

JOB DESCRIPTION

JOB TITLE: **Family Intervention for Psychosis Worker/Clinical Nurse Specialist**

[Open to all professions - Psychologist, Nurse, Social Worker or Occupational Therapist]

PAY BAND: Band 7

LOCATION: Early Intervention for Psychosis Service

ACCOUNTABLE TO: Locality Manager

LINE MANAGER: Team Leader

KEY RELATIONSHIPS: Service Users
Referrers and other professionals
EISP Staff within the Directorate
Head of Mental Health
Inpatient Units
CMHT
CAMHS
GP's

HOURS OF WORK: This is a part-time post of 15 hours per week. The post holder may be required to work flexibly to meet the needs of the service.

JOB SUMMARY The post holder will be part of the Early Intervention for Psychosis Service (EIPS) service. They will work with service users and their families/carers that have a range of psychosis related difficulties for which Family Intervention for Psychosis is demonstrated to be clinically effective.

To provide high quality person centred care which always considers people's safety, privacy and dignity using advanced clinical knowledge that is evidence based.

To undertake independent specialist assessment and therapy of service users, where appropriate making complex clinical decisions regarding service user management and clinical outcomes.

To provide advanced clinical advice, leadership and support ensuring the needs of the service are met by exercising and demonstrating high levels of clinical judgement, critical analysis and advanced decision making skills.

To manage change, to monitor and improve standards through supervision, evidence based practice, clinical audit, research and education. To promote and demonstrate best practice by integrating evidence into practice

This post will support the other lead clinicians to ensure that national guidelines are adhered to in line with the national programme, targets are achieved and that the clinical governance arrangements are in place.

To coordinate and lead relevant training initiatives in conjunction with the appropriate manager to ensure that the TRUST'S Training and Implementation Strategy for Psychosocial Interventions is achieved.

SECTION A: MAIN DUTIES AND RESPONSIBILITIES

1. CLINICAL RESPONSIBILITIES

- 1.1 Provide high quality innovative clinical practice. Be proactive in clinical decision making, underpinned by an advanced level of theoretical and practical knowledge and be able to demonstrate improved patient care outcomes.
- 1.2 Undertake comprehensive specialist holistic assessment of patients and carers where needs are highly complex. This will involve planning, implementing and evaluating the care delivery according to changing healthcare needs.
- 1.3 To work autonomously using advanced levels of history taking and examination skills within multidisciplinary team, guidelines and protocols.
- 1.4 Utilise advanced clinical skills in assessment and/or formulate a diagnosis and/or treatment plan.
- 1.5 Demonstrate a high level of knowledge in relation to pattern of disease or disorder, markers of condition progression and range of treatment available at each stage of disorder or condition.
- 1.6 Be able to assess critically and re-evaluate the clinical situation as the patient's condition changes
- 1.7 Anticipate likely potential physical and psychological problems caused either by the condition or by treatment.
- 1.8 Where appropriate to profession, Independent Non-Medical / Supplementary prescriber, able to take a history, assess, examine, diagnose and prescribe and develop a management plan including medication and monitor response to medication.
- 1.9 Advise and communicate as appropriate with acute hospitals, primary and social care and community teams thus ensuring seamless continuity and transfer (if appropriate) of care for patients between other relevant health, social and third sector agencies, professionals and other care settings.
- 1.10 Facilitate learning for patients and their carers in relation to their identified health needs.
- 1.11 To act at all times as an advocate for service users, carers and relatives.
- 1.12 Promote the principles and philosophy of Care Closer to Home, rehabilitation and optimal self-care as appropriate.
- 1.13 Establish, maintain and effectively manage barriers to advanced, highly skilled and effective communication with service users, carers and professionals across health and social care, and education services as appropriate in order to develop a therapeutic relationship within which highly sensitive, distressing health conditions and complex issues are often addressed. This includes imparting information regarding diagnosis, prognosis and treatment and referring to other teams as appropriate to promote integrated working and to improve patient outcomes.

- 1.14 Provide appropriate support and advice to carers and refer for carer's assessment if appropriate.
- 1.15 Collect, collate, evaluate and report information, maintaining accurate confidential patient records.
- 1.16 Contribute to the development, implementation and audit of protocols, guidelines and policies for the service. These will be shared with the multi-professional teams in all care settings.
- 1.17 Maintain a professional portfolio and demonstrate that practice is up to date and evidence based.
- 1.18 Ensure own compliance with mandatory training, revalidation requirements and lifelong learning.
- 1.19 Ensure the safety of self and others at all times and promote a safety culture through the effective management of risk in the working area.
- 1.20 Participate in maintaining systems for risk assessment and minimisation including promoting a 'fair blame' culture in order that near misses and incidents are reported and investigated
- 1.21 Contribute to investigation of incidents and complaints when required; participate in identifying lessons learnt and the sharing of learning across the organisation.
- 1.22 Promote people's equality, diversity and rights. .Provide high quality innovative clinical practice. Be proactive in clinical decision making, underpinned by an advanced level of theoretical and practical knowledge and be able to demonstrate improved patient care outcomes.

2. MANAGERIAL RESPONSIBILITIES

- 2.1 To inspire and demonstrate leadership qualities through delivery of specialist advice, working with others, demonstration of personal qualities, continuous service improvement, and setting direction
- 2.2 Manage change through strategic thinking, use of negotiating skills, self-awareness and effective communication
- 2.3 Act as a role model, provide professional leadership to the team and promote the Trust Behaviours of being proactive, positive, respectful, supportive, reliable and trustworthy.

3. RESPONSIBILITY FOR HUMAN RESOURCES / WORKFORCE

- 3.1 Provide mentorship and shadowing opportunities for other professional colleagues undertaking post registration courses or specialist placements, ensuring this learning experience is effectively managed, supporting the individual through complex and emotive clinical situations.
- 3.2 Recognise and utilise the individual's skills and knowledge, coaching others in their development and acting as a mentor/preceptor across all professional boundaries.
- 3.3 Plan, deliver and evaluate appropriate learning programmes and study days.
- 3.4 Formally educate, supervise, mentor, coach and advise to enhance the principle of 'advancing practice' for new staff/team members within the Trust.
- 3.5 Support an environment in which clinical practice development is fostered, evaluated and disseminated.

4. RESPONSIBILITY FOR FINANCE / RESOURCES

- 4.1 The post holder will be an authorised signatory for expenses in accordance with the limits determined within the Scheme of Delegation , namely up to £1,000 per month.
- 4.1 Ensure the effective and efficient use of physical and financial resources with shared responsibility to identify and order goods as required within agreed financial parameters.

5. RESEARCH & DEVELOPMENT

- 5.1 Regularly undertake audit, and service evaluation to inform service improvement. When necessary support and facilitate colleagues in research, clinical audit and clinical trials in order to improve effectiveness and quality of patient care.
- 5.2 Critically analyse research findings and their implications for practice.
- 5.3 Disseminate evidence based practice and audit findings through local and/or regional presentation to professional groups.

6. POLICY & SERVICE DEVELOPMENT

- 6.1 The post holder will be responsible for implementing policies and proposing changes to practices, procedures for own area and those which impact beyond own area.
- 6.2 To ensure that good practice is rapidly shared within the service area and wider organisation where appropriate.
- 6.3 Contribute to the strategic development of the service by the evaluation of service delivery, identifying opportunities for and recommending improvement and change.
- 6.4 Influence policy making, procedures, protocols and clinical guidelines, internally and externally, necessary to support the service.

7. RESPONSIBILITY FOR INFORMATION / DATA

- 7.1 The role requires the post holder to enter patient-related data into identified electronic record systems.
- 7.2 Collect and collate appropriate diverse statistical information in order to facilitate the formation of reports, business plans and succession planning.

8. PROFESSIONAL RESPONSIBILITIES

- 8.1 Ensure that personal performance meets job requirements, Professional Codes and standards, Trust and post competency standards at all times.
- 8.2 Ensure the required level of IT competence required for the role to process, record, evaluate, analyse and report data.
- 8.3 Demonstrate commitment to the role and to service improvement through developing relationships with Commissioners, innovative thinking and small scale project management.
- 8.4 Challenge poor practice and take appropriate action making full use of current support systems.
- 8.5 Provide a positive, compassionate role model to junior staff and colleagues to ensure the delivery of people centred care and the key components of compassionate care

8.6 Create effective team work across professional boundaries using team building skills, creating common goals, and through engagement.

8.7 Respect and apply the requirements of equality and diversity, promoting and role modelling these across the multi-disciplinary team.

9. **OTHER RESPONSIBILITIES**

9.1 Educate and involve family members and others in treatment as necessary, conveying psychological formulations as part of Family Intervention with sensitivity in easily understood language.

9.2 To co-work with other qualified family workers and 'apprenticeship working' with colleagues who are not qualified but wish to develop skills in Family Intervention, in line with the Operational Policy.

9.3 To ensure that Family Intervention compliments other treatments being provided by other members of EIPS and the MDT.

9.4 To support the introduction and implementation of the Triangle of Care within EIPS.

9.5 Demonstrate a commitment to co-development, co-production and consultation with the Mental Health Forum and Recovery Education Centre as part of the Wellness and Recovery Partnership.

9.6 To work with Senior Peer Specialists within the Wellness and Recovery Partnership and other colleagues to plan, organise and develop training and services; with a particular focus on Family Intervention and bipolar disorder.

9.7 Liaise with colleagues in management, training and education, to provide specialist advice on the skills needed for clinical teams to successfully integrate Family Intervention and psychosocial interventions for bipolar and psychosis.

9.8 To provide a focal point of clinical expertise by taking a champion/leadership role in developing particular initiatives within the EISP team and across the service.

10. **ENVIRONMENTAL FACTORS**

10.1 The post holder may be required to participate in the prevention and management of violence and aggression (PMVA) where required and following relevant training.

10.2 The role will require highly developed physical skills where accuracy is important e.g. for patient interventions and specialist therapy appropriate to profession and area of specialism such as use of specialist equipment and fine tools; manual, sensory and cognitive assessment and treatments, intravenous injections, insertion of catheters, removal of sutures; use of diagnostic equipment such as audiometers.

SECTION B: TERMS AND CONDITIONS OF SERVICE

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.

7 **Being a learning organisation**

We wish to continue to be a learning organisation in partnership with Bournemouth University and other local academic organisations.

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.

PERSON SPECIFICATION – ADVANCED PRACTITIONER LEVEL 1 BAND 7

1.	KNOWLEDGE, SKILLS AND TRAINING	ESSENTIAL	DESIRABLE
1.1	Registered practitioner to degree/diploma level supplemented by minimum PG dip (120 credits) plus MA/MSc or working towards in a relevant subject or demonstrable extensive experience in the relevant specialty	Yes	
1.2	Membership of the relevant Professional Body	Yes	
1.3	Learning and Assessing in Practice Qualification or equivalent practice assessors training	Yes	
1.4	Evidence of recent professional development in an up to date portfolio	Yes	
1.5	Non-Medical Prescriber (if professionally appropriate)	Yes	
1.6	Knowledge and understanding of Trust Strategy relevant to role	Yes	
1.7	Demonstrable knowledge of legislation relevant to area of clinical practice	Yes	
2.	JOB SPECIFIC EXPERIENCE		
2.1	Experience at Registered Practitioner Band 6 level	Yes	
2.2	Able to demonstrate specialist expertise and knowledge underpinned by theory acquired through CPD in relation to clinical assessment, treatment and evaluation.	Yes	
2.3	Evidence of risk management skills and experience.	Yes	
2.4	Evidence of involvement in meeting relevant clinical governance objectives.	Yes	
2.5	Able to demonstrate knowledge of health policy and its application in practice.	Yes	
2.6	Experience of developing specialist programmes of care for an individual or groups of patients/clients and of providing highly specialist advice	Yes	
2.7	Able to demonstrate specialist clinical reasoning skills to assimilate information in order to make a clinical judgement regarding diagnosis and intervention.	Yes	
2.8	Evidence of involvement in the development of programmes of care, protocols and audit.	Yes	
2.9	Experience of multi-disciplinary working.	Yes	
2.10	Able to demonstrate innovation and effective use of resources.	Yes	
2.11	Able to actively research for the potential to improve quality and customer care, seeking new ideas and methods to improve health care.	Yes	
2.12	Evidence of involvement in policy and practice change.	Yes	
2.13	Able to demonstrate publication, presentations and personal research at local and regional events.	Yes	
2.14	Evidence of involvement in research.	Yes	
2.9	Trained in PMVA techniques or willing to be trained.	Yes	
3.	MANAGERIAL/SUPERVISORY EXPERIENCE		
3.1	Evidence of proactive involvement in the supervision and development of members of the multi-disciplinary team.	Yes	
3.2	Evidence of delivering education and training in practice.	Yes	
3.3	Able to act as a clinical supervisor and/or facilitate peer groups.	Yes	

4.	FINANCE/RESOURCES		
4.1	Able to effectively manage available resources in the pursuit of quality service provision ensuring a safe environment	Yes	
5.	INFORMATION TECHNOLOGY/RESOURCES		
5.1	Able to analyse data and produce reports using Microsoft Excel and Word	Yes	
5.2	Confident in the use of computer systems, spreadsheets, databases, data collection and co-ordination, word processing and report writing.	Yes	
5.2	Experience of using electronic patient / service user record systems	Yes	
6.	PERSONAL QUALITIES/ATTRIBUTES		
6.1	Evidence of demonstrating the Trust's values and behaviours.	Yes	
6.2	Able to communicate effectively at different levels of the organisation and with staff, patient/service users, visitors or external organisations both verbally and in writing in the exchange of highly complex, sensitive or contentious information which may require the use of negotiating and/or persuasive skills.	Yes	
6.3	Able to overcome barriers to understanding where there are physical or mental disabilities.	Yes	
6.4	Able to analyse and assess situations and to interpret potentially conflicting situations and determine appropriate action, where there is a range of options and judgement is required.	Yes	
6.5	Experience of planning and organising complex activities requiring the formulation and adjustment of plans .e.g. organising own time, co-ordination with other agencies and plans for sudden, unforeseen circumstances.	Yes	
6.6	Able to work independently within sphere of authority	Yes	
6.7	Evidence of skills in diplomacy, negotiation and influencing.	Yes	
6.9	Inquisitive and eager to learn, asks questions and responds positively to change in practice/procedure. Seeks ways to improve self and others.	Yes	
6.10	Ability to evaluate care leading to improvement in quality standards an service improvement	Yes	
6.12	Able to adapt to a changing environment and changing priorities.	Yes	
7.	BUSINESS TRAVEL		
7.1	Subject to the provisions of the Equality Act, able to travel using own vehicle on Trust business.	Level 1/2	
8.	ADDITIONAL REQUIREMENTS		
8.1	Demonstrable skills in written and spoken English to a standard which enables the post holder to carry out the full range of duties and responsibilities of the role effectively.	Yes	

***Essential / desirable car user definitions**

Level 1 – (Essential) post holder is required to:

- travel an average of more than 3,500 miles a year;
- or travel an average of at least 1,250 miles a year; and necessarily use their car an average of 3 days a week; or spend an average of at least 50% of their time on such travel; including duties performed during the visits;
- or travel an average of at least 1,000 miles a year and spend an average of 4 days a week on such travel, including the duties performed during the visits.

Job Reference; 152-M272.17

Level 2 – (Essential) users who use their own vehicles for official journeys other than in the circumstances described under Level 1 above.

Level 3 (Desirable) non-essential car users who may exceptionally be required to travel on Trust business where such journeys could also be reasonably be made by public transport.