Job Description: Enhanced Primary Care Mental Health Practitioner Team Lead

## Job details

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| Job title: | Enhanced Primary Care Mental Health Practitioner Team Lead |
| Department: | NHS Mental Health Services |
| Location: | Basildon and Brentwood area |
| Reporting to: | South East Deputy Service lead |
| Direct reports: | Mental Health Practitioner (MHP) and Serious Mental Illness Physical Health Checks (SMI HC) staff |
| Accountable to:  (where applicable) | Deputy Service Lead  Clinical Lead |
| Responsible to:  (where applicable) | Deputy Service Lead |
| Job purpose: | * The post holder will be responsible for the day-to-day management of VHG’s Basildon and Brentwood Enhanced Mental Health Primary Care Mental Health Practitioner (MHP) service, which will be aligned to other key stakeholders. * Oversee and line manage the Enhanced Primary Care MHP and Serious Mental Illness Health Check (SMI HC) teams. * To work with Senior Managers, Basildon and Brentwood CCG, General Practitioners, specialist mental health services, third sector services and other key stakeholders to identify the mental health needs of the locality in accordance with agreed local mental health strategy. * To ensure that mental health services within Enhanced Primary Care are delivered to a high standard that achieves agreed KPIs and commissioning intentions. * Clinically responsible for conducting mental health assessments and MDT working within Primary Care Networks (PCN) and providing workforce absence cover when necessary. * As an integral member of the primary care team this role involves attending team meetings, assessing a variety of mental health presentations, initiating onward referrals, and liaising with other services and key stakeholders. |
| Role and Responsibilities: | * Develop and foster relationships with key stakeholders to ensure mental health services deliver a high standard of care with positive patient outcomes. * To ensure the service provides fair and equal access to patients through choice and social inclusion and being sensitive to equality and diversity. * Maintain the operational and clinical responsibilities of the role. * Undertake line management responsibilities of the MHP and SMI HC workforce in line with VHG policies. * To build and maintain strong links and working relationships with all local agencies who work with individuals living with mental health problems. * Be the primary contact for the day-to-day functioning of the service, escalating concerns to the Senior Management when necessary. * Assist Senior Managers with developing and coordinating the implementation of policies for information governance purposes. * Provide ad-hoc operational support to staff as required. * Involved in the recruitment, induction, and retention of staff. * Conduct clinical audit, routine outcome monitoring and reporting to inform evidence-based practice and service development changes. * Participate in service improvement by highlighting issues and, in conjunction with Deputy Service Lead and Clinical Governance Team, implement changes in practice. * Provide clinical support and cover when team members are on leave, periods of sickness, and out of service on training. * Conduct psychosocial mental health assessments, referring and signposting service users to most appropriate service for their needs – mental health, physical health, social needs. * Effectively use supervision to continually inform current practice * Keep up to date with continuous professional development (CPD) as outlined in NMC code of practice. * Adhere to code of conduct and standards of proficiency as outlined by regulatory bodies. * Maintain high standards of clinical record keeping. * To work autonomously and as part of a multi-disciplinary team (MDT), including representing VHG at MDT meetings. * Actively participate in team and management meetings   **Equality Diversity & Inclusion (EDI)**  We are proud to be an equal opportunities employer and are fully committed to EDI best practice in all we do. We believe it is the responsibility of everyone to ensure their actions support this with all internal and external stakeholders.   * Be aware of the impact of your behaviour on others * Ensure that others are treated with fairness, dignity and respect * Maintain and develop your knowledge about what EDI is and why it is important * Be prepared to challenge bias, discrimination and prejudice if possible to do so and raise with your manager and EDI team * Encourage and support others to feel confident in speaking up if they have been subjected to or witnessed bias, discrimination or prejudice * Be prepared to speak up for others if you witness bias, discrimination or prejudice   Any other reasonable duties as required. |
| Additional information: | Some travel including occasional overnight stays may be required, so a full clean driving licence is desired.  VHG have highly successful services and value our clinicians who are offered regular clinical skills and case management supervision to achieve the best results possible for our clients |

## Person specification

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|  | **Essential** | **Desirable** |
| **Qualifications** | * + RNM qualification with NMC registration. | * + Prescribing qualification.   + Cognitive behavioural therapy (CBT) training.   + Trained in Structured Clinical Management (SMC) or Advanced Clinical Assessment Skills. |
| **Experience** | * + Experience of meeting targets / working to KPIs.   + Liaising with external stakeholders.   + Evidence of working with people who experience a range of mental health problems.   + Two-years’ experience of working as a registered mental health nurse (RMN).   + Demonstrates robust risk management processes.   + Demonstrates high standards in written and verbal communication.   + Worked in a service where agreed targets in place demonstrating clinical outcomes.   + Ability to manage own caseload and time.   + Evidence of MDT working with various lines of accountability. | * + Experience of working in a managerial or team leadership role.   + Experience of risk management.   + Evidence of working in the local community.   + Experience of working in a trusted assessor competency framework.   + Experience of using patient record systems.   + Experience of using psychologically informed therapeutic interventions |
| **Skills/knowledge** | * + IT literate – intermediate level minimum – ability to use multiple patient-record systems.   + Able to demonstrate clinical outcomes and meeting agreed performance targets.   + Demonstrates high standards in written and verbal communication.   + Ability to manage own caseload and time.   + Able to write clear reports and letters.   + Working with diverse user groups. | * + Networking and engaging with internal and external stakeholders. |
| **Personal competencies and qualities** | * + Be able to drive within the Basildon and Brentwood area for work purposes.   + Excellent verbal and written communication skills.   + High level of enthusiasm and motivation.   + Ability to work individually or within a team and foster good working relationships.   + Ability to work under pressure and be adaptive.   + Excellent time management skills.   + Model behaviours in line with organisational values.   + Patience and resilience.   + Commitment to improving and striving for clinical excellence and customer service. |  |

# Version Control

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| Owner: | Human Resources | Review: | Annually | Classification: | 1 (Proprietary) |
| Author: | Human Resources | Version: | V1.1 | Status: | PUBLISHED |
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| Version: | Date: | Summary of Changes |
| V1.1 | 03.12.19 | Document copied onto authorised VHG branded Policy Template (original had no coding) |
| V1.2 | 06/08/20 | Updated to include diversity and inclusion statement |
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