

SPECIALIST COMMUNITY MENTAL HEALTH SERVICES

JOB DESCRIPTION

Job Title Senior Community Mental Health Practitioner

Grade Band 6 Occupational Therapist

Responsible to Operations Manager

Accountable to Service Manager

Job Summary:

As a Senior Practitioner, you will provide Clinical Leadership *and will act as Care Programme Coordinator (CPA)* in the community with individuals (and their support networks) who have complex mental health problems. To assess needs, plan, implement and evaluate treatments to address occupational performance needs.

You will share Occupational Therapy knowledge providing consultation advice and support or requests across the county.

The role will actively supervise and support junior practitioners/students within a designated locality.

The role also involves the training and education of relevant others and developing a working relationship between the service and its partners and various agencies within Northamptonshire.

As a member of the specialist Community Mental Health Team, you will ensure you will deliver the highest standard of care, through maintaining the quality of own work by developing own skills and knowledge, making changes to practice and contributing to the development of others within the team.

Contribution to service improvement of the OT services is a necessity of the role, through participation in implementation of improvements and changes to OT practice.

Within the workplace the individual must monitor and maintain the health and safety of both self and other and also support equality and diversity.

1. Where the post holder is a non-medical prescriber and acting as an independent prescriber they must accept legal and clinical responsibility for prescribing practice with reference to the relevant Professional standards and keep up to date with best practice in the management of conditions and the use of medicines within their speciality.

2. Where the post holder is a non-medical prescriber and acting as Supplementary Prescriber, they must ensure that service users are well informed of NMP roles and responsibilities and criteria for termination of supplementary prescribing.
3. Where the post holder is a non-medical prescriber they should participate in NMP Forums and ensure compliance of 3 days minimum mandatory CPD in addition to PREP requirements. Accept regular supervision from a medical supervisor and ensure membership with a professional organisation or trade union.

Duties and Responsibilities

1. To provide clinical leadership for the team within a designated locality.
2. Undertake (acting) team management responsibilities as directed by the Operations Manager.
3. Develop a high degree of professional autonomy responsibility and clinical leadership skills while remaining within the overall clinical governance framework.
4. To manage a caseload of more complex cases and to prioritise and effectively manage resources efficiently.
5. To be involved in the process of recruitment of clinical staff and to undertake induction for these staff.
6. To manage and supervise the day-to-day work of junior staff, and to provide clinical and professional support.
7. To undertake Occupational Therapy specialist assessments in a variety of settings, for a designated caseload, addressing occupational performance and skills deficits, enabling the service user in areas of self-maintenance, productivity and leisure.
8. To deliver a range of treatment programmes and/or interventions to support recovery, to include clinical duties and interventions.
9. To work with service users to identify OT goals as part of the overall care plan, using specialist mental health and OT assessment tools.
10. To act as nominated supervisor for patients subject to Section 25/CTO Mental Health Act 1983 Amendment Act.

11. To use effective judgement and interventions in emergency clinical situations.
12. To liaise with other professionals and agencies in the planning and delivery of care programmes for service users ensuring that a quality service is provided within the locality.
13. To apply a high level of understanding of the effect of neuro/psychological developments/trauma/disability on occupational performance and provide training and advice on lifestyles changes and adaptations to the service users social and physical environment.
14. To promote peoples equality, diversity and rights in-line with Trust Equality and Diversity Policy.
15. To develop and maintain projective working relationships with your team, managers and other colleagues.
16. To promote joint working and awareness of OT with a variety of partnership agencies liaising with and providing relevant information in formats both formal and informal either verbally or electronically or as written reports.
17. To record accurate records and statistics, both written and electronic in-line with relevant professional standards and Trust Policy.
18. To organised and constructively participate within clinical or managerial meetings and team briefing as required.
19. Ensure debriefing sessions with staff following critical incident takes place.
20. To undertake self-development and facilitate and/or provide education and training, in particular to other agencies, professionals, clients and carers.
21. To undertake the assessor/mentor role with students on placement within the service and assist with the teaching of students or junior staff.
22. To be responsible for and be able to effectively manage own day-to-day workload including travel, utilising job planning format.
23. To organise and actively participate in team/professional meetings, including peer and 1:1 supervision.
24. To participate in IPDR sessions and undertake identified training/development requirements, in-line with Trust Policy.
25. Organise and provide relevant practical and theoretical teaching sessions for students, staff and other agencies users/carers as required.
26. Ensure that all students receive supervision during their placement.

27. Promote choice, well-being and the protection of all service users and maintain positive promotion of the specialist community mental health teams and mental health.
28. To participate in audits carried out within the service to enable service improvement/development.
29. To work flexibly across the county of Northamptonshire, this may include weekend and evening work.
30. To provide such other services as may be required from time to time in relation to the post

Confidentiality

All staff are required to respect the confidentiality of all Trust business and the business of the Trust's staff, residents, patients and general public which they may learn in the execution of their duties.

Data Protection

All staff are expected to adhere to the regulations regarding the Data Protection Act 1984 as laid down by Northamptonshire Healthcare NHS Foundation Trust.

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 actions.

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 identifying and minimising risk, report all incidents and report to manager any risks, which need to be assessed.

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 professionally 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 instruction may result in disciplinary action being initiated.

This post is subject to the terms and conditions of employment of Northamptonshire Healthcare NHS Foundation Trust

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 of you commensurate with your grade and/or hours of work at your initial place of work or at any other of the Trust's establishments.

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. Each manager and those working directly to him or her will jointly conduct this procedure. You will, therefore, be expected to participate fully in such discussions and, in connection to them, to re-write your job description to bring it up-to-date if this is considered necessary or desirable. It is the Trust's aim to reach agreement on reasonable changes, but if agreement is not possible the Trust reserves the right to effect changes to your job description after consultation with you. Appropriate notice of such changes will be given.

Working Conditions

We are a countywide service delivering services in localities to local populations. This post will be countywide and as part of this evening and weekend working may be required to facilitate the development of flexible service.

The post holder will undertake daily collection of blood and urine samples.

The post holder will be required to deal with potential verbal aggression from clients and have daily contact with clients who may be unkempt, intoxicated or present with challenging behaviour.

PERSON SPECIFICATION

	ESSENTIAL ATTRIBUTES	DESIRABLE ATTRIBUTES	CONTRA-INDICATION
QUALIFICATIONS TRAINING AND EXPERIENCE	Diploma/degree in Occupational Therapy Current HCPC registration 3 years post registration experience of working as an OT Qualification at Diploma or equivalent experience Mentorship qualification	Experience working in the community. Presentation skills Staff management experience. Experience in partnership work. NMP qualification training (or willing to undertake training) Membership of British Association of Occupational Therapy Member of specialist, professional association eg COT specialist sections, Model of Creative Ability Special Interest Group Vona du Toit Model of Creative Ability	No nursing qualification or proven experience
KNOWLEDGE	Specialist knowledge and application of OT assessments and interventions relevant to client group Robust knowledge of OT models of practice Understanding of OT outcome measures Working knowledge of the Recovery approach Knowledge of the principles of clinical governance and its application		
COMMUNICATION AND RELATIONSHIP SKILLS	Experience of clinical leadership and management skills Well-developed high level of communication skills. The ability		<i>Judgmental and inflexible</i>

	<p>to communicate at all levels, information that may be contentious or highly emotive</p> <p>Ability to undertake all elements of the OT process from assessment through to evaluation with complex cases, developing comprehensive treatments packages</p> <p>To be able to communicate where there may be barriers to understanding</p> <p>Non-judgmental, flexible attitude</p>		
ANALYTICAL AND JUDGEMENTAL SKILLS	To recognise problems and identify a range of options and interventions within service policy that are appropriate		
PLANNING AND ORGANISATIONAL SKILLS	To be able to plan own work load and that of junior staff and students on placement		
SPECIAL CIRCUMSTANCES	<p>Post subject to Criminal Review Bureau (CRB) check</p> <p>Frequent exposure to distressing or emotional events</p>		
OTHER REQUIREMENTS	<p>Working knowledge of Microsoft Word, Excel, PowerPoint and Internet</p> <p>Driver with full licence and ability to travel between locations</p> <p>Willingness to work flexibly in response to changing organisational requirements</p>		