

**PRACTICE PLUS GROUP
HMP ISLE OF WIGHT
PRISON HEALTH SERVICES**

JOB DESCRIPTION

Job Title: Senior Mental Health Practitioner
Reports to: Mental Health & Learning Disability Team Lead
Accountable to: Head of Healthcare

Practice Plus Group's Values:

- 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

Job Summary:

- To develop and deliver care packages including assessment, planning, interventions and evaluation.
- To provide case management for patients referred who have complex mental health issues
- To undertake complex risk assessments and develop a formulation risk.
- Ensure caseload is well managed and treatment is provided in line with practice standards (CPA and non-CPA)
- To provide trauma informed care within a prison based Mental Health services
- Understand and implement all elements of the Stepped Care Model
- Provide individual and group therapeutic interventions eg CBT, DBT, EMDR (training could be provided)
- To liaise with the various prison departments i.e. offender management unit, offending behaviour programmes department, prison Psychology department, Drug and Alcohol Team
- The service is provided over 7days and the post holder will be required to be part of the duty rota and providing crisis and urgent assessment services which includes weekends.

Key Responsibilities

- The post-holder will work within Practice Plus Group's Prison Health Services at HMP Isle of Wight as part of the Integrated Mental Health and Learning Disability Team,

providing assessment and treatment for patients referred to the Team who have complex mental health issues.

- The post holder will deliver high quality comprehensive mental health services. The role involves managing a defined caseload with a focus on providing expert assessment and treatment for people with complex mental health difficulties, working within the framework of the Stepped Care Model.
- The service is provided over 7 days and the post holder will be required to provide crisis and urgent services which will include weekends.
- The post holder will work with people of different age groups and from different cultural backgrounds, using interpreters when necessary, and should be committed to equal opportunities.
- The post holder will contribute to the clinical leadership of the team, providing supervision for other members and participating in team and service development and evaluation.

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

1. Communication aspects of the role.

- To communicate effectively with a wide range of people from diverse backgrounds.
- To research and identify appropriate information to give clients in the form of self-help packs in order to assist them with their mental health problems. To liaise with Healthcare and Prison staff with regard to client intervention plans. .
- Attend multi-disciplinary meetings relating to referrals or clients in treatment, where appropriate.
- Work closely with other members of the MH & LD Team and wider Healthcare Service ensuring appropriate step-up and step-down arrangements are in place to maintain a stepped care approach.
- Educate and involve family members, carers and others in treatment as necessary.
- Complete relevant clinical reports for a variety of other agencies in discussion with Team Leader.
- Refer to healthcare/mental health teams in other Prisons for prisoners due to be transferred.
- Refer to outside agencies as required for follow up care for prisoners due to be released.
- To liaise with the Library regarding the management of the self-help material.

2. Analysis and judgement will be necessary in the following Situations:

- Make decisions on suitability of referrals, adhering to the department's referral protocols and refer unsuitable clients on to the relevant service or back to the referral agent as necessary.
- Undertake complex risk assessments and develop a formulation of risk which will lead to the development of risk management plans.
- Assess and provide interventions for the complex referrals to the service.
- Participate in regular report writing with the Team Leader as required.

3. Tasks that require planning and organising.

- To organise own workload and caseload on a day-to-day basis including arranging own appointments.

4. Responsibility for Patient and Client Care

- To assist clients in identifying and managing their emotional distress and disturbance.
- To promote a recovery focused health and well-being model of care.
- To utilise a range of core skills in mental health practice in order to contribute to and co-ordinate the care and treatment of clients with common mental health problems.
- To carry out an assessment of the clients problems, including an assessment of risk relating to harm to themselves and others.
- To formulate and implement a range of 1:1 clinical management model of mental health care.
- To help develop and facilitate psycho-educational
- To provide information to clients relating to medication concordance, side effects and discontinuation effects by face to face contact.
- Assess and integrate issues surrounding occupation into the overall therapy process.
- Plan and organise individual packages of care and ensure that reviews are held within the required time frames (CPA)
- Assess and support people with a mental health problem in their management of their recovery.
- Undertake patient centred interviews which identify areas where the person wishes to see change and or recovery and makes an accurate assessment of risk to self and others.
- Provide a range of information and support for evidence based psychological treatments. This may include guided self-help CBT, information about pharmacological treatments. This work may be face to face, telephone or via other media.
- To complete progress reports for Parole Boards, MAPPA meetings or sentence planning as appropriate.
- To promote the safeguarding and welfare of children and vulnerable adults.

5. Responsibility for the development of policies and or services.

- To contribute to the development of best practice within the service.
- To ensure current Department of Health (DOH) & NICE Guidelines are used to inform best practice.
- Work closely with the Team Leader on service developments, writing and implementing policies and procedures as required.

6. Responsibility for finance and use of resource

- Regularly review resources with the Team Leader.

7. Responsibility for managing staff and/or undertaking training.

- To offer presentations to other members of the Healthcare Team regarding the Mental Health Practitioner role and the materials they and the healthcare team can provide.
- To ensure the self-help materials and resources are effectively managed and monitored.
- To offer training sessions on mental health awareness and common mental health problems to other members of the Healthcare and Prison staff.
- Provide supervision, support and guidance for the staff within MH & LD Service.
- To participate in Clinical and Managerial Supervision, Team-Building activities and development of the service.
- To be responsible for own continuous professional development and costs incurred.
- To actively seek opportunities for training and educational needs and maintain knowledge of developments in Mental Health and Learning Disability Services.
- To ensure requirement of Registration of Qualification is maintained.
- To maintain adherence to professional code of conduct and guidance from professional body.

8. This role will be requires uses of a range of information systems.

- Complete all requirements relating to data collection within the service.
- Keep coherent records of all clinical activity in line with service protocols.

9. This role will be required to undertake and/or be involved with the Following surveys or research.

- Participate and help develop Team audits.
- Ensure patient survey questionnaires are completed.
- Undertake any research relevant to the post/service in discussion with Team Leader.

10. What level of freedom and autonomy does this role have? Do they Job follow standard procedures?

- Ensure the maintenance of standards of practice according to the employer and any regulating, and keep up to date on new recommendations/guidelines set by the department of health (e.g. National Institute for Clinical Excellence).
- Be aware of, and keep up to date with, advances in the spheres of treatment for mental health problems.
- Ensure clear objectives are identified, discussed and reviewed with Team Leader on a regular basis as part of continuing professional development.
- Attend clinical/managerial supervision on a regular basis as agreed with Manager.
- Participate in individual appraisal and respond to agreed objectives.

- Keep up to date all records in relation to Continuing Professional Development and ensure personal development plan maintains up to date specialist knowledge of latest theoretical and service delivery models/developments.
- Attend relevant conferences/workshops in line with identified professional objectives.
- Carry out duties at all times with due regard to Practice Plus Group's Equal Opportunities Policy.

11. Security – Specific to the Prison Environment

- To observe HMP Isle of Wight and Practice Plus Group Health and Safety Regulations, policies and procedures.
- To be familiar with Prison Service Standards, Standing Orders, Instructions, Notices to Staff, Prison Rules and any other relevant material, in order to function as an informed clinical staff member within the prison setting.
- To remain alert to security requirements, whereabouts, actions, safety and likelihood of violence / aggression of prisoners or potential hostage taking situations on all shifts.
- To undertake specific training as required for radio/key/gate security.
- Ensure that medication security is maintained at all times and that administration and recording is in line with Practice Plus Group policy and NMC Standards.
- To assure adequate levels of security in line with security requirements as laid down by the Governor and Ministry of Justice instructions.

12. Health and Safety

As an employee of Practice Plus Group, the post-holder has a duty under the Health and Safety 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.

13. Data Protection

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

14. Job Description

- This list of duties and responsibilities is 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: Senior Nurse Practitioner

Key Skills required to undertake this role	Essential	Desirable	How this will be measured.
Qualification	Professional Qualification appropriate to the delivery of mental health Registered Mental Health Nurse <ul style="list-style-type: none"> • Occupational Therapist • Social Worker 		Proof of Registration/ Membership of Professional Body – CV/ Interview
Knowledge *	Good range knowledge/appreciation of a range of models of practice in mental health care including experience of delivering assessment and treatment plans	Knowledge of Forensic Services	CV/Interview



	for patients with complex mental health needs.		
	Experience of interventions and strategies which embrace complex health and social care needs	Post-qualifying experience/training in dual diagnosis	CV/Interview
	Current national legislative and professional requirements relating to social and health care and the processes implemented locally (Community Care Act, Mental health Act)	Knowledge of prison healthcare	CV/Interview
		Mentorship/supervision qualification/training	Qualification
		Decision making	Interview
	Knowledge of Risk assessment and management	Post Qualifying CBT based training	Interview
		Motivational Interviewing skills	
Physical Skills	Report writing		
	Ability to carry out physical interventions as determined by profession e.g: IM injections		Registration/CV/Interview
	Standard keyboard skills	Microsoft Office	Application Form/CV
	Satisfactory health clearance		Documentation
Aptitudes	'Can do' attitude to work demands		Interview
	Team Player		Interview
	Approachable and positive		Interview
	Flexible and adaptable		Interview
	Broad outlook, accepting of diversity		Interview
	Committed and collaborative		Interview
	Able to engage easily and motivate others		Interview
	Able to manage personal stress		Interview
Abilities	Recognition of roles and responsibilities		Qualification / certificate
	Leadership skills	Team Building	
Communication skills	Highly developed communication skills		Interview
	Able to use a range of communication systems	Experience of managing/supervising staff	CV/Interview