

Job Description

Job Title: Senior Mental Health Practitioner
Accountable to: Mental Health Clinical Lead
Location: Gatwick Immigration Removal Centre

Practice Plus Group's mission is **Access to Excellence**. Our core values are;

- we treat patients and each other as we would like to be treated
- we act with integrity
- we embrace diversity
- we strive to do things better together

Patients can only access excellence if we commit to living our values in everything we do when we're at work.



We believe in putting the patient first, regardless of the environment or their history. The immigration and prison population is one of the most vulnerable and challenged patient groups in society and the delivery of their health care is conducted within often difficult and demanding environments.

The role

As the Senior Mental Health Practitioner, you will work collaboratively with the Home Office, Security Team, primary care and other specialist clinicians to meet the needs of the patients in order to facilitate patient focused, innovative, evidence based practice, in line with NICE guidance and Practice Plus Group objectives.

You will;

Provide flexible, responsive, proactive assessment, care and management to individuals experiencing early signs of relapse, new acute phase mental illness, and distress or posing a risk in terms of self-harm. All interventions will be preferably short term; solution- focused and will build on maintaining the safety, wellbeing and empowerment of the service user.

Deliver MH Awareness for Home Office and Security partners and also to ensure attendance of healthcare staff at reviews and relevant meetings. You will lead the team ensuring that high quality and patient centred care is being delivered.

Inspire your colleagues by providing strong leadership and identifying positive strategy's to manage work load and delegate appropriately. You will also ensure that all patients are provided with a service whereby they feel safe and can develop trusting therapeutic relationships.

Promote best practice and regular supervision opportunities with view to support the mental health team ensuring that the care being provided is evidence based.

Share awareness of wider issues affecting the offender population, e.g. long term physical health conditions; alcohol and drug dependencies, together with strategies and support mechanisms to address these.



- Work in accordance with Practice Plus Group and immigration service policies and procedures as well as following the relevant professional body
- Act as an autonomous practitioner, assessing patient's physical, social and psychological needs to develop a holistic care plan, working in collaboration with other healthcare professionals and as part of the multi-disciplinary team.
- To complete extended assessment or complete specific pieces of evidence-based interventions with individuals.
- Utilise your clinical expertise, decision making and problem solving skills to provide skilled and evidence based care for patients in a secure setting.
- To have awareness and support the MH Clinical Lead to ensure adherence to Regional/National key performance and quality indicators.
- Initiate and contribute to strategies designed to promote and improve health and prevent disease, working proactively and collaborating with other agencies.
- Maintain a high standard of record keeping in accordance with professional standards and Practice Plus Group and Immigration policies.
- Identify issues pertinent to the patient groups served and advocate on their behalf to promote health and well-being.
- Achieve excellent and effective relationships with all care providers and patients. He/she should act as a positive ambassador for Practice Plus Group.
- The post holder must also be able to maintain good relationships with colleagues and work effectively as part of a team.
- Demonstrate a non-judgemental attitude and diplomacy and must be able to deal with staff and patients in such a way as to avoid conflict.
- Demonstrate effective leadership skills which expand and develop good practice.
- Be aware of the limitations of own competencies and undertake further education and development to enhance these.
- Undertake regular clinical, managerial and group supervision in line with Practice Plus Group policy, ensuring that practice is maintained at a high level and is evaluated utilising a variety of mechanisms.
- Undertake performance development reviews in line with Practice Plus Group policies to facilitate effective learning experiences and achieve objectives.
- Undertake regular caseload review/management with their line manager to support safe and effective practice.
- Facilitate effective learning experiences for junior members of staff through mentorship and clinical supervision.
- Support the Clinical Lead regarding the delivery of MH Awareness for secure partners and also to ensure attendance of healthcare staff at reviews and relevant meetings.
- To treat all patients as individuals, respecting their privacy and dignity at all times.
- Facilitate change in practice that will improve clinical outcomes and meet the needs of patients consistent with national standards and current research/evidence.
- Demonstrate awareness and application of clinical governance with particular attention to clinically effective practice, clinical audit and risk management.
- Participate in the recognition of ethical and legal issues which have implications for clinical practice and take the appropriate action, for example, with regards to the MHA (1983).
- To be aware of and to act upon when necessary, procedures that are in place to protect vulnerable individuals.
- Responsible for self and team to be competent in the use of electronic medical records management systems.
- General administrative skills-effectively carry out administrative tasks associated with the administrative systems.
- Occasional allocation as MH Duty Worker as per rota, carrying a radio to aid communication and to ensure appropriate level of response to situations.
- Attend and provide input into The Assessment, Care in Detention and Teamwork (ACDT) process alongside the operational staff.

About you

- Appropriate qualification e.g. RMN, LD, OT or Social Worker and hold appropriate professional registration.
- Evidence of 2 years post registration study / continuing professional development e.g. Mentorship in Practice
- Ability to establish good working relationships and networks
- Experience of multi-disciplinary team working
- Teaching and educating skills and facilitating the learning of others
- Evidence of experience of managing cases & caseloads
- Evidence of supervising staff
- Ability to work autonomously across the organisation/boundaries and with other agencies
- Demonstrate recent experience of managing change in both processes and patient behaviour
- Knowledge of relevant government policy and the modernisation agenda
- Computer literate
- Experience of and involvement in Serious Untoward Incident Reviews
- Experience of facilitating/co-facilitating group interventions



Additional

information

Disclosure and Barring Service- a Disclosure and Barring Service disclosure at the enhanced level is required for this role. A risk assessment will be undertaken if necessary.

CTC Vetting- Counter Terrorism Clearance is required for this role in accordance with Home Office

Education and Training- continuing professional development is encouraged and an annual appraisal system is in place to discuss ongoing objectives and support revalidation.