

Job Description

Job Title:	Clinical Lead – Pennine West Home Based Treatment Team (HBTT)
Band:	Band 7
Locality:	
Service:	Urgent Care Pathway
Base:	Pennine West HBTT based at Daisyfield Mill, Blackburn.
AfC Ref:	
Hours of work:	37.5 hours per week

Reporting Arrangements:

Managerially accountable to: Urgent Care Pathway Service Manager

Professionally accountable to: Urgent Care Pathway Service Manager

Job Summary

1. Provide clinical leadership for Pennine West Home Based Treatment Team, which is a service that delivers rapid and responsive specialist interventions to people experiencing a moderate to severe mental health crisis.
2. Oversight of safe and effective delivery of HBTT intervention to support service users, promoting the use of evidence-based practice through the provision of specialist knowledge and skills.
3. Operate as an integral member of the HBTT leadership team, actively participating in the multi-disciplinary assessment and formulations of people presenting in mental health crisis.
4. Utilise specialist knowledge and skills from own specialist field of practice to promote effective liaison, working relationships and operational links as appropriate.
5. Champion adherence to relevant legislation relating to safeguarding, mental capacity, mental health, human rights and restrictions to liberty.
6. Champion service user participation within individualised care planning and service development initiatives, and to support a culture of participation within the wider team, service and partner services, promoting the provision of independent advocacy where applicable.

7. Work closely with the Approved Mental Health Professional (AMPH) Service, social care partners, commissioners and outside agencies. Provide support to facilitate hospital admission and discharge.
8. Work closely with the Initial Response Service (IRS) including Street Triage to ensure the safe and effective assessment of people presenting with urgent mental health needs.
9. Contribute to the effective management of the Urgent Care Pathway, including support as required to IRS, Street Triage and the Mental Health Liaison team.

Key Relationships

- Initial Response Service
- Street Triage
- Mental Health Liaison Team
- Community Mental Health Teams
- Social Services
- Voluntary & Independent Sector
- Criminal Justice Agencies
- Substance Misuse Services
- Housing Providers
- Benefits Advice
- Educational Services & Employment
- Inpatient Services
- Primary care
- Ambulance services
- Inpatient units in both psychiatric and acute hospitals
- Rehabilitation services
- Mental health social care teams
- Establishing strong links with the relevant local authorities, LCC, BwD

Principle Responsibilities

Clinical

1. To contribute to management of a team caseload of people experiencing a mental health crisis and additional complex needs, and multiple presenting problems, and where appropriate, lead on specific cases.
2. To ensure the wishes and feelings of service users are effectively considered and included in all aspects of their treatment and care.
3. To monitor, evaluate and modify specialised care plans in partnership with service users and their carers in order to measure progress and ensure effectiveness.

4. To possess highly developed specialist knowledge and skills from own specialist field of practice and provide guidance to members of the Multi-disciplinary Team on complex cases or issues.
5. To have knowledge across a wide range of therapeutic interventions, that is evidence based and under pinned by theory.
6. To regularly communicate verbally with MDT colleagues regarding the assessment of and interventions with service users and their carers / families.
7. To oversee referrals to other professionals and agencies as appropriate.
8. To keep professional records up to date, communicate with referrers and maintain professional activity data in accordance with current Trust policies, practice and quality standards.
9. To contribute to data collection and reporting as required by the Trust and service.
10. To maintain confidentiality at all times.
11. To comply with own professional body's Code of Ethics and Professional Conduct policies and procedures.
12. To be aware of and responsive to the differing needs of the communities served by the HBTT.

Leadership

1. To demonstrate a positive leadership style and promote a commitment to high standards of care and professionalism.
2. To actively participate in the induction and teaching programmes organised for new starters, junior staff and students within the service.
3. To be actively involved in service development, policy development and audit, by participating in team meetings, case management meetings, and governance meetings, whilst undertaking specific tasks generated from these discussions as necessary.
4. To take a strategic lead in planning and ensuring that the outcomes of the service user participation work are fully considered and implemented, including policy and service developments.
5. To be actively involved in recruitment of other members of the Multi-disciplinary Team as appropriate.
6. To actively contribute to the Trust's directorate and service clinical governance arrangements and quality agenda, including the setting and monitoring of standards.

7. To take a lead role in developing professional practice within own speciality by participating in professional issues, as an active member of appropriate working parties and professional interest groups.
8. To promote the participation of service users in the care planning decision making process.

Communication

1. To actively promote and maintain robust and effective communication systems within the Service and the Trust and actively participate in the monitoring and evaluation of these, making changes where necessary in collaboration with the service lead and senior clinicians.
2. To ensure all communication with service users, families, and carers, is in a language and format they can access and understand.
3. To ensure that information is communicated within appropriate timescales to service users, families, and carers to fully engage in decision making.
4. To ensure service users are involved in the decision about who receives their personal information.
5. To establish robust and clear lines of communication with all parties involved in the care of the service user, and regularly communicate with them.
6. To arrange regular communication, in the form of meetings, phone calls and progress reports, with parents / carers who are experiencing extremely challenging situations.
7. To use verbal communication e.g. telephone or face to face, written communication in the form of letters / reports and electronic communication e.g. email to report on progress, share concerns and co-ordinate all aspects of case management, whilst adhering to Trust policies on confidentiality and Data Protection.
8. To communicate complex or sometimes potentially distressing information to service users and their families/carers, regarding intervention plans, future recommendations and care issues including neglect / abuse.
9. To provide clear, calm and unambiguous information in a format that is best understood by the service user.
10. To take into consideration any potential barriers to communication including their cognitive developmental level, behavioural / emotional disturbance, speech and language difficulties or psychiatric presentation, and adapt as necessary information via creative methods that may include visuals, signs, pictures and drawings.
11. To ensure that all interactions are sensitive, empathetic and responsive to a person's ethnic, cultural and social background and that they are appropriate to the complexity of the context.

12. To regularly and actively participate in multi-agency meetings and contribute to managerial meetings where necessary.
13. To maintain clear and accurate records of all specialised programmes of care including individual and group sessions. These can be in the form of written text or computer storage.
14. To prepare and present formal reports as required.
15. To comply with trust policy for record keeping
16. To develop and maintain extensive multi-agency working and communication systems.
17. To attend and actively participate in all appropriate meetings and forums.
18. To provide specialist consultation and advice to members of the multi-disciplinary team and the wider mental health service as appropriate.

Training

1. To adhere to trust mandatory training needs relating to specific role.
2. To undertake specific training tailored for HBTT staff, including personal safety skills for situations where physical violence towards trust employees is a high risk.
3. To contribute to the development of training for service users, families and carers, where this supports effective outcomes.
4. To be responsible for own professional development particularly in the specialist field of mental health and to undertake further training and development in order to maintain and further develop highly specialist knowledge and skills.
5. To contribute to the induction of new staff by acting as a source of specialist information and a role model.
6. To ensure adequate supervision is obtained in relation to ones own specialised field and expertise ensuring safe and relevant practice.
7. To provide support to professional, voluntary and other organisations involved in the care of people with mental health difficulties.
8. To comply with continuing professional development requirements in order to maintain registration.
9. To be a member of and participate in the relevant professional group, attending relevant meetings and applying appropriate quality and clinical governance standards of the Trust and profession.

Health and Safety

1. Whilst the overall responsibility rests at the highest management level, all employees, at every level, and students on placements, have a duty to understand and carry out the policy under the Health and Safety at Work etc. Act 1974.
 - ◆ Employees are expected to take reasonable care of their own safety at work and also have regard for health and safety of other persons who may be affected by their acts or omissions (Section 7: Health & Safety at Work Act 1974)
 - ◆ Each employee also has a duty to co-operate with the employer both in complying with the statutory requirements and maintaining a safe and healthy working environment (Section 7: Health & Safety at Work Act 1974)
 - ◆ Employees must not intentionally or recklessly interfere with or misuse anything provided in the interests of safety, health or welfare (section 8: Health and Safety at Work Act etc. 1974)
 - ◆ In compliance with regulation 12 of the Management of Health and Safety at Work Regulations 1999, it is the duty of all employees and students on placement, whilst at work or on the Trust's premises.

2. To take reasonable care for the health and safety of themselves and other persons (including patients/visitors, etc.) who may be affected by the way in which they carry out their work or activities.
3. Make full and proper use of any arrangements established by the Trust for Health and Safety at work.
4. Report to service lead or senior clinicians, details of any situation which might represent a serious and imminent danger.
5. To co-operate with the implementation of Health and Safety policies and any associated safe systems of work.
6. To co-operate with senior staff to enable them to carry out their statutory Health and Safety duties.
7. Report to service lead or senior clinicians, any situation, working practice or procedure which they know or feel is potentially hazardous or which has been reported to them as such.
8. To report accidents or dangerous incidents to the appropriate senior staff.
9. To use, and not misuse, protective clothing, equipment or materials provided.
10. To comply with any Health and Safety instructions, both verbal and written, which may be issued to them.
11. To use machinery, plant or equipment only with appropriate guards and safety devices in position.

We are

**We are
LSCft**

kind ● a team ● respectful ● always learning

Person Specification

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

Description	Essential	Desirable
Education/ Qualifications	<p>Nursing, Occupational Therapy or Social Work professional qualification.</p> <p>Evidence of post registration training in Mental Health.</p>	
Knowledge	<p>Specialist knowledge across a range of interventions and assessment methods which are relevant to mental health.</p> <p>Highly developed knowledge of mental illness and associated vulnerability</p> <p>Excellent understanding of risk management.</p> <p>A developed understanding of the Mental Health Act, the Mental Capacity Act and the Care Act</p> <p>A record of continuing professional development (CPD)</p>	<p>Understanding of a range of managerial / leadership approaches.</p> <p>Post-graduate training in a mode of therapy.</p>
Experience	<p>Substantial post registration experience.</p> <p>Substantial experience of working with people with mental health problems.</p> <p>Experience of working with people with a wide range of mental health needs.</p> <p>Experience of multi-agency co-ordination where service users have complex needs.</p>	<p>Supervision of students.</p> <p>Experience of using a wide range of therapeutic approaches with service users and families.</p> <p>Involvement in clinical audit and research.</p> <p>Service development.</p>

	Working as a lone professional within a team.	
Skills	<p>Excellent organisational and time management skills.</p> <p>Excellent communication and relationship skills.</p> <p>Ability to produce high quality, accurate and concisely written reports / clinical correspondence.</p> <p>Strong verbal and non verbal communication skills and able to communicate highly complex, highly sensitive and /or highly contentious information in an appropriate effective manner.</p> <p>Able to communicate extremely effectively with people working at all levels in health and social care organisations</p> <p>Good IT Skills: email, word processing, internet etc.</p> <p>Excellent, clear and effective decision making.</p> <p>Creative, innovative and self motivated worker.</p> <p>Excellent interpersonal skills.</p> <p>Able to effectively work both autonomously as well as a multi-disciplinary team member.</p> <p>Values diversity and able to work effectively across cultures demonstrating demonstrate anti-discriminatory practice.</p> <p>Can use initiative and take responsibility for own CPD.</p>	Designing and implementing research projects.

	<p>Can support service users to share their views to influence decision making.</p> <p>Able to efficiently manage conflict and apply appropriate conflict resolution strategies effectively</p>	
Other	<p>Ability to work on a regular basis and flexibly if required.</p> <p>An ability to travel to and from various places of work to meet the needs of the post</p>	

EFFORT FACTORS

PHYSICAL EFFORT What physical effort is required for the job?	How often?	For how long?	What weight is involved?	Any mechanical aids?

Is the job holders expected to sit / stand in a restricted position?	How often?	For how long?	What activity is involved?

MENTAL EFFORT Are there any duties requiring particular concentration? – Please detail.	How often?	For how long?
Are there any duties of an unpredictable nature? – Please detail.	How often?	For how long?

EMOTIONAL EFFORT Does the job involve dealing with any distressing or emotional circumstances? – Please detail.	Direct / Indirect exposure	How often?

WORKING CONDITIONS Does the job involve exposure to unpleasant working conditions? – Please detail.		How often?

Our values and behaviours

The values and behaviours represent what we, as an organisation and the individuals who make up that organisation, are about. It is our aim that everything we do fits in with and reinforces, these values:

Values	Behaviors we expect
We are always learning	<ul style="list-style-type: none"> ✓ We pro-actively seek out opportunities to learn and support the learning of others ✓ We prioritise quality and safety and are open and flexible to change and improvement ✓ We value appraisals, supervision and learning opportunities ✓ We speak up if we are concerned about safety and focus on opportunities to improve
We are respectful	<ul style="list-style-type: none"> ✓ We are open and honest, trying our best to ensure people receive information in ways they can understand ✓ We seek, value and learn from diverse perspectives, views and experiences ✓ We put service users and carers at the heart of everything we do ✓ We take pride in our work and understand we are responsible for our actions
We are kind	<ul style="list-style-type: none"> ✓ We are approachable and show compassion ✓ We actively listen to what people need and pro-actively offer our support ✓ We care for our own wellbeing and the wellbeing of others ✓ We celebrate success and provide feedback that is authentic and compassionate
We are a team	<ul style="list-style-type: none"> ✓ We take personal and team accountability to deliver the highest standards of care ✓ We work in active partnership with service users and carers ✓ We actively build trusting relationships and help others feel joy and pride in work ✓ We work well with colleagues across LSCft and in our partner organisations to enable patient centred, joined up care

Special conditions:

As a member of staff you have:

- Legal duties and responsibilities under health and safety legislation, plus a general duty to work safely and not to put others at risk, including colleagues, service users and 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 and 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 and 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.

As a member of staff you must:

- All Lancashire and 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 the local safeguarding

children's board, local safeguarding adult board and Lancashire and South Cumbria NHS Foundation Trust 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 which have been agreed.
- The Trust places great importance on sustainable development, reducing its carbon footprint and maximising the positive social, economic and environmental outcomes of Trust actions and activities. As an employee it will be your responsibility to minimise your environmental impact, use resources efficiently, saving energy by switching off unnecessary equipment, reducing waste generation, using recycling / redistribution facilities, minimising travel and saving water when possible. If your role involves purchasing / ordering supplies you must consider the environmental / sustainable impacts and purchase optimal environmental / sustainable products / services.
- All staff and contractors must follow Trust policies and procedures relating to infection prevention and control (IPC) including the Dress Code Policy. All staff have a duty of care in following best practice which is fundamental to IPC, which includes maintaining a clean and safe environment at all times. It is an expectation that Trust staff at all levels make IPC a priority as they perform their roles.

Promoting equality and reducing inequalities:

- You should understand and uphold organisational policies and principles on the everyday promotion of equality, diversity and inclusion.

- You should 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.
- You should uphold the Trust's commitment to health and wellbeing.



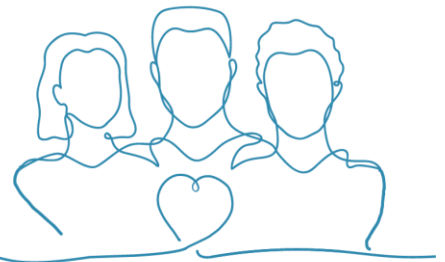
**We are
Kind**



**We are
Respectful**



**We are
Always
Learning**



**We are a
Team**