

Community Specialist Practitioner - Band 6

Band: Band 6

Hours: Part Time/Full Time

Base: Kingswood Civic Centre

Reports to: Team Manager / Senior Practitioner's

The Role

We have an exciting opportunity for a Band 6 role working in first access services for community mental health services in South Glos. Primary Care Liaison.

This is an exciting time to join community mental health services, with the implementation of the Community Mental Health Framework. We are transforming services to support the development of Primary Care Networks and Integrated Care Systems (ICSs), prioritising personalised care, to improve access to services and streamline care to individuals with mental health problems and severe mental illness.

Our service is looking for motivated and passionate individuals to deliver high quality, evidence-based assessments and interventions to our service users within the South Glos. Locality. As a **Specialist Practitioner**, you will work within a collaborative team where PCLS is one of frontline first access point to community mental health services. This offers the opportunity to utilise and develop a variety of skills, working with adults from 18 years + with a diverse range of mental health needs and mental illness.

Job Summary

The Primary Care Liaison Team provide rapid access to credible mental health expertise for GP's, Primary care staff and other referring agents requiring support and specialist mental health advice. This ensures that patients in primary care have their mental health needs more clearly assessed, defined, cared for, treated by Primary care professionals supporting pathways to best meet someone's holistic, and individualised needs. For most people this will mean remaining within primary care services, supported by the Primary Care Liaison team where needed, but for some, this will mean identifying a smooth transfer of care into the most appropriate service based on clinical assessment, risk assessment and individualised needs. This pathway and transition of care may consider a more intensive home treatment approach with The Intensive Support Team, or a stepped up care approach provided by secondary mental health services.

About us - Why work with our team;

- An opportunity to work with a **close-knit team which look out for one-another** and promote wellbeing in the workplace through regular social events and team catch-ups.
- We offer opportunities to **stop, breathe and reflect** with optional monthly **Reflective Practice** sessions.

- You will be working in a team that **prides itself on providing high quality care and service provision, promoting innovative ways of working in line with the Community Mental Health Framework.**
- Commitment from the team to invest in you to support your personal developmental goals in addition to offering supervision and coaching with the aim of **developing you as a practitioner.**
- Our service is based at the Kingswood Civic Centre, within the locality of South Gloucestershire. We have a variety of community based mental health services housed all under one roof, which allows for improved collaborative working and accessibility to a diverse range of highly skilled & specialist practitioners. We also have the benefit of free off street parking.
- **Our operational hours are Monday to Friday offering Flexible Working** opportunities to provide a **healthy work-life balance**
- On-site **shadowing opportunities** for you with our colleagues in The Intensive Support Team, Recovery services, Early Intervention team, Community Mental Health Team for Later Life to encourage collaborative working, allowing you to build relations and broaden your horizons.
- **Supervision** to ensure continuous professional development and on-going support.

Description of the duties

Key Result Areas:

Clinical Practice

1. Undertake quality comprehensive mental health assessment, including comprehensive risk assessment and safety planning for service users.
2. To provide primary care services with rapid access to specialist mental health advice and Support and to enable them to deal more effectively with a range of mental health problems.
3. To provide information and sign posting support for service users and their relatives/carers about functional and organic mental health disorders.
4. To ensure when needed that people experience a seamless transfer into AWP provider/treatment services.
5. Following assessment, to provide short-term follow up of patients where appropriate.
6. To support the advice of medication management in collaboration with the team Consultant Psychiatrist and GP trainees
7. To ensure the active involvement of carers and family members during all stages of assessment processes.
8. To raise awareness of the effects of physical conditions on the mental health of service users.
9. Lead, maintain and participate in practices that enable collaborative working with the team and a multidisciplinary approach to holistic care needs.

Record Keeping & Administration

1. Keep contemporaneous, chronological and accurate mental health records in accordance with Trust policy, professional guidelines and local team standard operating procedures.
2. Collect and input information and appropriate statistics for providing overall information about clinical activity.
3. Use time effectively and make appropriate use of resources.

4. Attend business meetings and participate in clinical discussion, presenting complex cases when appropriate.

Clinical Liaison

1. Provide effective communication both within AWP and with Primary Care, Social Services and a range of other voluntary and statutory organisations.
2. Sensitively and appropriately, communicate with colleagues, service users, carers and relatives.
3. Operate within the Multi Agency Policy on Safeguarding and act in accordance with AWP safeguarding policies and procedures.

Continuing Professional Development and Practice

1. Maintain and develop professional knowledge skills and expertise, to ensure that practice reflects best practice and remain current and evidence based.
2. Act in accordance within the guidelines from your professional body.
3. To assist and participate in appropriate service development reforms.
4. Work to the policies and procedures of the Trust.
5. Ensure knowledge of and work to any local team policies and procedures.
6. Maintain up to date knowledge of relevant medicines, related medication management issues and act in accordance with NMC guidelines.
7. Take responsibility for post-registration education and practice requirements for continued professional development needs.
8. Ensure the provision and fully participate in the clinical and management supervision and appraisal process.
9. Actively participate in the Trust's policy of appraisal and staff development.
10. Maintain up to date knowledge and skills of appropriate IT systems.

Teaching, Education and Audit

1. Contribute to the provision of an appropriate learning environment for pre and post registered students and new team members and act as a mentor for nursing students
2. Provide formal feedback from training sessions attended.
3. Identify, initiate and support the development of improvements in the service, including clinical audit.

Management

1. Provide supervision for other staff members both qualified and unqualified as required by the Team Manager/Senior Practitioner.
2. Lead on agreed service development initiatives or represent the team.

Values and behaviours

AWP has a set of values. Your behaviours should reflect **AWP PRIDE** values:

Passion: Doing my best all of the time

Everything I do is in the interests of everyone who uses our services

I am positive and enthusiastic in my work

I am receptive to new ideas and service improvements

I actively seek opportunities to learn and develop

Respect: Listening, understanding and valuing what you tell me

I show compassion and kindness at all times

I am a team player and support my colleagues

I listen carefully and communicate clearly

I respond positively to differences of opinion

Integrity: Being open, honest, straightforward and reliable

I encourage and value feedback from others to help me develop

I try to always do what I say I will do

I am open and honest about when things have not gone well

I raise concerns and report incidents that arise

Diversity: Relating to everyone as an individual

I try to listen without judging

I respect other people's culture, beliefs and abilities

I actively take account of the needs and views of others

I understand and support the benefits that diversity brings to my team

Excellence: Striving to provide the highest quality support

I set high standards for my work and personal conduct

I plan my workload and deliver on my commitments

I make best use of available resources

I put forward ideas to improve the quality of services

AWP Recovery Statement

We in AWP place recovery and enablement at the heart of our service. Therefore we all

Demonstrate the recovery principles of:

Hope

Partnership

Maximising opportunities every day, in all that we do.

Patient Experience Statement

In all service user and carer contact, your attitude, actions and ambitions should reflect wholeheartedly the Trust's motto of **'you matter, we care'**. Your goal must be to provide for each individual the quality of care, support and involvement that you would personally expect from a leading mental health trust. 'You matter, we care' should shape your approach to all those who have contact with our Trust.

Organisational Chart

Team Manager

Senior Practitioners

Consultant Psychiatrist, GP trainees, Band 6
CPNs/OTs/Social Workers, Administrators

Communications and Working Relationships

Services Users and Carers

Health and social care teams

Primary care

Third sector/voluntary agencies

Community groups and local authority provision

Other statutory agencies

Most challenging part of this role

You will be an ambassador for AWP's services in a primary care setting, providing a professional and appropriate response to all referrals, regardless of complexity and need. Through the development and effective working relationships with Primary Care Colleagues, you will aim to ensure a smooth transition for service users to identify the most appropriate care pathway at the earliest opportunity, based on their individualised needs. Where there are differences in expectations of the service, you will be required to work with referrers to agree evidence based outcomes that best meet the needs of service users, making effective use of resources available.

Person Specification

Qualifications

Essential

- Current Professional Qualification - Mental Health Nurse, Occupational Therapist or Social Worker
- Registration must be live with relevant professional body
- Evidence of post registration training and CPD.
- Valid driving license

Desirable

- Training in Psychosocial/brief Interventions

Experience

Essential

- You must have completed your preceptorship
- Experience of working in a multidisciplinary mental health team with clients with acute/severe and enduring mental health problems
- Demonstrates experience of assessing risk and developing risk management strategies

Desirable

- Experience working with clients with dual diagnosis (acute/severe and enduring mental health and substance misuse problems)
- Experience working with older adults with knowledge of Cognitive Disorders
- Experience working with people experiencing mental health crisis
- Experience working within a community mental health setting or wide variety of settings
- Working knowledge of the make up of the wider health and social care community including statutory and non-statutory services and direct experience of multi inter-agency working and collaboration.

Skills and knowledge

Essential

- Excellent verbal and written communication skills, able to engage effectively with people at all levels even when a more assertive approach is needed.
- Front line experience of using assessment skills especially in determining the nature and severity of mental illness/health (functional and organic) and differentiation between physical and mental health symptoms and conditions. Comprehensive assessment skills, including writing reports and IT skills
- Able to demonstrate a good understanding of Recovery principles and the role primary and secondary care mental health services
- Demonstrable levels of initiative utilised within practice and work delivery.
- Knowledge of the needs, treatment approaches and rights of people with mental health problems and the needs of their carers and family.
- Able to articulate a detailed understanding of the relevant legal frameworks/legislation including CPA process, Mental Health Act, Mental Capacity Act, and Safeguarding.

Desirable

- Skills in leadership: ability to motivate others, use initiative and manage change.
- Basic psychosocial and brief intervention skills
- Demonstrates substantial experience of, and relevant professional practice qualification in mentoring/assessing students and learners