

JOB DESCRIPTION

JOB TITLE	Liaison Psychiatry Practitioner
BAND	Band 6
LOCATION	Poole Hospital, Poole
ACCOUNTABLE TO:	Service Manager
LINE MANAGER:	Liaison Team Leader
KEY RELATIONSHIPS:	Acute Trusts Crisis and Home Treatment Teams CMHTs GPs
HOURS OF WORK:	37.5 per week
JOB PURPOSE:	<p>To assess patients referred from a variety of sources including the Emergency Department and wards within the hospital. Patients seen may present with mental health problems, self-harm or a psychiatric crisis.</p> <p>To also work with patients presenting with psychosomatic disorders as well as a variety of psychological issues relating to physical disorder.</p> <p>Make recommendations relating to the admission and discharge of patients based on analysis of presenting problems under supervision</p>

MAIN DUTIES AND RESPONSIBILITIES:

1. CLINICAL/MANAGERIAL/ADMINISTRATIVE

The post holder will:

- 1.1 Be responsible for the full assessment of care needs of patients presenting with a wide variety of clinical conditions. Following this, the post holder will be responsible for the development, implementation and evaluation of programmes of care without supervision.
- 1.2 Be responsible for specific clinical and managerial projects and undertake all necessary work to complete these, including facilitating meetings and liaising with other staff.
- 1.3 Participate fully in quality assurance initiatives, with particular emphasis on a 'patient first' approach.

- 1.4 Act as a role model in providing a service for people with mental health problems for all staff within the general hospital
- 1.5 Regularly initiate and participate in audit/research projects associated with the work of the service.
- 1.6 Utilise a range of highly specialist clinical skills appropriate to the needs of individual patients and the clinical setting in which they are required to be seen.
- 1.7 Take direct responsibility for providing specialist care and treatment for a small caseload of patients.
- 1.8 Undertake specialist bio-psycho-social assessments. Highly developed complex risk assessment and management skills are also required in order to undertake this function effectively.
- 1.9 Implement, evaluate and document specialist care given.
- 1.10 Formulate robust discharge plans. Which may include a prompt referral to secondary mental health services, social and voluntary services.
- 1.11 As a lone worker, the post holder will be required to make autonomous clinical decisions in relation to the discharge of patients with complex mental health problems within the acute trust setting, without supervision.
- 1.12 Provide a consultant liaison service to clinicians and clinical teams within and external to the general hospital (e.g Perinatal Service). This will include giving specialist advice on a range of care, treatment and patient management issues.
- 1.13 Demonstrate a high standard of recordkeeping and documentation with adherence to trust policy and an understanding of professional guidelines and application of confidentiality.
- 1.14 To implement policies and to initiate policy or service changes as appropriate, including those which impact on other disciplines or parts of the service.
- 1.15 Work with colleagues to develop and promote the service's philosophy, framework of care delivery and strategic objectives, taking responsibility for specific areas of policy and strategy delivery.
- 1.16 Work with colleagues to develop clinical expertise and high standards of practise.
- 1.17 Deliver care that is evidenced based, reflecting current best practice and research.
- 1.18 Provide and participate in structured clinical supervision in accordance with the trust's policies and procedures.

- 1.19 Take responsibility for agreed clinical, managerial and strategic projects associated with the provision of the Liaison Psychiatry Service.
- 1.20 Ensure the promotion of health and safety, wellbeing and interests of the patients, staff and visitors who come into contact with the team and its service environments.
- 1.21 At all times follow the Code of Professional Conduct. (NMC/HCPC)
- 1.22 Assist the Team Leader with induction and in-service training of staff.
- 1.23 With the Team Leader, identify own professional development needs and demonstrate achievements against personal development plans.
- 1.24 Take a proactive role in seeking user and carer feedback.
- 1.25 Adhere to the Trust Policy for the promotion of equal opportunities and cultural awareness.
- 1.26 Know and comply with responsibilities under the Health and Safety at Work Act 1974 and instruct other nursing staff with regard to their responsibilities under this legislation.
- 1.27 Substitute for other nursing staff as necessary and any other duties as required by the Team Leader according to the needs of the service.

2. FINANCE

- 2.1 To promote the best use of available resources in the pursuit of quality service provision

3. RESEARCH & DEVELOPMENT

- 3.1 Participate and assist in research projects being undertaken within the services as required.
- 3.2 Any other duties as specified by the Manager

4 SERVICE DEVELOPMENT

- 4.1 To bring any ideas for initiatives to improve the service to the attention of the Team leader, and if agreed, to assist in implementing them.
- 4.2 To participate in audit whilst contributing to the Liaison Psychiatry clinical governance portfolio.
- 4.3 To assist senior staff in ensuring the Trust's annual objective targets and standards are met.
- 4.4 To ensure awareness of local needs in the planning of service development.

- 4.5 To comply with legislation and all the Trust's policies and procedures including
- Medicines Act (1971) and Local Care of Drugs Policy (if appropriate)
 - Mental Health Act (1983) and Code of Practice 1999
 - Standing Orders and Standing Financial Instructions
 - Health and Safety at Work Act (1974)
 - Child Protection Procedures
- 4.6 Maintain an up to date knowledge of clinical, legal, ethical and professional issues relation to practice including attendance at mandatory training.

5. INFORMATION/DATA RESPONSIBILITES

- 5.1 To ensure high standards of record/case note recording in line with the policy for Integrated Records.
- 5.2 To recognise the importance of working as part of a team and sharing of information about Service Users under the care of the team.
- 5.3 To observe all legal and statutory requirements with regard to the patient and their relatives with particular regard to confidentiality.
- 5.4 To complete all required statistical returns promptly and efficiently using the Trust's computerised system.
- 5.5 To develop good relationships and working arrangements with other professional staff and agencies to ensure the smooth delivery of care for patients.
- 5.6 To ensure relevant information is available for people who use services and their carers and distribute.

6. PROFESSIONAL RESPONSIBILITIES

- 6.1 To maintain personal clinical expertise as required by the needs of the service

7. GENERAL

- 7.1 Adhere to the Trust's code of dress policy.
- 7.2 To take part in an annual Personal Development Review with the Team Leader and attend identified training.

8. ENVIRONMENTAL

- 8.1 To participate in Cardio Pulmonary Resuscitation (CPR), Physical Intervention (PI), breakaway training and manual handling; (if appropriate) and to be able to perform the required techniques as and when required.

9. TERMS AND CONDITIONS

1. Dorset HealthCare has a range of clinical, operational, financial, health & safety, risk management, human resource, equality & diversity and other policies, procedures and guidance, copies of which can be found on the Trust Intranet or obtained from the line manager or Human Resources Department. The post holder is expected to be aware of all policies, procedures and guidance which applies to them and to observe their provisions at all times.
2. Employment in this post is subject to a Disclosure & Barring Service criminal records Disclosure. The post holder may be required to undertake a Disclosure application at any time during employment.
3. Staff are not permitted to smoke on Dorset HealthCare premises, either inside or outside, or inside Trust vehicles.
4. Staff are expected to undertake all mandatory training and refresher training appropriate to their role. This may include preventative management of violence and aggression (PMVA) and/or breakaway techniques, and cardio-pulmonary resuscitation (CPR). If in doubt as to which mandatory training applies to this post, advice should be sought from the line manager.
5. All staff who are required to handle food and drink other than for their own consumption must comply with the Food Safety and Hygiene (England) Regulations 2013.
6. Dorset HealthCare is committed to promoting the welfare of children and vulnerable adults. Staff are expected to be aware of, and comply, with their roles and responsibilities in relation to safeguarding vulnerable groups.
7. Staff are expected to observe the highest standards of care and conduct and to engage constructively with managers, colleagues, patients/service users/carers and others in the course of their duties.

SECTION C: CORE ATTRIBUTES AND BEHAVIOURS

Staff are expected to adhere to and demonstrate Dorset HealthCare's Core values and behaviours at all times.

Values

Our values underpin all that we do and provide a sense of direction to people, teams and the Trust overall.

1. **Respect and dignity**
We value each person as an individual, respect their aspirations and commitments in life, and seek to understand their priorities, needs, abilities and limits. We take what others have to say seriously. We are honest about our point of view and what we can and cannot do.
2. **Commitment to quality of care**
We earn the trust placed in us by insisting on quality and striving to get the basics right every time: safety, confidentiality, professional and managerial integrity, accountability, dependable service and good communication. We welcome feedback, learn from our mistakes and build on our successes.

3. **Compassion and kindness**
We respond with humanity and kindness to each person's pain, distress, anxiety or need. We search for the things we can do, however small, to give comfort and relieve suffering. We find time for those we serve and work alongside. We do not wait to be asked, because we care.
4. **Improving lives**
We strive to improve health and wellbeing and people's experiences of the NHS. We value excellence and professionalism wherever we find it – in the everyday things that make people's lives better as much as in clinical practice, service improvements and innovation.
5. **Working together for patients**
We put patients first in everything we do, by reaching out to staff, patients, carers, families, communities, and professionals outside the NHS. We put the needs of patients and communities before organisational boundaries.
6. **Everyone counts**
We use our resources for the benefit of the whole community and make sure nobody is excluded or left behind. We accept that some people need more help, that difficult decisions have to be taken – and that when we waste resources we waste others' opportunities. We recognise that we all have a part to play in making ourselves and our communities healthier.

Behaviours

Our behaviours provide a guide to how we can bring our values to life and constantly remind us that how we do things is as important as what we do and achieve.

7. **Positive**
Embracing change and feedback, utilising constructive feedback to make improvements and promoting achievements of the Trust and others.
8. **Proactive**
Challenging unacceptable behaviour, showcasing learning and innovation, actively encouraging ideas and involvement from others.
9. **Supportive**
Being attentive, encouraging and helping others, giving and receiving feedback to enable people, teams and services to develop.
10. **Respectful**
Empowering people to voice their opinion, introducing yourself and ensuring language is professional and inclusive.
11. **Reliable and trustworthy**
Being open and transparent, acknowledging errors, being honest about limitations and not over-promising.

SECTION D: CHANGES

This document represents a description of the job, and the skills, knowledge, experience and attributes required, at the date of issue.

Dorset HealthCare will periodically review this job description and person specification to ensure that it continues to meet service needs and will involve the post holder/s in the review process with the aim of reaching agreement on any reasonable changes which may be required. In the event that agreement is not achieved, Dorset HealthCare reserves the right to insist on reasonable changes following consultation with the post holder.