

Senior Mental Health Practitioner Role Profile



... Delivering high quality mental health interventions and bringing mental health leadership and expertise to substance use services

WHAT I AM ACCOUNTABLE FOR:

- Leading the implementation and delivery of interventions to address co-occurring substance use and mental health issues
- To enhance quality of Recovery Planning and review and to ensure that individual and group interventions are delivered to a high quality throughout the services.
- To provide clinical assessments to the highest standards of practice
- To work therapeutically with a small caseload of clients with complex needs including substance use and mental health co-existing difficulties using a trauma enhanced approach.
- To work autonomously within professional guidelines and exercise responsibility for the systematic governance of psycho-social practice
- To provide an advisory service on matters related to the practice and delivery of trauma-informed psycho-social and mental health interventions across the organisation and with multi-disciplinary partner agencies.
- Supervision and performance management of team of staff (as operationally required)
- To promote and maintain links and effective referral pathways with Primary and Secondary Mental Health services
- Proactively contributing to continuously improving services by making evidence-based suggestions, providing constructive feedback and assisting in the implementation of agreed new ways of working.
- Meeting agreed performance targets and outcomes
- Supporting Clinical Lead, Clinical Services Manager, Operations Managers and Senior Operations Manager in service developments as required.
- Supporting organisational developments, such as information, consultation and/or review for tenders or business developments.
- To independently maintain registration with the relevant professional body (HCPC/Social Work England/NMC) and to meet all requirements associated with the professional role specified therein.
- Attend relevant conferences, workshops, training in line with identified professional objectives and utilise supervision and reflective practise

HOW I OPERATE:

Values Led Leadership

- I create an inclusive and positive environment to enable my team to thrive;
- I support and coach my team to support their development;
- I provide constructive and balanced feedback, confidently challenging where appropriate;
- I am an advocate for change and support my team through change;
- I listen to and support my team and am person centred in my approach to colleagues and people we support;
- I support my team to deliver positive outcomes, creating space for new ideas and thinking;
- I appropriately co-ordinate the resources of my team in the budget available.
- I am committed to delivering high quality interventions
- I am able to work and learn independently
- I can be flexible and adaptable

WHAT I NEED:

Skills \ Knowledge

- Doctorate in Clinical, Counselling or Forensic Psychology or RMN or CQSW/DipSW or Occupational Therapist
- Up to date registration through the HCPC or NMC or Social Work England
- Experience of delivering and coordinating mental health services.
- Ensure knowledge and Continued Professional Development are maintained.
- Experience of line managing staff and providing clinical supervision and reflective practice
- Experience of working with substance use and/or mental health Service Users

Senior Mental Health Practitioner

Job expectations



PEOPLE:

- To provide clinical or practice supervision to other members of the team in line with professional/national standards. Coaching and mentoring team members well to undertake tasks effectively
- To perform regular professional appraisals with staff within the services for whom this role has line management responsibility. Undertaking return to work interviews with these staff after absence, liaising with the Operations Manager and Senior Operations Manager regarding areas of concern
- To lead a team if operationally required including workload allocation
- To link service and organisational objectives to individual objectives through supervision and appraisals.
- Prioritise and delegate effectively to ensure excellent standards of delivery
- Overseeing the completion of tasks in a timely and effective manner.
- Ensuring that required quality standards are met.
- Encouraging a participative style and an environment of continuous improvement.
- Inducting new employees and liaising with Operations Managers regarding probationary period and reviews.
- Under guidance undertaking requirements of the performance management system liaising with the Operations Managers regarding the level of performance and competency of team members.
- To develop and deliver joint working protocols with partners particularly community mental health teams
- To lead multi-disciplinary team review meetings/complex case meetings to support in practice development and governance.
- To provide practice guidance and training for staff to ensure high quality interventions are offered.
- To inspire the teams in provision of trauma-informed approaches and have an inclusive and participatory management style.

PROCESS:

- To oversee and quality audit Turning Point community substance use Psycho Social interventions (PSI), and/or mental health interventions both individual and group- based
- To support all internal and external audits and inspections.
- To work in line with regulatory and professional body guidance and policy.
- Ensuring a safe working environment for self, and where appropriate, the team
- To supervise risk assessment and risk management for individual Service Users and to provide both general and specialist advice for other health professionals
- Working towards and delivering joint working protocols with community mental health providers
- Work proactively to safeguard children and vulnerable adults.
- Ensure the maintenance of standards of practice according to the employer and relevant registering and professional body.
- To keep up to date on new recommendations/ guidelines set by the Department of Health and Social Care (DHSC) and Office of Health Improvements and Disparities (OHID)
- To carry out audit, policy, service development and research activities and/or programmes.
- High quality record keeping for service users in treatment and ensuring this is undertaken within your team
- Follow all information governance guidance and policies;
- Maintain confidentiality as outlined within data protection policies;
- Ensure all practice is in line with Turning Point policy and NICE guidance.