

PROGRESS *your* CAREER



Mental Health Wellness Team Clinical Lead Band 7

Job Description and Person Specification

Job Description

JOB TITLE: Mental Health Wellness Team Clinical Lead

BAND: 7

RESPONSIBLE TO: Mental Health Wellness Team Operational Lead

KEY RELATIONSHIPS:

Internal	External
Own Team Line Manager Medical staff, other therapy staff within the organisation Corporate Services – HR, Finance, Training and Development	GPs Collaborative Care Social Services Acute services Police and probation Forensic services Patients, carers and relatives Regulatory/Professional bodies Private sector providers Voluntary sector providers

The purpose of this job description is to outline the level of responsibility and accountability of this post. This will ensure that all work undertaken by our staff is clearly identified and carried out under clear lines of accountability.

The expectation of this post holder will be to support their team, department and organisation to achieve the Trust's Values in their day-to-day work. These are the 5P's:

- Putting people first
- Prioritising quality
- Being progressive, innovative and continually improve
- Being professional and honest
- Promoting what is possible – independence, opportunity and choice

Aims of the role:

This role has evolved as part of the Mental Health Transformation plans, the successful applicant will play a **key role in supporting the transition** at a clinical specialist level within Havering, one of the four London boroughs covered by the NELFT footprint

The post holder will hold a relevant clinical qualification to degree level or equivalent and have experience of working within Mental Health services.

Key Responsibilities of this role are to:

- Champion transformation and transition between all services, with the service user, family and network at the heart of all we do, ensuring service users and carers are fully engaged in the development and delivery of mental health services.
- Support the transformation of pathways to support the best pathway of care for all service users.
- Challenge inequity through quality and governance frameworks.
- Support staff on specific areas including Safeguarding concerns, adult social care reviews, allocation of work, health and safety etc.
- Lead in own specialism and ensure that the NELFT and local authority Recovery and Social Inclusion Agenda is embedded within the team.
- Lead by providing a range of interventions and assessments for service users, including those with multiple pathologies and complex mental health needs, taking into consideration their physical/cognitive/perceptual skills to identify their abilities and areas of difficulty.
- Ensure that risk assessment/management procedures are implemented including Safeguarding Children and Safeguarding Adult Procedures. This includes being able to act as Safeguarding Adults Manager (SAM) in Safeguarding cases and having the ability to make appropriate decisions.
- Provide specialist clinical advice on the suitability of various assessments and intervention methods.
- Be responsible for organising and prioritising own caseload in the day to day allocation of work, whilst being able to work flexibly to meet the needs of their service users, relatives, carers and the service.
- Deputise when required in the absence of the Team/Service Lead and delegate appropriately to more junior team members.
- Have organisational knowledge relating to Trust protocols and procedures and adhere to them.
- Provide accurate records of information required by the Trust for audit purposes.

Clinical Skills

- Act as an autonomous, registered practitioner who is legally and professionally accountable for own unsupervised actions guided by the professional code of conduct and Trust guidelines and protocols.
- Have specialist knowledge in the field of mental health in order to carry out assessments and interventions in both one-to-one and group sessions, underpinned by relevant theoretical approaches whilst ensuring regular evaluation of the care plan.
- Be responsible for maintaining accurate and evaluative/comprehensive service user records in accordance with the service/Trust standards on record keeping, and in line with professional standards of practice.
- Work with others to establish a service which facilitates the service users' timely discharge from the service.
- Ensure treatment offered is based on the best available evidence for effectiveness in the specialist area where it is applied.
- Work within Trust clinical guidelines and professional guidelines to monitor own and others quality of practice.

Leadership

- Undertake day to day clinical prioritisation and work planning, for self and that of the service as required to ensure the provision of a high-quality service.
- Participate and take a lead role in the development of an effective team and the development of productive working relationships throughout the Trust.
- Facilitate the development of a positive and 'supportive' team culture by taking responsibility for dealing effectively with potential conflict.
- Maintain good professional standards of behaviour and appearance.
- Advise, encourage, and share knowledge utilising the latest research and practice development, through literature, peer reviews and in-service training programme.
- Be responsible for maintaining own competency to practice through continuing professional development activities, maintain a portfolio which reflects personal development and encourage others to do likewise.
- Take an active interest in working parties and groups within the Trust to develop and improve on service delivery, protocols, and guidelines as appropriate.
- Evaluate the quality of own work and make improvements where necessary ensuring all issues and related risks are raised with the team manager.
- Contribute to and lead on designated quality improvement and other projects as delegated across the areas of clinical responsibility.
- Have an awareness of service user metrics

Administration

- Be computer literate and encourage implementation of the Trust's IM&T Strategy.
- Ensure accurate recording of actions, and updating patient's records, always maintaining confidentiality.
- Keep a record of equipment issued and returned, as required by the various suppliers and departmental procedures.
- Participate in general clerical duties, administrative tasks and organisation of the service as required.
- Be responsible for own time management and monitoring of others through supervision.

Communication

- Be able to effectively communicate with colleagues, peers, senior managers and clinical leads within and outside of the Trust.
- Be able to communicate information of a sensitive or complex nature, or information that may be perceived as unwelcome to a service user and their family/network regarding their condition.
- Anticipate barriers to communications and resistance to change and be able to manage these effectively, liaising and seeking appropriate support as required.
- Have a wide range of knowledge in approaches to communicating and managing patient care.
- Communicate agreed treatment/care plans to other colleagues and partnership agencies and liaise with them at formal and informal meetings.
- Provide written and verbal reports as required at any stage in the treatment process.
- Promote a positive image of the Mental Health & Wellness Team and its service users to the public at large,

Training

- Support the development, education, appraisal, supervision and training of more junior members of staff, support workers and rehabilitation assistants
- Support the placement of students and apprentices.
- Ensure own continued professional development and support a culture of lifelong learning in self and others.
- Actively participate in and undertake regular supervision and appraisal, to develop a personal development plan in conjunction with manager.
- Support the in-service training programme through the co-ordination, delivery and attendance of in-service training programmes.

Additional Information

Additional information about protocols and guidelines while working at NELFT are outlined in [this document](#).

Key Performance Indicators (KPI) and Objectives

Each individual and service will be set KPIs and achievement against these will be regularly reviewed. Performance against individual and service KPI's will be routinely monitored by your manager.

Review of this Job Description

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

Other Duties

There may be a requirement to undertake other duties as may reasonably be required to support the Trust. These may be based at other Trust managed locations.

Date last reviewed: 'Approved historically'

Date to be reviewed: 5TH April 2025

Job evaluation reference number: N/A

Person Specification

Please note if you do not meet all the criteria listed in the person specification, we encourage you to still apply and development needs can be discussed at the interview.

Demonstration of Trust Values	Essential	Desirable	Measurement
<ul style="list-style-type: none"> Putting people first Prioritising quality Being progressive, innovative, and continually improve Being professional and honest Promoting what is possible, independence, opportunity, and choice 	✓		Application Form Interview Assessment

Qualifications	Essential	Desirable	Measurement
NVQ level 2 or equivalent standard of literacy and numeracy	✓		Application Form Interview Assessment
Qualification in nursing or Occupational Therapy	✓		State measurement i.e. Application Form Interview Assessment
Current professional Registration	✓		Application Form
Evidence of Continuous Professional Development	✓		Application Form

Experience	Essential	Desirable	Measurement
Minimum 4 years post qualification	✓		Application Form Interview Form

Experience of working within community recovery or brief intervention services who treat and care for individuals in line with the Care programme approach and Care Act 2014	✓		Application Form Interview
Extensive experience of undertaking complex mental state assessment, risk and needs assessment with service users with severe and enduring mental illness	✓		Application Form Interview
Experience of providing managerial and clinical supervision to junior colleagues	✓		Application Form Interview

Knowledge	Essential	Desirable	Measurement
An awareness of national policies and legislation and local drivers within mental health services	✓		Application Form Interview Assessment
Demonstrate specialist clinical knowledge and experience in the field of mental health and recovery	✓		Application Form Interview
Knowledge of the Mental Health Act 1983; Mental Capacity Act, Care Act 2014 and related codes of practice and guidance	✓		Application Form Interview
Understanding of Personalisation agendas , recovery models and evidence based practice	✓		Application Form Interview
Knowledge of Codes of Professional Conduct	✓		Application Form Interview
Knowledge of the models and principles of care used in recovery focused interventions	✓		Application Form Interview

Skills	Essential	Desirable	Measurement
Ability to work in a recovery focused model autonomously, make decisions and	✓		Application Form Interview Assessment

effectively manage own caseload			
Advanced clinical reasoning skills – ability to decide and establish appropriate action in allocation of workload and other clinical decisions	✓		Application Form Interview
Display effective communication skills- and an ability to work in a flexible proactive manner to respond to the needs of the Service. This will include managing complex and high-risk situations and demonstrating an enthusiastic, committed approach to service user involvement in care and delivery of service	✓		Application Form Interview
Organisational skills: To be innovative and work on own initiative and prioritise own workload	✓		Application Form Interview
Time management skills – ability to prioritise and implement management strategies for self and others	✓		Application Form Interview
Leadership skills	✓		Application Form Interview
Ability to manage staff and delegate work appropriately	✓		Application Form Interview

Ability to provide staff with managerial and appropriate clinical supervision; ensuring staff are in receipt of professional supervision with the respective professional supervisor; to use own supervision effectively	✓		Application Form Interview

Other	Essential	Desirable	Measurement
To be able to travel efficiently throughout the area	✓		Application Form Interview
Team Worker: able to work effectively and flexibly in a team and variety of environments	✓		Application Form Interview