

JOB DESCRIPTION

Oxford Health NHS FT

Job Title: Specialist Mental Health Practitioner for Primary Care

Band: 7

Responsible to: Sarah Hill: Head of Service, Bucks Mental Health Directorate

Accountable to: Jasmine Fowler: Primary Care Mental Health Team Manager

Place of work: Primary Care Networks (PCN)- GP Surgeries

Hours: 37.5

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JOB PURPOSE

This new role of Specialist Mental Health Practitioner for Primary Care is fundamental to the development and leadership of innovative new teams and integrated mental health services based within networks of GP Practices (PCNs). The role promotes and provides early assessment, treatment, and improved access to evidence-based interventions for people with SMI. The role will help people to focus on achievable goals and access local community resources. The service will be for people over 18 years old (including carers) with a specific focus on:

- Those with mental health needs that exceed the access criteria for IAPT and do not meet the access criteria for secondary care
- People with serious or significant mental illness (SMI) who are in recovery and relatively stable in secondary care mental health services who could be cared for within primary care
- People with SMI who are eligible for an annual health check and medication review and improved access to physical health interventions
- Younger adults with SMI (18-25years) particularly those transitioning between children's and adult services
- Those diagnosed with, or presenting with traits of, personality disorder who will benefit from enhanced support across primary care through the MHICS team

We welcome and encourage applications from candidates of all professional backgrounds: Occupational Therapist, Registered Mental Nurse, Social Workers and Clinical Psychologists.

DUTIES AND RESPONSIBILITIES

As part of a small team, the postholder will

- Contribute to delivering and co-developing the primary care mental health service model. This includes care pathways for the provision of integrated physical and mental health care in a designated Primary Care Network within Buckinghamshire.
- Work as part of the MDT to support and advise the Primary Care Team in triage, assessment and treatment of patients needing mental health support.
- Accept referrals direct from primary care via an agreed route, promote early assessment / treatment, and ensure robust relationships and links with other community-based services.
- Work with adults (18+) with severe / significant mental illness, whose mental health needs can be best met within primary care and whose difficulties are best understood within a biopsychosocial model.
- Work closely with colleagues in specialist community mental health services to ensure smooth transitions between teams and services and facilitate an 'easy in, easy out' approach to improve access to evidence-based interventions.
- Work closely with, and provide day to day support and guidance to, the 'Care Navigator' role, connecting people to appropriate community and voluntary sector support.
- Facilitate mental health and 'strengths - based' assessments in primary care and support the Primary Care Team in accessing appropriate level of services.
- As a senior level practitioner, supervise junior staff members and coordinate the day to day functioning and delivery of the clinical service.

As we develop the Community Mental Health hubs, lead the Hub team in building and facilitating closer links between primary care networks and Community Mental Health Teams, Social Care teams, community services

and a wide range of voluntary sector organisations, to achieve seamless transitions and support for people with SMI.

CLINICAL

1. Case find, screen, triage, assess and coordinate the development of care plans for people who have been referred by a member of the Primary Care Team
2. Provide brief support and time limited evidence-based interventions, using the principles of motivational interviewing.
3. Complete joint assessments with AMHT/CMHT, to identify and support patients ready to transition to primary care and develop care plans and prepare people for step down.
4. Work with the Primary Care Navigator, to map community resources and assets that are available for those with SMI within the specific PCN geography and ensure awareness of these is communicated throughout the Primary Care Network.
5. To lead collaborative working between the full range of physical health and mental health services, to ensure that people who need care are able to access it quickly and easily and are prevented from being excluded from services or 'falling through gaps'.
6. In conjunction with the Care Navigator , to establish an ethos within the service based on individual strengths and community assets, and support, service users, carers and families to access voluntary services and other relevant community providers, and utilise available information to promote self-management approaches as part of a holistic approach
7. To lead on establishing sustainable networks that help to streamline care pathways across community, primary and secondary care services within the PCN population.
8. To keep accurate, contemporaneous electronic and written documentation, care plans and reports, and outcome measurement in the agreed systems and in designated formats and within agreed timeframes and to be responsible for maintaining a high standard of clinical record keeping.

CLINICAL LIAISON & EDUCATION

1. Provide a prompt response to requests for information and advice in line with agreed response times.
2. Develop and deliver education and training which better support the Primary Care Team in recognition and management of people with co-morbid physical and mental health issues, and support completion of physical health checks and associated interventions through the provision of support, education and problem-solving approaches.
3. Promotion of positive attitudes towards people with mental ill health, mutual understanding and effective collaborative working between mental health services, primary care trusts and community and voluntary sector.
4. Provision of a suitable learning environment for nursing and other students on placement and undertake the roles of supervisor or mentor for students on designated undergraduate, postgraduate courses and post experience courses where appropriate.
5. Provide education on request from statutory and voluntary organisations.
6. Supervise and support junior colleagues within the team.

MONITORING & EVALUATION

1. To participate in the formal evaluation of the model.
2. To be responsible for relevant data collection on work activities, inputting data onto the GP Practice and/or OHFT databases as required
3. Maintain awareness of current research within own area of specialist practice and demonstrate a commitment to evidence-based practice.

PROFESSIONAL DEVELOPMENT

1. To maintain high standard of care in all areas of practice in accordance with the relevant professional Code of Conduct and guidelines.
2. Maintain and develop a level of professional knowledge, skills and expertise that ensure the highest standards of practice and is responsive to changing care needs.
3. Act at all times according to professional standards, maintaining own knowledge and skills.

MANAGEMENT AND LEADERSHIP

1. Maintain effective functioning of the service by working effectively in management and leadership tasks as required.
2. Contribute to the development of procedure and accepting delegated management tasks.
3. Supply the necessary information of activity outcomes (and other KPI data) as agreed with the Service manager.
4. Possess a level of IT skills appropriate to the needs of the post.

This job description is not restrictive or definitive in any way and should be regarded only as a guideline to normal duties.

GENERAL

1. This is a varied role where you'll be expected to undertake the range of responsibilities specified above, working together with your line manager and colleagues to ensure that the activities of this post make a real difference to our patients. Your line manager may ask you to undertake other reasonable duties to facilitate the smooth running of your service or team.
2. We are an equal opportunities employer and you'll be expected to role model equality of opportunity, live the values and always operate in accordance with our Equal Opportunities Policy.
3. Health and Safety at work is important to us and we would like you to role model the highest standards of behaviour and go above and beyond by adopting excellent practice where it links to the health and wellbeing of our colleagues. It is important that you cooperate with us to ensure that statutory and departmental safety regulations are adhered to.

CODE OF CONDUCT

All staff are required to work in accordance with their professional group's code of conduct (e.g. NMC, GMC, DoH Code of Conduct for Senior Managers).

This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.

In addition to undertaking the duties as outlined above, the post-holder will be expected to fully adhere to the following:

Personal Development

- To actively participate in an annual performance review (appraisal) and the development and implementation of a personal development plan.
- To take responsibility for their own professional development ensuring professional standards are maintained and statutory and mandatory training is in date.
- To attend any training as requested.

Code of Conduct

- To adhere to the Professional Code of Conduct relating to your profession (if applicable).
- To uphold the principles and values set out in the NHS Code of Conduct for Managers.
- To support the organisation in developing an effective work/life balance for employees that meets the needs of the organisation.
- To ensure that the health and wellbeing of patients is at the centre of all activities and that all staff engage and communicate with patients as appropriate.
- To always promote quality and safety of patients, visitors and staff thus enabling the Trust to meet its regulation requirements (Care Quality Commission Registration – Regulations and Outcomes) that relate most directly to patients and also strive for continuous quality improvement.

Equal Opportunities/Diversity

- To observe Oxford Health NHS Foundation Trust's Equal Opportunities Policy providing equality of treatment and opportunity to employees, service users and service providers irrespective of sex, sexuality, age, marital status, ethnic origin or disability.

Health & Safety

- To take responsibility for the health & safety of themselves and other persons who may be affected by their omissions or actions at work.
- To promote the Trust's Health and Safety Policy and ensure matters are managed in accordance with it.
- To co-operate with the Trust to ensure that statutory and departmental regulations are adhered to.
- Report accidents, incidents and near misses, implementing corrective action where necessary.

Infection Control

- To comply with Trust policies for infection control and hand hygiene such as hand hygiene, decontamination Policy, uniform and workwear code and standard precautions Policy to reduce the spread of healthcare-associated infections (HCAIs).
- Employees with clinical responsibilities must incorporate into their clinical activities up to date evidence that supports safe infection control practices and procedures, such as the use of aseptic techniques and the safe disposal of sharps.

Confidentiality and Data Security

- To comply fully with the duties and responsibilities outlined in the Trust's Information Governance Policy.
- To comply with the Data Protection Act 2018 and General Data Protection Regulations (GDPR), National Data Security Standards and any professional code of practice on Confidentiality and Data Protection as accepted by the Trust. Departmental codes of practice and procedures for confidentiality are available from the head of department.
- To ensure that all information collected, stored and used is done so in compliance with the above Act and any relevant Trust Policy.
- To preserve the confidentiality of any information regarding patients, staff records in your area (in connection with their employment) and the Trust business. This obligation shall continue in perpetuity.
- To raise any matters of concern with your Manager/Director

Safeguarding

- 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.

Other

- To be aware of and work in line with all Trust policies and procedures.
- To carry out any other tasks as reasonably directed.

PERSON SPECIFICATION

Band: 7		
Criteria for Selection	Essential Requirements	Desirable Requirements
Knowledge Requirements	<p>Advanced understanding of the mental health needs of adults.</p> <p>Specialist knowledge of person-centred care and its application.</p> <p>Able to demonstrate advanced understanding of health inequalities amongst marginalised groups</p> <p>Specialist knowledge of psycho-social interventions and their appropriate use.</p> <p>Working knowledge of appropriate assessment tools.</p> <p>Working knowledge of the policies and guidelines pertinent to the planning and delivery of community MH care to adults with mental health needs.</p> <p>Recovery focused practitioner able to apply recovery principles to adults and older people, understanding of 'strengths- based' approaches</p> <p>Clear understanding of psychotropic medication and the monitoring of effects and side effects.</p>	<p>Knowledge of practical application and use psychological therapies</p> <p>Awareness of the impact of the health economies on service planning and delivery.</p> <p>Specialist knowledge relating to MH needs of young adults age 18-25 and to the needs of those diagnosed with, or with presenting traits of, personality disorder</p>

<p>Qualifications – Academic/Skills/Professional</p>	<p>Current professional registration: Registered Mental Health Nurse, Social Worker, Occupational Therapist</p> <p>Evidence of relevant post registration training and development in particular motivational interviewing, brief solution focussed interventions, cognitive and behavioural approaches, and psychosocial interventions</p>	<p>Independent and supplementary Prescriber</p> <p>Recognised Post Graduate clinical or leadership qualification relevant to the role</p> <p>Mentor and mentorship training</p>
<p>Further Training or Job Related Aptitude and Skills</p>	<p>Able to demonstrate commitment to high quality care and service provision</p> <p>Possesses high level of IT skills including word, outlook, excel and power point.</p> <p>Ability to prioritise workload effectively, meeting expected deadlines.</p> <p>Excellent analytical and decision- making skills.</p> <p>Advanced interpersonal skills demonstrating the ability to communicate and work with a wide range of professionals across traditional service interfaces.</p> <p>Ability to work effectively under pressure.</p> <p>Ability to manage change and deal with conflict / stressful situations. Effective negotiation skills.</p> <p>Ability to produce and present clear reports.</p>	

Experience	<p>Significant and extensive practice experience post registration working with people with mental health needs.</p> <p>Community experience in mental health services for adults and older age adults with severe / significant mental illness.</p> <p>Experience of providing a range of evidence-based interventions to people with a variety of mental health problems and serious mental illness</p> <p>Considerable experience in the assessment and management of clinical risk.</p> <p>Experience in physical health assessment for people with mental health needs.</p> <p>Experience of effective collaborative working in partnership to deliver holistic health and social care outcomes.</p> <p>Evidence of Interdisciplinary / multi-agency working experience including primary care and community/ voluntary sector.</p> <p>Experience of leadership and development of junior colleagues.</p>	<p>Proficient in clinical audits and research.</p> <p>Experience of working in primary and secondary mental health services.</p> <p>Experience in the planning and delivery of training and practice developments to staff.</p> <p>Experience in service evaluation and improvements.</p> <p>Experience working in a CAMHS and/or OPMH service</p>
Personal Qualities	<p>Recognise peoples' right to privacy and dignity, treating every person with respect</p> <p>Willingness to embrace integrated model and new ways of working.</p> <p>Willingness to be flexible in</p>	

	<p>approach and attitude</p> <p>Ability to work flexibly, outside normal working patterns if needed</p> <p>Ability to foster good interagency working.</p> <p>Ability to represent the team / service / Trust in a professional manner</p>	
Contractual Requirements or other requirements	Ability to travel independently	Hold a UK valid driving licences with access to a car to travel between work locations