

JOB DESCRIPTION

JOB TITLE:	Regional Lead for Mental Health, Thames Valley and South Central
ACCOUNTABLE TO:	Regional Manager
LOCATION:	Thames Valley & South Central
HOURS:	Full time

Overview

This regional Mental Health Lea role will support the development of mental health services across Thames Valley and South Central at a strategic level. The role will require travel to all sites within the Thames Valley region to ensure clinical practices are in place and to support the mental health clinical leads to embed processes.

This role will require an experienced Mental Health (MH) practitioner to standardise practice and implement the new MH specification across Thames Valley and South Central in partnership with the Integrated Substance Misuse Teams (ISMT). This is an exciting time to lead and improve services to support and motivate individuals to take control of their lives and to make changes to improve or overcome mental health issues and move on to a life free from offending.

Purpose of the role

As a Mental Health Regional Lead you will work as part of a multi-disciplinary team, whilst being a support and resource to less experienced members of staff. You will be responsible for:

1. The provision of leadership and management support to lead MH nurses and MH teams across Thames Valley and South Central to ensure the most effective and efficient utilisation of resources and to support Practice Plus Group in the delivery of its objectives and the provision of excellent patient focused care.
2. Support teams to deliver the clinical model including training, advice and onsite support where required, including the creation of a skills and competency framework for Mental Health staff where applicable.
3. Provide assurance of quality of care, data monitoring and audit to the Regional Manager and Heads of Healthcare. Highlight best practice or service deficiencies and work in partnership to improve performance across the region.
4. Act as a Mental Health Champion, promoting the efficacy and value of mental health services and integrate mental health service with other parts of healthcare and the wider prison.

5. Act as the liaison point for mental health subcontractors to support the monitoring of sub contractor performance and service development through the contract and MH service specification.
6. To be an active member of the quarterly national Mental Health steering group, taking forward the regional agenda / sharing best practice and or areas for improvement and bringing national direction and developments back to the region
7. Maintain an overview of any mental health operational issues. Anticipating areas where performance deterioration may benefit from early intervention including escalation of issues, including those suitable for transfer to secure hospital. .
8. Work with HoHC to ensure CQC readiness across MH services.
9. To work with sites to develop a health promotion framework to be delivered in conjunction with other pathways across the year.
10. To facilitate appropriate and effective clinical supervision to all staff within the mental health teams.

Operational Responsibilities

- Challenge behaviour that may be seen as anti-social or inappropriate.
- Ensure the security of prisoners within the clinical area is conducted in a manner, which is sensitive to individual needs without compromising overall security.
- Acts to protect prisoners from abuse and violence.
- Encourage prisoner involvement in regime and therapeutic activities.

Clinical Governance

- To participate and assist in the systematic monitoring, review and evaluation of MH practice through clinical audit.
- To participate and assist in the setting of standards of service user care based on sound research findings.
- Work within Practice Plus Group's Clinical Governance framework.
- Promote clinical excellence and best evidence based practice reflecting Practice Plus Group's philosophy.
- Maintain confidentiality of information regarding service users, families and friends at all times.
- Participates in the reporting of Clinical and Non-Clinical Risk Assessments and incidents.
- Assist in the investigation of verbal and written complaints according to Company Policy.
- To undertake RCAs as required (and training in the same if required)
- To provide subject expertise to those undertaking or reviewing RCAs.
- Work within the parameters of the Mental Health Act 1983 and code of practice 2015.
- Keep up to date with current mental health developments and best practice.

Education and Training

- To participate in and deliver training externally and within the unit.
- Ensure updated mandatory training requirements are met and equipment training records are maintained.
- Participate fully in an annual appraisal process and agree a personal development plan.

Additional Information

Appraisal

Practice Plus Group operates a system of individual performance review/appraisal for the purpose of agreeing performance objectives and discussing development needs in line with requirements of service need in the operational plan.

Clinical Governance

To have responsibility for a commitment to maintaining a high quality service to service users by continual development of practice in the light of research evidence and by audit, based against clinical relevant standards.

This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.

Conflict of Interests

You may not without the consent of Practice Plus Group engage in any outside employment and in accordance with Practice Plus Group Conflict of Interest Policy you must declare to your manager all private interests, which could potentially result in personal gain as a consequence of your employment position in Practice Plus Group. Interests that might appear to be in conflict should also be declared.

Disclosure and Barring Service

It is a requirement of this position that a Disclosure and Barring Service disclosure at the enhanced level is undertaken.

Confidentiality

The post holder is required not to disclose such information, particularly that relating to service users and staff. All employees are subject to the Data Protection Act 1998 and must not only maintain strict confidentiality in respect of service user and staff records, but the accuracy and integrity of the information contained within. The post holder must not at any time use personal data held by Practice Plus Group for any unauthorised purpose or disclosure such as data to a third party. You must not make any disclosure to any unauthorised person or use any confidential information relating to the business affairs of Practice Plus Group, unless expressly authorised to do so by Practice Plus Group. Further guidance on confidentiality is contained within Practice Plus Group Information Security Management System (ISMS).

Data Protection

The post holder must at all times respect the confidentiality of information in line with the requirements of the Data Protection Act and the company's ISO27001 accreditation. This includes, if required to do so, obtain, process and/or use information held on a computer in a fair and lawful way, to hold data only for the specified registered purposes and to use or disclose data only to authorised persons or organisations as instructed.

Education and Training

Personal continuing professional development is encouraged and an annual appraisal system is in place to discuss CPD and ongoing objectives.

Equal Opportunities

The post holder is required at all times to carry out responsibilities with due regard to Practice Plus Group Equal Opportunities Policy and to ensure that staff receive equal treatment throughout their employment with Practice Plus Group.

Health and Safety

As an employee of Practice Plus Group, the post holder has a duty under the Health and Safety at Work Act 1974, to: -

- Take reasonable care of the health and safety of themselves and all other persons who may be affected by their acts or omissions at work.
- Co-operate with their employer to ensure compliance with Health and Safety legislation and the Health and Safety policies and procedures of the treatment centre, not intentionally or recklessly interfere with, or misuse, anything provided in the interests of health, safety, or welfare, in pursuance of any of the relevant statutory provisions.

Philosophy of Care

We aim to provide a safe and clinically sound environment, where the immediate and urgent need of individuals using the centre is recognised and suitably skilled staff are available to

see and treat the users of this service. To ensure that we meet the needs and expectations of the service user we provide a culture of continuing learning and development.

Risk Management

All members of staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and when requested to, co-operate with any investigation undertaken.

This list of duties and responsibilities is by not exhaustive and the post holder may be required to undertake other relevant and appropriate duties as reasonably required.

This job description is subject to regular review and appropriate modification.

I confirm I have read and understand this Job Description

Name of Post holder

Signature

Date

Person Specification – Regional Mental Health Lead

CRITERIA	ESSENTIAL
Qualifications	<ul style="list-style-type: none"> • RMN NMC registered qualification • Evidence of Continuous Professional Development (CPD)
Experience	<ul style="list-style-type: none"> • Experience of team or higher leadership within mental health • Experience of working autonomously • Ability to gain the appropriate level of service user consent • Ability to lead change and continuous improvement programmes within and across teams/ pathways • Experience of developing / introducing new services / ways of working
Skills and Knowledge	<ul style="list-style-type: none"> • Ability to work within a multidisciplinary team. • Sound clinical/mental health knowledge. • Organisational skills • Assessment skills, including an understanding of risk assessments. • Awareness of other health issues relating to mental health • Ability to work in partnership with other agencies. • Able to build constructive relationships with warmth and empathy, using good communication skills.