

JOB DESCRIPTION

Post Title:	Mental Health Practitioner Crisis Resolution Home Treatment Team
Grade:	Band 6
Responsible to:	Service Manager/Senior Nurse
Professionally Accountable to:	Associate Director of Nursing

Job Purpose

As a registered practitioner you are personally accountable for your professional practice and have a legal/professional responsibility to patients, colleagues, employers and self. The requirements for this post are to remain within the guidelines for professional practice inclusive of NMC requirements or equivalent professional body. You will provide a strong clinical leadership, ensuring evidence-based practice is delivered to improve the quality of and shape responsive assessment services. The post holder will be responsible for establishing operational and clinical service mechanisms that support safe high quality care throughout the twenty-four hour period. The post holder will present a professional image of nursing to promote a positive image for the trust to patients, carers and the community as a whole.

As a member of the Crisis Assessment and Home Treatment Team you will be expected to adopt the philosophy of the service and provide flexible, responsive, proactive and interactive assessment, care planning and management to individuals experiencing early signs of relapse or new acute phase mental illness. All interventions will be short term; solution- focused and builds on maintaining the safety, well being and empowerment of the patient and their carers/family during this period.

The team provides a proven researched based alternative to hospital admission, and where admission is required will act as gatekeeper to the admission and will facilitate early discharge and 72 hour reviews. The post holder will be able to sustain a respectful, consistent and reliable therapeutic relationship with patients that enhance their ability to build social networks and work in partnership with Housing Associations, Mental Health Teams, Support Networks, Primary Health Care Teams and other Statutory, Voluntary and Independent agencies, ensuring social inclusion for service users.

Planned transformational change and the development of other assessment services the post holder will also require knowledge and experience of working with patients detained under section 136 of the mental health act as this becomes standard and

part of daily practice, aiding other agencies and providing joined partnership working inclusive of high quality assessment and ensuring robust risk management of patients and the maintenance of gatekeeping functionality.

Clinical Professional Issues

1. The post holder will provide a professional role model for the delivery of high quality nursing care.
2. Ensure evidence based practice and research awareness is used as the foundation for the assessment, planning, implementation and evaluation of urgent mental health care.
3. Maintain and develop knowledge of advances in nursing practice, or other professions.
4. Promote patient and carer involvement, autonomy and choice which are embedded into the philosophy of the clinical area.
5. Be responsible for ensuring that opportunities are provided to support Patients/carers involvement in decision-making processes.
6. Ensure appropriate evidence based clinical risk assessments are undertaken and reviewed.
7. Ensure all Patients have an up to date evidenced-based care plan that meets their individual needs.
8. The postholder will be aware of and work within all legislative requirements (Mental Health Act, Code of Practice, Human Rights Act, and Disability Discrimination Act).
9. Ensure good practice is maintained by taking the lead in challenging practice that requires change or development or that does not meet required practice standards.
10. The post holder will demonstrate 'Expert Knowledge' in their chosen speciality, ensuring this is disseminated in a constructive and effective way to the team.
11. Use effective interpersonal skills that relate to patients, carers and team members outside partner agencies and all other disciplines.
12. Ensure a multi-professional/agency approach to care is maintained, valuing the interface of professional roles and responsibilities.
13. Communicate and coordinate with multidisciplinary teams, internal and external agencies, patients and carers, in the inpatient and community settings.
14. Promote the use of critical skill analysis and innovative approaches to ensure care is reviewed according to patient needs and perspectives.

15. Facilitate Patient responsibility and choices for healthy living, and the ability to determine their own lifestyle within the notion of health promotion and health protection.
16. Post holder will have a high clinical profile that includes the provision of hands-on care, having a global overview of all care packages and clinical activities within a defined area.
17. Ensure trust professional guidelines are maintained for Electronic Records and are in line with PDGR legislative practices inclusive of information governance.
18. Post holder will support the development of assessment services as we move forward with transformational change.
19. Post holder will ensure the Trust Policy for Clinical Supervision is implemented; this will include providing and receiving Clinical Supervision.
20. Post holder will proactively explore opportunities for, and take the lead on developing reflective practice within the clinical areas.
21. The post holder will support the development of standards set within 'Triangle of Care.'
22. The post holder will actively explore opportunities to enhance health promotional interventions in their widest sense.
23. The post holder will ensure person-centred care and compassion is delivered.
24. Ensure where necessary the Child/Adult Safeguarding Procedures are followed
25. Ensure that all providers of care throughout the health community are involved in planning, delivering and evaluation care where indicated.
26. Exercise professional accountability and responsibility, taking into account the actions of other professional who are responsible/accountable to you.
27. Ensure care is delivered to incorporate health and social care policy.
28. Ensure care is delivered in a person centred manner ensuring gender, ethnic, cultural and spiritual needs of Patients and staff are adhered to.
29. Ensure carers/significant others are included in the planning implementation delivery and evaluation of care.
30. Demonstrate ability to weigh up the interests of Patients in complex situations using professional knowledge, judgements and skills to enable you to account for the decisions you make, and the clinical leadership you provide for others.

Leadership Supervision and Appraisal

1. Review, reflect and change own practice through effective use of professional and operational supervision and appraisal
2. Provide effective supervision, appraisal and support to designated staff.
3. Work within Trust policies, procedures, and legislative directives are adhered to, e.g. Equal Opportunities, Human Rights Act, Disability Discrimination Act, Race Relations, and Sex Discrimination, REGARDS, and LGBT.
4. Apply clinical leadership skills through the delivery of care.
5. The post holder will receive management supervision from the Service Manager and Senior Nurse.

Clinical Governance/Quality Assurance

1. Support and contribute to the development and delivering the clinical governance agenda/plan.
2. Facilitate the development of evidence-based standards of care that include service users, carers and team members.
3. Identify and when necessary take the lead in developing clinical audit and research activity.

Education and Development

1. Promote a culture of Life Long Learning.
2. Ensure personal professional development promotes good practice, prevents poor practice and intervenes in unacceptable practice.
3. The post holder will ensure them and those responsible/accountable to them, function within the parameters of their professional role, extending and expanding these where appropriate to meet the patient's needs.
4. The postholder will ensure that they are responsible to attend relevant mandatory training and E-Learning as identified by the Trust.
5. The postholder will be responsible for developing a learning environment/ culture ensuring adequate teaching opportunities are available.
6. Through mentoring and coaching the post holder will actively participate in clinical practice development.

Other Issues

1. This job description will be reviewed annually with the post holder; within PADDAR, alterations will only be made after consultation and agreement with assessment services manager.
2. The post holder may be asked to undertake duties not directly highlighted within this job description. This will only be done when the skills and experience of the post holder meet the requirements of the role.
3. Flexible working is required over a 24 hour period.

Specialty Specific Requirements

1. To provide first line assessments of people experiencing acute mental health difficulties and act as gatekeepers to acute admissions.
2. To be able to rapidly assess people with mental health problems within a Four-hour response time when required.
3. To provide specialist crisis assessments looking at the focus being on “ hospital at home”
4. To co-ordinate the Crisis and Home Treatment Team on a shift by shift basis, acting as Duty Worker to triage referrals, plan the shifts activities and team accordingly. To also lead in the daily MDT review.
5. To provide where appropriate specialist Crisis assessments in the Accident and Emergency Department.
6. To promote early discharge from acute psychiatric hospital wards by developing packages of treatment and support for patients in their own homes. Early Discharge functionality is key.
7. The post holder will work on a rota to support the co-ordination of 136 assessments working with other outside agencies such as the police and social care to ensure that least restrictive options are available for patients under assessment of section 136.
8. Due to the broad geographical area this post covers the post holder will need to be a car driver or to demonstrate that they can travel within the area, transporting patients as needed, without compromising service needs.
9. To develop and provide packages of treatment and support for patients in their own homes as an alternative to hospital admission.
10. The post holder will participate in a 24-hour seven-day week Rota, including working nights.

11. To contribute to the training, development and supervision of students
12. To act as a link worker to other agencies as needed e.g. Primary Care Community Teams, Mental Health Liaison, Wards and Day Services. This will include education and support as needed.
13. There may be times when the post holder will be asked to support another team, this could be one of the crisis services, liaison services or the in patients teams.

Demanding nature of the Job

1. Ability to access & communicate accurate, timely clinical information, across a large geographical area.
2. Developing & maintaining links with other agencies
3. Potential to feel isolated from the team due the large geographical area covered.
4. The post-holder will be expected to travel large distances in carrying out their job.
5. The postholder is expected to work with patients in their homes and will need to be aware of potential hazards.
6. The postholder will be working with patients who have a severe mental illness and this can be challenging and demanding. They will therefore have to adopt appropriate support strategies.
7. The postholder is responsible for ensuring that they utilize local support systems as necessary e.g. manual handling, management of violence and aggression, lone worker policy etc.
8. Rapid Responses to frequently unpredictable, clinical events and situations, necessitating flexibility.
9. High-level assessment and formulation skills are paramount to respond to individuals in acute mental health distress, who are being considered for hospital admission, inclusive of participation in mental health act assessments.
10. The post-holder will be specialised in providing short-term, focused interventions, within a strengths and recovery model, aimed at de-escalation and maximising resilience to further mental health crises. An expectation to diffuse potential family hostilities and handle with tact and diplomacy, whilst maintaining positive regard and empathy for patients and carer.
11. Expected to initiate co-working with other specialist providers in accordance with assessed need e.g. Learning Disabilities, Interpreter Services. The post-holder will be frequently required to work autonomously without direct supervision,

within defined home treatment parameters. They will be expected to seek advice from Senior Nurses and Operational Managers.

Information Governance

The Derbyshire Healthcare NHS Foundation Trust requires its staff to comply with Information Governance related standards and policies at all times when dealing with confidential information, which includes any information relating to the business of the Trust and its service users and employees.

All NHS employees are bound by a duty of confidentiality and must conduct their duties in line with the NHS Confidentiality Code of Practice, Data Protection Act and Freedom of information Act.

Post-holders must maintain high standards of quality in corporate and electronic record keeping ensuring information is always recorded accurately, contemporaneously and is kept up to date. The post-holder must only access information, whether paper, electronic or in other media, which is authorised to them as part of their duties.

All Information obtained or held during the post-holder's period of employment that relates to the business of the Trust and its patients and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust's discretion and in line with national rules on exemption.

Any breach of confidentiality or computer misuse could lead to disciplinary action, and in serious cases could result in dismissal. Breaches after the post-holder's employment has ended could result in the Trust taking legal action against them.

Post-holders must ensure that they are aware of their responsibilities by attending the Trust Mandatory Training and Induction programme.

Infection Control

All staff have a responsibility to appraise themselves of how the prevention of the spread of infection relates to their role. They have a responsibility to ensure they are aware of Trust policies and procedures in relation to infection prevention and control, and ensure that they comply with them in fulfilling their role.

Values

As an employee of Derbyshire Healthcare NHS Foundation Trust you are required to adhere to the Trust's overriding values of putting "patients at the heart of everything we do". In recognising both the values expressed in the NHS Constitution and the Trust Values you will:

- Take pride in the Trust, show loyalty and commitment.
- Build and maintain trust in all our relationships.
- Treat everyone with respect, recognise people's differences.
- Value everyone, listen to others and respond accordingly.
- Be positive, honourable and honest but also sensitive

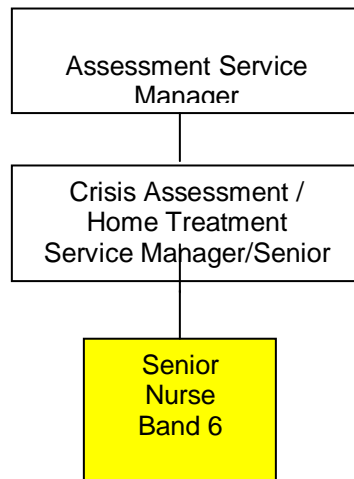
- Be respectful, welcoming, polite and courteous.
- Put quality at the centre of all we do.
- Educate and develop ourselves to perform to the highest standards

Safeguarding – The action we take to promote the welfare of children and vulnerable adults and protect them from harm

SAFEGUARDING CHILDREN & VULNERABLE ADULTS IS EVERYONE'S RESPONSIBILITY

All staff working within Derbyshire Healthcare NHS Foundation Trust who come into contact with children, young people and/or their families/carers, including those who are non-clinical and those who work predominantly with adults has a duty within their role and responsibility to ensure that they understand what is required of them as an individual and as part of the wider organisation in order to keep children and vulnerable adults safe.

Organisational Chart



Job Description Agreement

Job Holder's Name

Signature Date

Senior Officer/Head of
Department Name

Signature Date

Mental Health Professional Band 6	Essential Criteria	Desirable Criteria	How Assessed
Education / Qualifications:			
❖ Educated to Diploma/ Advanced Diploma.	❖		A/I
❖ Evidence of Specialist Training.	❖		A
❖ Degree Level Education.		❖	A
Acute Mental Health Experience (usually equating to two years)	❖		A
❖ Evidence of up to date Personal Development Plan, Professional Portfolio.	❖		A
❖ Ability to meet travel requirements of the post.	❖		A/I/P
Experience / Skills:			
◆ Demonstrate comprehensive knowledge and awareness of professional accountability and codes of conduct.	◆		A/I
◆ Demonstrate knowledge and expertise of Electronic Patient Records.	◆		A/I
◆ The ability to demonstrate leadership skills.	◆		A/I
◆ Demonstrate up to date evidence based practice f	◆		A/I
◆ Demonstrate exposure to and a comprehensive knowledge of Clinical Governance in action (audit, research clinical effectiveness etc)	◆		A/I
◆ Demonstrate the ability to lead and develop practice around best available information.	◆		A/I
◆ Demonstrate knowledge of legal and ethical issues relating to clinical practice.	◆		A/I
◆ Demonstrate a sound knowledge and understanding of the Mental Health Act and Capacity Act.	◆		A/I
◆ Demonstrate the ability to deliver Clinical Supervision within an effective model.	◆		A/I
◆ Demonstrate an understanding of work-based legislation and policy and procedures	◆		A/I
◆ Values	◆		A/I
• Respectful and build Trust			
• Compassionate			
• Listen, Learn and Lead			
• Dignity			
• Value & support other people			
• Engage and Encourage			
• Value learning and innovation			