

AVON & WILTSHIRE MENTAL HEALTH PARTNERSHIP NHS TRUST
JOB DESCRIPTION

Job Title: Community Mental Health Practitioner
– Early Intervention in Psychosis
(RMN, Occupational Therapist or Social Worker)

Pay Band: Band 6

Responsible to: Managerially responsible to the Early Intervention Team Manager

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Base: Kingswood Civic Centre, High Street, Bristol, BS15 9TR

Hours: 37.5 hours

The South Gloucestershire Early Intervention Team are looking for a positive and enthusiastic Nurse / Social Worker or Occupational Therapist to join our team.

Following the implementation of the Access and Waiting Time Standards set out by NHS England, the team has expanded and developed to be able to provide specialist interventions to those experiencing a first episode of psychosis.

The service currently consists of a Team Manager, Consultant Psychiatrist, Clinical Psychologist, Senior Practitioner, Community Mental Health Practitioners, CBT Therapists, Mental Health Support Worker, Administrator as well as a specialist Physical Health and Vocational Practitioner.

The South Gloucestershire Early Intervention in Psychosis team works with people aged 14-65 who are experiencing a first episode psychosis or who may be at risk of developing a psychosis. The team works Monday to Friday 9-5; however, depending on service user need the team offer some flexibility outside of these hours.

This is an exciting opportunity for practitioners with experience and enthusiasm in delivering psycho-social interventions to contribute to the provision of services for these people and their families.

A community mental health practitioner is required to provide care coordination to our service users and deliver a range of psycho-social interventions.

This is an exciting time to join Early Intervention, with the role out of new standards and the opportunity to train and develop specialist skills.

Within the role you would be expected to understand and implement the model for First Episode Psychosis, be familiar with psycho-social interventions and working with individuals experiencing psychosis alongside their families.

You will be committed to a recovery based approach promoting social inclusion. You will be enthusiastic about making links with colleagues as well as other agencies and have an interest in talking to groups of people about psychosis.

Essential qualifications and skills :

RMN, Occupational Therapist or Social Work Registered Practitioner

Job overview

To assess young people with psychosis or possible psychosis

To plan and implement specialist programmes of care for young people following the first appearance of psychosis or for a limited period where psychosis is suspected, including carrying a specialist caseload of clients and acting as care co-ordinator

To liaise and work in collaboration with other agencies in planning and assessing programmes of care

To provide specialist advice to young people, carers and professionals

To develop awareness sessions around psychosis and early intervention to be delivered within education and youth services

To provide clinical supervision to junior staff, students and support workers

To undertake audit, research and development activities.

Main duties of the job

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Detailed job description and main responsibilities

1. To work within the South Gloucestershire Early Interventions for Psychosis Service, but develop and maintain excellent working links with colleagues within the local Community Mental Health Teams.
2. To provide comprehensive and specialist assessment of people experiencing a first episode psychosis, covering the age group 14 - 65 years. This will include the use of formal psychiatric and psychological rating scales, as well as liaison with carers and staff from other agencies that may be involved with the young person.
3. To plan, prioritise and deliver specialist programmes of care to people for up to a three year period following a first episode of psychosis, or for a limited time where there is a possibly emerging psychosis. This will include case formulation, design of intervention, delivery and evaluation. As care co-ordinator, you will be involved in co-ordinating multi agency input around the person's needs and will be responsible for your caseload within the community.
4. To work with and on behalf of people in a way that promotes and develops their efforts, resources and quality of life. To deliver services in a manner that is appropriate, relevant and respectful to all community members, recognising diversity of ethnicity, culture, belief, privilege and capacity.
5. To liaise and where appropriate work in partnership with staff from other statutory services, voluntary agencies and community groups that work with adolescents, including education, in planning, providing and assessing programmes of care.
6. To provide advice to other members of the Early Interventions for Psychosis Service team and to staff from children's agencies on the particular needs of people with psychosis and their families / carers.
7. To provide advice and to assist other members of the South Gloucestershire Early Interventions for Psychosis Service with interventions which draw on own specialist professional knowledge (for example, an occupational therapist specialist would be expected to advise on and carry out specialist occupational and vocational assessments).
8. With other members of the South Gloucestershire Early Interventions for Psychosis Service, to develop and facilitate clinical groups and workshops as appropriate.

9. To provide advice and support to carers/ relatives of our service users, and to provide structured family work to families where a person has a first episode or emerging psychosis.
10. To participate in clinical meetings e.g. CPA and client reviews as appropriate.
11. To support the full implementation of the Care Programme Approach.
12. To assist in the transfer of appropriate cases between the CAMHS and Adult Services, in keeping with need and service user wishes.
13. To ensure that legal and Trust requirements affecting service user and staff are adhered to, and ensure a safe working environment for service users and staff. To cooperate with statutory agencies with the responsibility to protect children and ensure that issues of risk and safety of young people are assessed and any necessary action is implemented.
14. To maintain a high degree of professionalism at all times when working with highly distressed people
15. In line with Trust policy, to receive regular clinical supervision and to participate in clinical and management supervision arrangements provided by the Early Interventions for Psychosis Service.
16. To maintain accurate records relating to clinical and professional activity and to monitor clinical workload using agreed systems.
17. To communicate complex and sensitive information to patients, carers and professionals, including information about diagnosis and prognosis, to find ways of enabling people and their families to take this information on board, and to provide empathy and reassurance. To communicate hopefulness.
18. To consult with senior staff and managers about service needs and development, in conjunction with the Head of Specialty.

B) Policy and Service Development:

1. To contribute to the development of protocols / procedures applicable to the Early Interventions for Psychosis Service
2. To propose and implement policies, procedures and protocols in own specialist area
3. To provide specialist advice to the Early Interventions for Psychosis Service Manager on service development issues which are relevant to this client group.

C) Teaching and Training:

1. To participate in the development and delivery of teaching and training where appropriate. In particular, in conjunction with other members of the Early Interventions for Psychosis Service and with appropriate staff from Education, CAMHS and County Council, to

plan, develop and deliver training around psychosis and the importance of early intervention to young people and staff within schools, colleges, youth organisations and other community groups.

2. To agree a plan for personal development with the Early Interventions for Psychosis Service Manager and Professional lead and to participate in an annual review.

3. To undertake such further training / CPD as might be required to maintain one's own appropriate level of expertise.

4. To provide clinical supervision for students, support workers and junior staff.

D) Research and Audit:

1. To participate in peer review, audit and personal review activities as required.

2. To undertake research and developmental activities on a regular basis

3. To return accurate activity levels as required.

4. To encourage a culture of evidence based practice in all parts of the service. This will include systematically monitoring clinical outcomes.

E) Professional:

1. To fully observe Professional Codes of Conduct and Professional Practice Guidelines.

2. To participate regularly in Early Interventions for Psychosis Service meetings and in any relevant Professional meetings.

3. To contribute to the effective functioning of the team and service through attendance at relevant meetings e.g. Early Intervention project group meetings, CAMH Service meetings etc as appropriate.

4. To be aware of and comply with all policies, procedures and directives of the Early Interventions for Psychosis Service as well as the Trust.

5. To maintain and further develop high standards of professional practice through co-operative work with other mental health professionals and involvement in professional audit.

