

AFC Reference:	30826
Job Title:	Senior Mental Health Practitioner
Band:	6
Division/Service:	Mid-Mersey
Accountable to:	Operational Manager
Responsible to:	Clinical Team Manager

**Job Outcomes:**

**As a result of the post-holder being effective in their role, The Trust would expect to see the following outcomes for the Trust, service users and the wider community:**

1. Mersey Care NHS Foundation Trust as a leading provider of community services, mental health care, physical health, addiction services and learning disability care.
2. Service users receiving a high quality service and one which is free from stigma, discrimination and harm.
3. Staff engaged with the delivery, innovation and continuous improvement of services to benefit service users.
4. Visible and responsive leadership, setting the standard for others and role-modelled throughout the division for all managers
5. The Trust values of Continuous Improvement, Accountability, Respectfulness, Enthusiasm and Support will be embedded across the division for all staff and evident to service users.

**Job Purpose:**

As an Senior Mental Health Practitioner, the post holder will provide high standards of evidence based client centred care to children and young people with mental health [CYPMH] problems within the THRIVE Framework for service delivery.

The post holder will be expected to provide interventions, advice, consultation and supervision to both colleagues and colleagues within external partner agencies in line with THRIVE and clinical competency

As the post is identified within the CYPMH strategy, it is expected the role will continue to develop in line with national and local initiatives.

The post holder will demonstrate an attitude which respects and values service users' and their carers.

The post holder will embrace the core values of the organisation and adopt the principles of Recovery and THRIVE. These principles will recognise the need to:

- Promote safe practices
- Value the aims of service users
- Work in partnership and offer meaningful choice
- Be optimistic about the possibilities of meaningful change
- Value social inclusion

## **DUTIES AND RESPONSIBILITIES:**

### **1. CLINICAL**

To hold a caseload of both specialist and generic work dependant on clinical competence and experience.

To undertake assessments, treatment and consultation work based upon a conceptual framework and employing research based evidence.

1.2. To provide direct therapeutic interventions in line with the grading of the post, including assessments, formulation and therapeutic input into children, young people and families referred into the service.

1.3. Undertake risk assessments and care plans accordingly, in line with the THRIVE framework

1.4. To work in ways that are sensitive to the needs of children and young people families from a wide range of racial, cultural and religious backgrounds.

1.5. To be responsible for the screening of referrals to children and Young People's services.

1.6. To participate directly in the teams duty rotas.

1.7. To exercise responsibility and autonomy, within supervisory, managerial and accountability structures, for the assessment, treatment and discharge of clients

1.8. To deliver care co-ordination, ensuring effective assessment, care planning and risk management processes are maintained. Involve the views of children, their families, referring agents and other professionals involved in the network of care including organising multi-agency meetings.

- 1.9. To produce a clinical formulation and intervention plan founded on evidence based practice in co-operation with the child young person and carers
- 1.10. To hold responsibility for standards of clinical practice within area of specialist knowledge
- 1.11. To work jointly and collaboratively with other team members in order to enhance and develop the provision of services to young people and their families. To have an effective knowledge base of other modalities so as to engage and work effectively with colleagues in other disciplines.
- 1.12. To provide consultation, advice and guidance to junior colleague. To promote effective multi-agency work. To contribute theoretical knowledge to the process of managing risk within the multi-agency network.
- 1.13. Undertake risk management for all children including the protective and risk factors present in the network of significant relationships.
- 1.14. Identify and respond appropriately to child protection issues, as described with the guidelines of Local Safeguarding Children's Board and Northwest Boroughs Healthcare NHS Foundation Trust safeguarding policies
- 1.15. Maintain clear and comprehensive electronic clinical records, to ensure information is accurate and complies with Data Protection Act and professional body and Trust standards.
- 1.16. To engage with using routine outcome measures as clinically appropriate including their use in clinical practice and inputting data into clinical records.
- 1.17. To work collaboratively with children, young people and their families and contribute to the trust's service user participation agenda.

## **2. COMMUNICATION**

- 2.1. To communicate in a skilled and sensitive manner information concerning the assessment, formulation and treatment plans of clients and to monitor and evaluate progress during the course of both multi and uni disciplinary care. To effectively communicate professional opinions, verbally and in writing to other relevant professionals.
- 2.2. Attend Child Protection Case conferences as a representative from children and young people's mental health services.
- 2.3. Provide and receive highly complex, sensitive or contentious information to children, young people and families and to other professionals with in young people's services.

2.4. Communicate effectively with children, young people and their carers, when in crisis and in challenging family situations

2.5. Organise and facilitate multi-agency meetings and reviews

2.6. Elicit highly sensitive information using engagement/ communication skills which are appropriate to the young person's stage of development

2.7. Work, as part of an integrated multi professional team, ensuring good communication and working relationships with other professionals

2.8. Provide written reports detailing the progress of the mental health intervention.

### **3. TEACHING, TRAINING AND SUPERVISION.**

3.1. Participate in regular supervision, engage in reflective practice and committed to continued development.

3.2. To provide training to other professionals to improve mental health knowledge and skills in line the transformation of children and young people's mental health services

3.3. To provide specific training and /or presentations to other agencies, statutory and voluntary, and promote and deliver specialist training programmes

3.4. To contribute to training placements for a range of professional disciplines from different background so that trainees acquire the necessary skills, competencies and experience to contribute effectively to positive change. To assess trainees competencies and write placement reports for trainees in line with Trust, professional body regulations

3.5. Work collaboratively with partner agencies within the principles of THRIVE. This will include joint working; consultation; and training aiming to develop joint working across agencies.

3.6. Maintaining registration / accreditation requirements in accordance with the appropriate professional body in line with their professional qualification.

3.7. Be accountable for own clinical practice and professional behaviour

### **4. MANAGEMENT, POLICY AND SERVICE DEVELOPMENT**

4.1. Identify priorities within and initiatives within the service and advice managers on the level of resources for service development.

4.2. Contribute to the service's evidence based practice by engaging with audits and evaluations as appropriate

4.3. To contribute to recruitment processes by assisting with shortlisting, interviewing and the induction of recruited staff.

4.4. To support the workload of colleagues within the service through co-working practices.

4.5. Contribute to service developments.

## **6. RESEARCH AND SERVICE EVALUATION**

6.1. To maintain an up to date knowledge of the evidence base in relation to mental health knowledge and other interventions.

6.2. To contribute to planning and implementing systems for evaluation and monitoring of therapeutic practice and outcomes of clinical work within the service.

6.3. Participate in research, evaluation and audit in response to the clinical and professional interest of the post, and to monitor standards, quality and consumer reaction to the provision of services in accordance with NICE guidance

6.4. Participate in appropriate audit. Quality assurance programmes and research as directed.

## **7. CONTINUING PROFESSIONAL DEVELOPMENT**

7.1. To receive and engage in regular clinical supervision in accordance with Trust Clinical Governance Standards and the Code of Practice and ethical guidelines of professional body

7.2. To contribute to the development and maintenance of the highest professional standards of practice through active participation in internal and external CPD training in consultation with the post holders service manager to meet professional body requirements for CPD and registration.

7.3. To contribute to the development of best practice in the service by taking part in regular supervision and appraisal and maintaining awareness of current developments in the field.

7.4. To maintain professional body registration.

### **Generic Responsibilities for all staff:**

All post holders will agree to:

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- Commit to the vision of supporting Mersey Care in becoming a leading organisation in the provision of community services, mental health care, addiction services and learning disability care, and in doing so fully utilise their skills and experience to support the objectives of the Trust.
- Role model the values of the Trust – Continuous Improvement, Accountability, Respectfulness, Enthusiasm and Support– in all activities and interactions with employees, service users and other stakeholders
- Challenge the stigma associated with mental health and learning difficulties.
- Comply with the Duty of Candour, defined by Francis as: 'The volunteering of all relevant information to persons who have or may have been harmed by the provision of services, whether or not the information has been requested and whether or not a complaint or a report about that provision has been made.'
- Work across professional and organisational boundaries to improve services for all.
- Maintain their specific knowledge base and develop new skills.
- Value the contribution of the patient / service user voice.
- Operate within any organisational codes of practice or those from a relevant professional body.
- Respect equality and diversity across all areas of working practice and communications with staff, service users and other stakeholders.
- Take responsibility for the accurate and timely collection and recording of data and ensuring all personally identifiable information is protected and used only for the purposes for which it was intended.
- Comply with all health and safety legislation and local policies and procedures.
- Adhere to all organisational policies.
- Have knowledge and understanding of technology in the workplace which is sufficient to maintain their efficiency and also how technology can empower service users in a digital environment
- Comply with the NHS Constitution in relation to the staff responsibilities that it sets out for NHS employees.
- Attend a one day Just and Learning & Civility and Respect training work shop
- Be an ambassador for Just & Learning and Civility & Respect following the training
- Positively advocate the just and learning culture within your team
- Be a confident supporter and implementer of the Trust CARES Values including Civility & Respect within your team.
- Support their team/services to create a positive environment for Just and Learning Culture
- Participate in Just and Learning Culture events.

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- Bring Just and Learning Culture updates/information to the attention of team members and other MCT colleagues they work with.
- Support and encourage the sharing of concerns about the safety and quality of care with senior leaders with the aim of improving safety and quality.
- Actively participate in creating an open culture within your team so that concerns and difficulties can be discussed safely and respectfully.
- Speaking up in the event that they are exposed to incivility between colleagues in the workplace #iwillspeakup.
- Listening and understanding others who have concerns and taking a collaborative approach to work towards a solution to improve civility and respect.

This job description is intended as an outline indicator of general areas of activity and will be reviewed in light of the changing needs of the Trust in consultation with the postholder.

	ESSENTIAL	DESIRABLE
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<p><b>QUALIFICATIONS:</b></p>	<p><u>Must have qualification in at least one of the following areas ,</u>  <u>Individual or group Psychotherapy</u>  <u>Cognitive Behavioural Therapy</u>  <u>Person centred counselling</u>  <u>Systemic Family Practice</u>  <u>Webster Stratton Incredible years / parenting groups professional</u></p> <p><u>Must have professional qualification and registration with an appropriate accrediting body (i.e. HCPC / BACAP ), or equivalent from the Professional Standards Authority (PSA) approved accredited register</u></p> <p>Degree or equivalent level of experience</p> <p>Post Graduate or equivalent level of experience</p>	<p><u>Core Professional qualification in one of the following areas</u></p> <ul style="list-style-type: none"> <li><u>• Nursing</u></li> <li><u>• Social work</u></li> <li><u>• Psychology</u></li> <li><u>• Occupational therapy</u></li> </ul>
<p><b>KNOWLEDGE/EXPERIENCE:</b></p>	<p>Experience of mental health assessments and therapeutic interventions with children and young people with mental health problems and their families</p> <p>Skilled in the ability to communicate effectively, verbally and in writing, clinical sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS</p> <p>Experience of working with a wide variety of patient groups that reflect the full range of clinical severity including a high degree of professionalism in the face of emotive and distressing problems,</p>	<p>Knowledge of the theory and practice of specialist therapies in specific difficult to treat groups.</p> <p>A level knowledge of theory and practice of specialist therapy / interventions</p> <p>Experience of delivering teaching, training.</p> <p>Experience in consultation to other professional and non-professional groups</p> <p>Information technology and management skills using word processing, spreadsheets, database</p>



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	<p>verbal abuse and the threat of physical abuse.</p> <p>Experienced in and the ability to undertake case management and the supervision of students as required</p> <p>Knowledge and skills in the complete range of approaches within the field as required to meet the needs of different patients and settings.</p> <p>Level of knowledge of the mental health needs of children and adolescents.</p> <p>Have experienced in providing risk assessments</p> <p>Must demonstrate ability to be self-reflective and to organise own supervision appropriately</p> <p>Ability to work within a culturally diverse community in a wide variety of contexts including highly specialist skills for working in settings outside the clinic.</p> <p>Ability to take full clinical responsibility for patient care and treatment, both as a care co-ordinator and within the context of a multi-disciplinary team.</p>	<p>and presentation software.</p> <p>Level of knowledge and/or training and other psychological therapies.</p> <p>Knowledge and skills in providing consultation to other professionals and non-professional groups</p>
<b>VALUES:</b>	<p>Continuous Improvement</p> <p>Accountability</p> <p>Respectfulness</p> <p>Enthusiasm</p>	

	<p>Support</p> <p>High professional standards</p> <p>Responsive to service users</p> <p>Engaging leadership style</p> <p>Strong customer service belief</p> <p>Transparency and honesty</p> <p>Discreet</p> <p>Change oriented</p>	
<b>SKILLS:</b>	<p>Interpersonal skills of a high level to communicate effectively, both verbally and in writing, in order to convey clinically sensitive information to family members of all ages and to a wide range of lay and professional persons, within and outside of the NHS.</p> <p>Demonstrate the ability to co-ordinate and lead a multi-agency care plan / risk management plan</p> <p>Knowledge of legislation and strategic frameworks and their implications for both clinical practice and professional management in relation to the full range of client groups.</p>	