour**

The post holder is expected to ensure their behaviours are consistent with our values at all times, we expect you to:

Support the aims and vision of the Trust

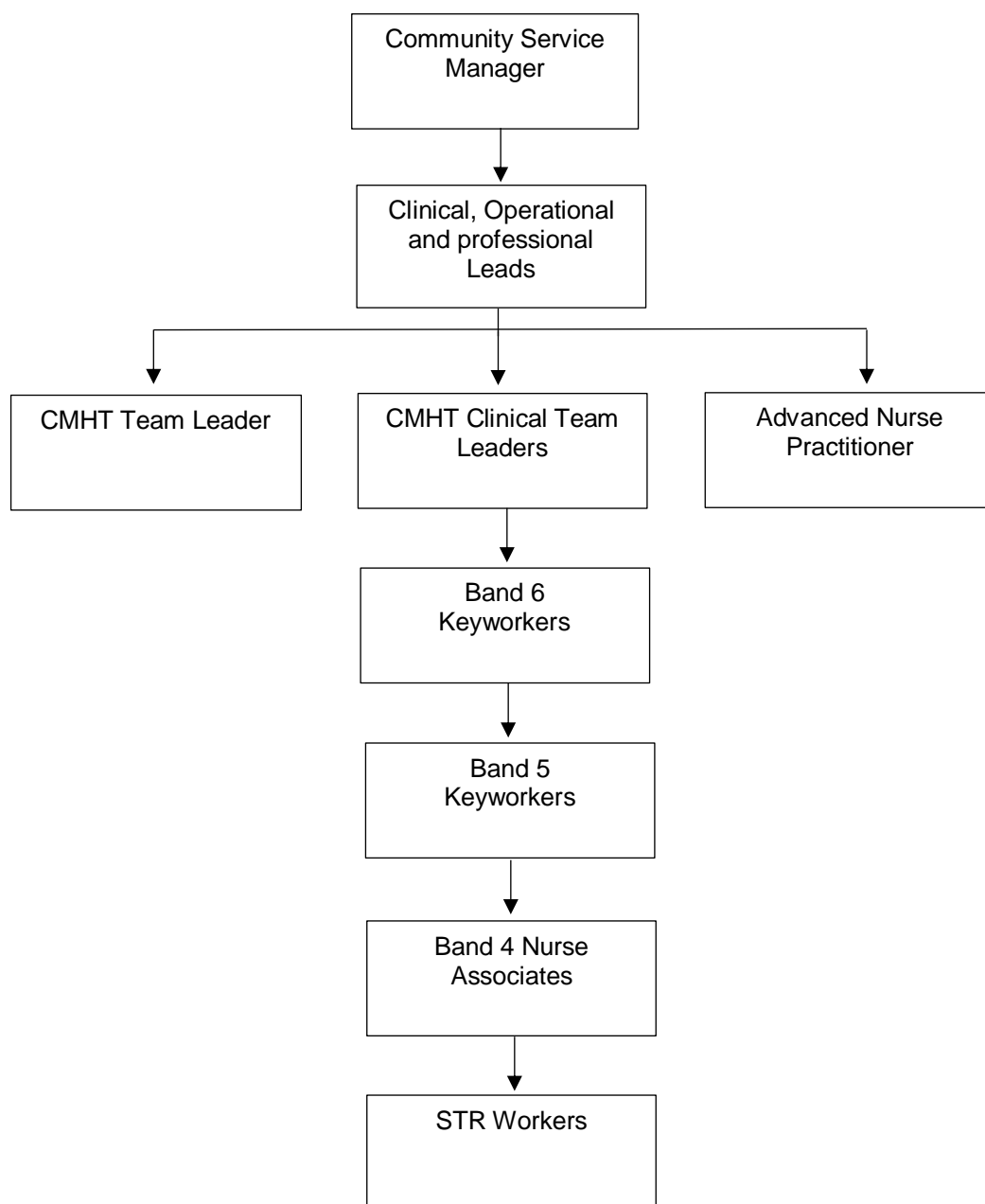
- Act with honesty and integrity at all times
- Be a positive ambassador for the Trust
- Demonstrate high standards of personal conduct
- Value and respect colleagues, other members of staff and patients
- Work with others to develop and improve our services
- Uphold the Trust's commitment to equality and diversity
- Take personal responsibility for their words, deed and actions and the quality of the service they deliver

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## Department Chart



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## Person Specification

Our vision: high quality care, in the right place, at the right time, every time.

Description	Essential	Desirable	Assessment
Education/ Qualifications	<p>Registered Mental Health Nurse Degree, Social Worker, Occupational Therapist.</p> <p>Currently registered with a professional body.</p>	<p>Appropriate training to support students.</p> <p>Certificate of Achievement: Multi-professional Support of Learning and Assessment in Practice</p> <p>BSc (Hons) Degree</p> <p>Additional training in psychological interventions e.g. CBT</p>	Application form/ interview
Knowledge	<p>Knowledge of a range of evidence based therapeutic interventions</p> <p>Understanding of Health and Safety policies and procedures</p> <p>Knowledge and practice of the Mental Health Act 1983</p> <p>Knowledge and practice of the Mental Capacity Act 2005</p> <p>Commitment to lifelong learning</p>		Application form/ interview
Experience	Minimum of 18 months post registered experience	<p>Experience of risk management, care co-ordination/managing a caseload of clients with a range of mental health needs</p> <p>Experience of working in a community setting</p> <p>Experience of initial assessments and triage</p>	Application form/ interview

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		Experience of group work	
Skills and Abilities	<p>Risk assessment/management skills</p> <p>Assessment skills</p> <p>Therapeutic skills</p> <p>Good team working/ team membership skills.</p> <p>Ability to work in partnership with service users, carers, advocates and other agencies and to liaise across professional boundaries</p> <p>Effective interpersonal and communication skills</p> <p>Computer literate</p> <p>Effective time management and organisational skills</p> <p>Empathy for carers/service users</p> <p>Ability to work independently</p> <p>Ability to work with a person's strengths to facilitate recovery</p> <p>Ability to critically appraise new concepts and actively pursue ways of improving service delivery</p> <p>Ability to manage change effectively</p>	<p>Teaching/ supervisory skills</p> <p>Experience of working across cultures and religions</p>	Application form/ interview

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Work Related Circumstances	<p>Professional appearance</p> <p>Full car driving licence holder; ability to travel efficiently and independently between locations to fulfil the requirements of the role (a lease car may be applied for).</p> <p>Be able to commit to the pursuance and demonstration of Lancashire South Cumbria Trust Values</p>		Application form/ interview
Other requirements	Commitment to personal development/ training and professional development of team members	Be willing to undertake training to support students if not currently undertaking this role.	Application form/ interview

## **EFFORT FACTORS**

<b>PHYSICAL EFFORT</b> What physical effort is required for the job?	How often?	For how long?	What weight is involved?	Any mechanical aids?
Driving for prolonged period/ BLS	Possibly daily	As required		

Is the job holders expected to sit / stand in a restricted position?	How often?	For how long?	What activity is involved?
Yes	Daily	As required	Use of computers

<b>MENTAL EFFORT</b> Are there any duties requiring particular concentration? – Please detail.	How often?	For how long?
Service user Assessments, making entries on the systems	Daily	As required
Are there any duties of an unpredictable nature? – Please detail.	How often?	For how long?
Risks from service users of violence and aggression		

	Daily	As required
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<b>EMOTIONAL EFFORT</b> Does the job involve dealing with any distressing or emotional circumstances? – Please detail.	Direct / Indirect exposure	How often?
Dealing with very unwell service user Breaking bad news Service user death	Direct	Possibly daily
<b>WORKING CONDITIONS</b> Does the job involve exposure to unpleasant working conditions? – Please detail.	How often?	
Risk of violence and aggression	Possibly daily	

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