

Job description for Mental Health Practitioner

About us – team NHFT

As a **health and wellbeing organisation** here at **team NHFT** we are dedicated to continually **innovate** and **strive to make a difference** to our community and those working for our Trust, we aim to serve the people of Northamptonshire and surrounding areas with **safe, quality care**. We deliver this from an understanding of our local healthcare needs, economy and the changing demands of our community.

Our mission, **making a difference for you, with you** was chosen by our staff and stakeholders. It means in everything we do and through every service we provide, we want to make a **positive difference in people's lives** – for **those we care for**, **those we work with** and **those who work with us**. **Everyone is part of our team**.

Our core strategy is to be an **employer of choice**, **a great place to work** and be known for a **diverse and inclusive culture** whose staff feel **valued**. We provide a range of NHS services including physical, mental health and specialty services provided in hospital settings and out in the community within schools, GP clinics and patients own homes.

Here at NHFT we pride ourselves on our 54321 roadmap, pictured here which encompasses our **PRIDE values**, **leadership behaviours**, **teams**, **enablers** and **our mission** all of which are driven by **our vision of 'being a leading provider of outstanding, compassionate care'**. We are extremely proud to say this has also been recognised by the Care Quality Commission (CQC) and our CQC rating of **Outstanding for team NHFT**.



This role...

This role is work within the CAMHS Crisis Team to include triage, assessment, risk management, and home treatment.

To provide consultation, supervision and support to other clinical members of the team who provide care and treatment.

Key Responsibilities:

- To work within the designated Team, according to the Team practices, ethos and responsibilities.
- To provide specialist assessment of CYP based upon the appropriate use, interpretation and interrogation of complex data from a variety of sources including psychological self-report measures, rating scales, direct and indirect structured observations and semi-structured interview with clients, family members and others involved in the child/young person's care
- To implement appropriate risk assessment and safety planning for CYP who are in mental health crisis.
- To evaluate and make decisions regarding referral options taking into account both theoretical and therapeutic models and complex factors concerning historical developmental processes, for example Trauma that have shaped the individual.
- To utilise analytical skills for assessing and interpreting complex facts. ie. suicide risk/child protection, and to take appropriate action, following the analysis, interpretation, and comparison of a range of options.
- To make judgements on an individual basis involving highly sensitive and complex information and/or situations, which require analysis, interpretation and the comparison of a range of options, and to provide support to other team members regarding their clinical decision making and risk assessment.
- To carry a complex case load, using advanced clinical skills.
- To monitor outcomes using accepted outcome measures, and ensure these outcomes are fed back to children/young people and their families/carers appropriately.
- Understand and apply legal policy that supports the identification of vulnerable and abused children and adults, being aware of statutory child/vulnerable adults' health procedure and local guidelines.
- To lead on appropriate aspects of service audit evaluation and review, in regard to psychological provision across the service.
- To contribute to the development and implementation of Countywide Integrated Specialist Pathways and appropriate service developments.
- To support and foster a workforce that works within Integrated Specialist Pathways, through a treatment package, structured but supportive approach.
- This post may require lengthy periods of sitting at a desk, or in consultation with young people and their families.
- This post requires the ability to drive and access to a vehicle.

- This post requires standard keyboard skills.
- This post has frequent requirement for periods of prolonged concentration, particularly when completing clinical care plans, risk assessments and treatment outcome letters and reports.
- This post will involve frequent exposure to children/young people who may have experienced significant abuse or trauma.
- This post includes working in a variety of settings, including home visits, and may include exposure to verbal, or even occasional physical aggression.

About you

Behaviours and Values	Knowledge and Experience
<ul style="list-style-type: none"> • Enthusiastic, motivated, autonomous as well as being a good team worker. • Able to engage with vulnerable people and work effectively in distressing and challenging circumstances. • Able to work flexibly and co-operatively as part of a team • Able to use own initiative and make decisions independently • Committed to continual quality and service improvement • Self-aware and committed to professional and personal development. • Able to accept and respond positively to feedback from supervision • Flexible and proactive attitude. • Ability to work evenings and weekends, as required. • Ability to operate in challenging circumstances and adapt to changes to priorities. 	<p>Essential</p> <ul style="list-style-type: none"> • Registration with an appropriate governing body. Eg. NMC, BACP, BABCP, HCPC (Social Worker, RNLD, RNMH, OT) • 2 Years post reg experience in a CAMHS setting. • Continuing supervision in line with registering body requirements for continuing professional development. • Maintenance of current specific professional and legal standards of practice in accordance with professional codes of conduct. • Demonstrable knowledge and skills in evidence based psychological interventions. • Knowledge of a range of mental illnesses in children and young people, and how to work alongside NICE guidance and evidence based practice to intervene effectively. • Understanding of relevant legislation (e.g. Mental Health Act, Mental Capacity Act). <p>Desirable</p> <ul style="list-style-type: none"> • Evidence of continuing professional development. • Proven post qualification experience of working in community settings. • Experience of service development.

Skills and Abilities**Essential**

- Ability to effectively and appropriately communicate complex and sensitive information to patients, carers/families and all members of the multidisciplinary team.
- Work effectively as part of a multidisciplinary team and undertake lead professional and/or care co-ordinator responsibilities.
- Provide effective clinical supervision, teaching, training and assessing in clinical practice.
- Analysis of complex data, including service data, including good information technology knowledge of Microsoft Office programmes.
- Good quality clinical and service report writing skills.
- Good problem solving skills.
- Good self/time management and organisational skills.

Desirable

- Use of multimedia materials for presentations in professional settings.

About the role – linking with our 4 Leadership Behaviours



ENGAGING PEOPLE/WORKING TOGETHER

- To be able to communicate to a wide range of people, using a variety of skills, and with the ability to utilise effective verbal and non-verbal communication skills, recognising the need for alternative methods of communication to overcome different levels of understanding, cultural background and preferred ways of communicating particularly when the information can be highly complex.
- To explore complex, sensitive or contentious information, where there are significant barriers to acceptance, using developed interpersonal and communication in order to break down these barriers.
- To effectively utilise exceptional communication skills, understanding where the distress may originate from and to de-escalate potentially aggressive situations.
- To build collaborative relationships with service users and significant others that will promote engagement in the therapeutic process.
- To work in collaboration with other agencies involved in the care of the family, where appropriate. To be involved in referrals and transfer of care, where required.
- To communicate all relevant information to appropriate parties through reports, letters and other media, ensuring issues relating to confidentiality and child protection are addressed.
- To provide specialised advice and education in relation to the care of children/young people and families/carers.
- To provide advice and consultation within own clinical area, and for other appropriate agencies, working across professional and

BEING AUTHENTIC

- To participate in the Trust's Supervision and Appraisal processes.
- To utilise existing supervisory systems as an essential element of clinical practice, including monitoring and developing standards for own reflective clinical practice, in consultation with identified senior clinical staff member.
- To develop a high degree of professional autonomy and responsibility, and to accept responsibility for own professional actions and decision making, whilst being aware of levels of own competence, acknowledging limitations and seeking support when required working within the scope of the professional code of conduct.
- To provide and respond to feedback constructively and appropriately.
- To demonstrate evidence of continuous personal and professional development.
- To attend local, regional and national training and service development meetings, as required and agreed with clinical supervisor/Operations Manager.
- To demonstrate up to date knowledge, skills and continual improvement by identifying own strengths and weaknesses, taking responsibility for own continuing development, participating in self-study, learning opportunities, individual and peer supervision, acting as a role model for students and junior therapists.
- To ensure up to date personal awareness and knowledge of Trust wide issues and directives, applying the knowledge in the workplace, including attending appropriate directorate briefings and meetings.
- To participate in relevant training as required.

educational boundaries, to promote high quality mental health care for children/young people and their families/carers.

- To ensure attendance at, and appropriate and professional expression of relevant clinical opinions into multi-agency team discussions.
- To attend relevant meetings, and give formal presentations when required.
- Develop and maintain relations with local, regional and national services, including Health, Education, Social Care, and the Voluntary sector, to ensure that services are client centred.
- To maintain confidential, accurate and accessible records of all clinical work, in line with Trust Policy and information systems, and including writing complex and sensitive letters and reports to clients and other professionals.
- To use professional skills and knowledge to develop and maintain therapeutic relationships with children/young people and their families/carers, whilst developing and maintaining professional boundaries.
- To be young person and family focused, working collaboratively with key partner organisations, clinicians and other practitioners within the multi-disciplinary team.
- To be an effective team member, working alongside other administration staff and clinical/managerial colleagues.
- To offer therapeutic consultation and training to other professionals as appropriate

- To recognise when staff need additional support, and be able to provide that in an effective manner.
- To participate in recruitment, induction, development and performance of staff, undertaking appraisals, objective setting, reviews and PDPs.
- To contribute to the creation of an environment that promotes clinical excellence in their professional practice and empowers staff to develop high levels of clinical skills
- To maintain a commitment to person centred care and to promote the use of the recovery model where appropriate.

TAKING RESPONSIBILITY

- To maintain a high standard of confidentiality and work within the Trust's Policies and Procedures.
- To demonstrate appropriate judgement in unpredictable situations of risk and manage these in a safe, professional and holistic manner using risk assessment and management plans.
- To assess issues of risk in areas including self-harm, potential acts leading to suicide, harm to others and child protection, and to employ timely interventions in accordance with Trust policy.
- To maintain a safe working environment, in line with Health and Safety legislation.
- To be vigilant of security issues across the building.
- To report lost swipe cards to main reception.
- To report maintenance issues to main reception or estates.
- To be aware of the fire evacuation procedure for the building.
- To supervise staff in devising and implementing evidence based care packages to suit the needs of the family and wider system.
- To support all clinical governance audits and surveys in the clinic areas as required.
- To work with the senior clinicians and Service Manager to ensure the provision of professional and clinical leadership.
- The ability to deal autonomously with families where children/young people self-harm, have experienced physical or emotional breakdown or sexual abuse, severely challenging behaviour, family breakdown and bereavement issues.
- The ability to deal with untoward situations that may suddenly occur within the clinical environment quickly and effectively with limited other clinical staff support to manage the situation.










EMBRACING CHANGE


- To assist the team with the delivery of national and local changes or improvements and to work in collaboration with all staff to recognise opportunities for further development, and to support the facilitation and change within defined clinical and organisation boundaries
- To be actively involved and lead when requested in the development of proposals on professional standards of care based on evidence and clinical audit and to assist on the development and implementation of any appropriate policy/guideline changes applicable to their role.
- To be actively involved in service development across the CAMH Specialism, with particular regard to psychological intervention, and to take responsibility for particular areas as requested.
- To have a good understanding of the value of quality research to improve service user care and maintain an up to date knowledge of professional issues, trends and developments relevant to the clinical area.
- To participate and lead, when requested, on clinic projects, standards setting, audits and quality monitoring within the clinical area to improve service user care.
- To use and incorporate nationally agreed standards and guidelines, research/audit findings as a basis for own practice and promote the wider use of research in the clinical area.
- To be flexible and adaptable in approach to all work duties.
- To maintain up to date and accurate statistical information related to individual caseload.

- To ensure the provision of support to children/young people and their families/carers, which is likely to include frequent exposure to highly distressing and emotional circumstances.
- To use specialist knowledge across the range of work procedures and practices, underpinned by theoretical knowledge or relevant practical experience, and Continuous Professional Development.
- To plan and prioritise own clinical caseload, and respond to and adjust schedule of work, which may include crisis assessments in cases of self-harm in young people.
- To act as lead professional or care co-ordinator as appropriate.
- To provide and maintain the highest standard of mental healthcare for children/young people and families/carers, utilising the Care Programme Approach when appropriate.
- To be able to demonstrate knowledge of Clinical Governance and CPA and demonstrates the ability to apply them in practice.
- To effectively manage appropriate prioritisation of own workload.
- To use Microsoft Office programmes, including Outlook, Word, Powerpoint, and Excel on a daily basis.
- To utilise available information technology and communication systems within area of work.
- To maintain up to date and accurate statistical information related to individual caseload.
- To update and maintain correct ePEX data for service users, including amendments to personal details.
- To have knowledge of a range of evidence based therapeutic interventions and approaches and the ability to apply them based on the child's need.
- Will maintain current specific professional and legal standards of practice in accordance with professional codes of conduct.

- Will take responsibility to ensure maintenance of professional registration by meeting specific professional standards and adhering to codes of practice.

Benefits

Salary 	Location of work 	Permanent/fixed term 								
<p>Band 6 – See Advert Details</p> <p>You will be paid on the 27th of each month. If this date falls at a weekend you will be paid on the Friday before this date.</p>	<p>Base is Beckett House Northampton Countywide service offer.</p> <p>Must be able to travel independently to other bases in the Trust across Northamptonshire.</p>	<p>See Advert Details</p>								
Hours/pattern of work 	Annual leave and bank holiday entitlement 	Pension entitlement 								
<p>37½ hours per week</p> <p>Rotational shifts</p>	<table><tr><td>Length of service</td><td></td></tr><tr><td>On appointment</td><td>27 days + 8 days</td></tr><tr><td>After five years' service</td><td>29 days + 8 days</td></tr><tr><td>After ten years' service</td><td>33 days + 8 days</td></tr></table>	Length of service		On appointment	27 days + 8 days	After five years' service	29 days + 8 days	After ten years' service	33 days + 8 days	<p>Details on the benefits of the NHS Pension Scheme can be found here:</p> <p>https://www.nhsbsa.nhs.uk/nhs-pensions</p>
Length of service										
On appointment	27 days + 8 days									
After five years' service	29 days + 8 days									
After ten years' service	33 days + 8 days									
Health and Wellbeing  Because your health matters too	Learning and Development 	Equality and diversity 								

<p>Our Occupational Health and Wellbeing team support our staff through many different channels. Whether you have a physical or emotional issue or want to take positive steps to improve your fitness, this team can help you.</p> 	<p>Our Learning and Development team provide effective and impactful learning solutions for our staff. Our experienced team of facilitators offer a wide range of opportunities from corporate induction, mandatory and role specific training, personal development and leadership training.</p>	<p>We are committed to ensuring people are treated equally and fairly whether at work, during care or out in the community. Equality, diversity and inclusion will always be a core focus and commitment for team NHFT. We have a number of staff networks to support this focus too. These networks are open to all our staff.</p>
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Find out more about us at:

www.bit.ly/24hoursinNHFT

www.nhft.nhs.uk

Confidentiality and Data Protection

Any matters of a confidential nature, including patient and staff records, and any commercially sensitive information must, under no circumstances, be divulged or passed on to any unauthorised person or persons without a legal basis to do so. In accordance with the Data Protection Act 2018, if you are required to access personal data held in any format, you will be expected to adhere to the Trusts Information Governance Policies, copies of which are held on the staff intranet.

Any breach of confidentiality or data protection legislation will result in disciplinary action and may result in summary dismissal.

Infection Control

The prevention and control of healthcare associated infections in service users, staff and visitors is taken seriously by the Trust. All staff employed by Northamptonshire Healthcare NHS Foundation Trust are required to adhere to the Trust infection control policies and procedures.

Employees must be aware of the importance of protecting themselves, service users and visitors and of maintaining a clean safe environment. Any breach in infection control practice, which places service users, other staff or visitor at risk, may result in disciplinary action. Each staff member is responsible for ensuring they identify together with their manager, their infection control training needs in their PDP.

Health and Safety

To carry out the duties placed on employees by the Health and Safety at Work Act 1974 i.e.

- I. To take reasonable care for the Health and Safety of themselves and of other persons who may be affected by their acts or omissions at work.
- II. To co-operate with their employer as far as is necessary to meet the requirements of the legislation.
- III. Not to intentionally or recklessly interfere with or misuse anything provided in the interest of health, safety or welfare in the pursuance of any relevant statutory provision.

No Smoking

In order to protect the health of employees, patients and visitors, Northamptonshire Healthcare NHS Foundation Trust operates a No Smoking Policy. Therefore smoking is prohibited in all of the Trust's buildings, grounds and all Trust-owned or leased vehicles.

Equality and Diversity

To ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work and the Trust Managing Diversity and Equal Opportunities in Employment Policy.

Risk Management

To have a commitment to identify and minimising risk, report all incidents and report to manager any risks, which need to be assessed.

Safeguarding Adults and Children

It is the duty of all staff working for the Trust;

- To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and supervision as appropriate to the role.
- To support the organisation in ensuring service users are protected from abuse or the risk of abuse and their human rights are respected and upheld.
- To ensure concerns are responded to appropriately in line with the Trust's Safeguarding Adults Policy and the Child Protection Policy and interagency safeguarding procedures.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

Professional Registration

All qualified/ professional staff are required to adhere to the relevant Code of Practice (and other guidance issued by them). It is the responsibility of the individual concerned to keep professional registered and updated in accordance with the requirements of the relevant Code of Practice and to follow guidance issues by the professional body.

Policies and Procedures

The post holder is expected to comply with all relevant Trust policies, procedures and guidelines. Any contravention of the Trust Policies or managerial instructions may result in disciplinary action being initiated.

Review of Job Description/ Person Specification

This is not an exhaustive list of duties and responsibilities, but indicates the key responsibilities of the post. The post holder may be required to undertake other duties as may reasonably be required commensurate with the grade and/ or hours of work at the postholder's initial place of work or at any other of the Trust's establishment.

NOTE: This is a description of the job as it is at present constituted. It is the practice of this Trust regularly to examine employee's job descriptions and to up-date them to ensure that they relate to the job as then being performed, or to incorporate whatever changes are being proposed.