

Duty and Risk Team - Senior Risk Practitioner

Job details

Job title:	Duty & Risk IAPT – Senior Risk Practitioner
Department:	NHS IAPT
Location:	BNSSG
Reporting to: (job title only)	Duty and Risk Lead
Direct reports: (job title only)	Duty Practitioners
Accountable to: (where applicable)	Head of Service, BNSSG
Responsible to: (where applicable)	
Job purpose:	<p>Working as a Senior Risk Practitioner, within the newly developed Duty and Risk Team, made up of allied social care/health professionals in a busy NHS primary care talking therapies (IAPT) service, liaising directly with service users, members of the IAPT team, GPs and other agencies.</p> <p>The Mental Health Risk and Duty Senior Practitioner will work alongside the Risk and Duty Lead to provide clinical leadership to deliver the BNSSG duty service. The duty system provides advice and support to our staff (CBT Therapists/Counselling for Depression practitioners, Psychological Wellbeing Practitioners (PWPs) and our administrative team) about all aspects of clinical risk, supporting robust risk management and safeguarding processes across the service.</p> <p>The Duty and Risk Senior Practitioner will have substantial client contact by telephone, often talking with people who may be distressed, to help screen client suitability for the service and make referrals where</p>

	<p>appropriate into secondary mental health services and contribute to managing the interface between Vitamins and secondary mental health care services.</p> <p>The Duty and Risk Senior Practitioner will also support Vitamins practitioners to promote safety and protect vulnerable adults and children, in line with local safeguarding policies and procedures, including sharing information and/or making referrals to safeguarding teams, as appropriate.</p> <p>The service welcomes applicants who have significant experience of managing risk and a working knowledge of primary and secondary mental health care services. This may include inpatient, community or more specialist services such as drug and alcohol teams or perinatal teams. We would also welcome applicants with experience with risk management in adult and/or child safeguarding teams.</p> <p>Supporting staff well is something that Vitamins prides itself on; a high level of support will be provided from the Duty and Risk Lead, along with opportunities for continuing professional development.</p> <p>You will be working within a multidisciplinary team that consists of CBT Therapists, Counselling for Depression practitioners, PWP's, Administrators, and Wellbeing Navigators. You will join the Duty and Risk Lead as an allied social care/health professional to provide risk management expertise to IAPT.</p> <p>The role will be a blend of remote and on site working (based in the BNSSG area) and the post holder will be expected to attend meetings with relevant external agencies as necessary.</p> <p>The post holder will be required, in conjunction with the Clinical Lead, Duty and Risk lead and other professionals, to:</p> <p>Ensure the effective operation of the IAPT service's Duty Team, to include:</p> <ul style="list-style-type: none"> • Risk assessing patients; referring on to other agencies; advising and supporting practitioners seeking advice about suicide risk and safeguarding concerns, ensuring risk is managed in line with service policies and procedures; screening referrals for treatment suitability • Contribute to facilitating delivery of high-quality risk management services to an agreed and auditable quality standard that complies with all national and local legislation and guidance. • Work closely with clinical staff to ensure that decision making is informed by expert risk management advice and appropriate
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	<p>outcomes are achieved for patients. This will include supporting clinical staff to positively risk manage, where appropriate, and work collaboratively with patients in developing safety plans</p> <ul style="list-style-type: none"> • Ensure effective, timely communication both internally and externally, which complements multidisciplinary/interagency working. • Contribute to managing the interface between primary and secondary services. This includes working together to have a better understanding of the different thresholds and an understanding of 'the gap' and where the responsibility for risk management lies, including with the patient themselves. • contribute to induction, supervision and support of more junior staff who work on the Duty team, to ensure competency and confidence in fulfilling the duty role
Role and Responsibilities:	<p>Clinical</p> <ul style="list-style-type: none"> • Undertake and support risk assessments and ensure that appropriate action is initiated to protect service users. • Offer clinical advice to the wider team to address risk concerns. • Act as a role model in relation to expected standards of care and attitudes/approaches in line with Vitamins's values and behaviours. • Provide a visible presence within the team, ensuring that all staff are adhering to, and incorporating risk policy and practice guidance within clinical area • Supporting clinical staff to safely work collaboratively with patients in safety planning to ensure focus on a patient's strengths and suitability for treatment • Intervene and escalate appropriately when required. • Ensure that all risk documentation for patients is clear, and available. • Engage with regular training and development opportunities to maintain clinical/professional competence and credibility. • The post holder will be expected to show excellent time management skills to ensure high quality and timely reports are prepared for the BNSSG and National Clinical lead. <p>Service standards and leadership</p> <ul style="list-style-type: none"> • Encourage & strengthen networking with community/ academic partners to promote integrated care approaches with local community organisations and voluntary sectors.



- Assist in the provision of support, debriefing/supervision for staff involved in managing risk.
- Contribute to identifying trends/ themes and escalating to the Duty and Risk Lead.
- Attend the safeguarding subgroups, providing feedback and reports for assigned tasks/actions.
- To deputise for Duty and Risk Lead at both internal and external meetings when required.
- Assist with the identification of key performance indicators against which the effectiveness and outcomes of the role can be measured and evaluated.

Education & Training

- Assist in developing collaborative interagency training programmes and participate in external training delivery as appropriate.
- Take responsibility for own continuing personal professional development.

General & Corporate Duties

Risk Management

It is a standard element of the role, and responsibility of all staff of VitaMinds, that they fulfil a proactive role towards the management of risk in all their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.

Records Management/Data Protection

As an employee of VitaMinds, you have a legal responsibility for all records (including patient health, financial, personal and administrative) that you gather or use as part of your work with VitaMinds. The records may be paper, electronic, audio or videotapes. You must consult your manager if you have any doubt as to the correct management of the records with which you work.

Confidentiality and Information Security

As a VitaMinds employee you are required to uphold the confidentiality of all records held by VitaMinds, whether patient records. This duty lasts indefinitely and will continue after you leave VitaMinds employment. All employees must maintain confidentiality and abide by the Data Protection Act.



Data Quality

All staff are personally responsible for the quality of data entered by themselves, or on their behalf, on VitaMinds' computerised systems or manual records (paper records) and must ensure that such data is entered accurately to NHS data standards, in a timely manner to ensure high standards of data quality in accordance with VitaMinds' Data Quality and Clinical Record Keeping Policies

To ensure data is handled in a secure manner protecting the confidentiality of any personal data held in meeting the requirements of the Data Protection Act 1998, Caldicott recommendations and other relevant legislation and guidance are applicable and should be adhered to.

Health and Safety

All employees of VitaMinds' have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Employees are required to co-operate with management to enable VitaMinds' to meet its own legal duties and to report any circumstances that may compromise the health, safety and welfare of those affected by VitaMinds' undertakings.

Equal Opportunities

VitaMinds provides a range of services for a diverse population. As an employee you are expected to treat all patients/customers and work colleagues with dignity and respect irrespective of their background.

Safeguarding

All staff have a responsibility to promote the welfare of any child, young person or vulnerable adult they come into contact with and in cases where there are safeguarding concerns, to act upon them and protect the individual from harm.

All staff should refer any safeguarding issues to their manager and speculate accordingly in line with VitaMinds' Child and Adult Safeguarding Policies.

Any post deemed to have regular contact with children and/or vulnerable adults will require an Enhanced* DBS (Disclosure and Barring Service check).

Any other reasonable request as required



Clinical Governance: (where applicable)	
Training and supervision:	Induction/training around IAPT Clinical and Risk Management Process Supervision from Risk and Duty Lead
Additional information:	Some flexibility of working hours to cover the service (8am-8pm Mon-Thurs; 8am-5pm Friday and 9am-12pm Saturday)

Person specification

	Essential	Desirable
Qualifications	<p>Hold a current registration to a professional health and/or social care registered body.</p> <p>Evidence of ongoing professional development and training to the equivalent of safeguarding Level 3</p>	<p>HCPC registration</p> <p>Training/ experience in delivering psychological therapies in NHS settings.</p>
Experience	<p>Knowledge of local and national policies relating to safeguarding children and adults at risk, relevant professional and NHS policy initiatives.</p> <p>Experience of assessing multiple presentations of risk.</p> <p>Experience and knowledge of multidisciplinary working.</p> <p>Evidence of team working.</p> <p>Experience of working with people in acute mental distress.</p>	<p>Evidence of working within both secondary and community healthcare settings.</p> <p>Experience of delivering risk/ safeguarding supervision.</p> <p>Experience of multi-agency working.</p> <p>Specialist knowledge of adult safeguarding practice and legislation.</p> <p>Experience of implementing and coordinating risk procedures within a team.</p>
Skills/knowledge	IT literate – intermediate level minimum	



	Excellent organizational skills.	
Specialist training	Not applicable.	
Personal competencies and qualities	<p>Excellent verbal and written communication skills and ability to communicate clearly and empathically with clients in distress including suicidal clients and angry clients.</p> <p>High level of enthusiasm and motivation</p> <p>Ability to work individually or within a team and foster good working relationships</p> <p>An awareness of and commitment to supporting and facilitating diversity and inclusion</p> <p>Ability to work under pressure, to prioritise, work flexibly and to tight deadlines.</p> <p>Excellent time management skills</p> <p>Open minded, treats colleagues with dignity and respect.</p>	



Version Control

Owner:	Human Resources	Review:	Annually	Classification:	1 (Proprietary)
Author:	Human Resources	Version:	V1.1	Status:	PUBLISHED
Date Published:	03/12/2019	Code:	TBC		

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

