Job Description

Mental Health Practitioner

Salary Range – Band 7 equivalent

Hours of work - Full time - 37.5 per week, flexible.

Responsible to the Nurse Manager

Main Purpose of the Job:

1. Research and implement a psychological programme for in-patients at the Police Rehabilitation Centre
2. Deliver and evaluate the psychological programme to appropriately assessed patients.
3. Devise an appropriate mechanism to follow-up patients on discharge from the Centre
4. Participate in training and mentoring other staff involved in the care of these patients.
5. To be the line manager for staff involved with the programme.
6. Provide clinical supervision to staff involved with the programme

Key Accountabilities

Clinical Practice

To be the lead person for psychological treatment at Flint House and work in a collaborative way with the lead exercise therapist to set up the new psychological programme at the Centre.

To be responsible for the assessment, planning, implementation and evaluation of the psychological needs of a case load of patients from admission to discharge and to do this in an holistic manner.

To undertake pre-admission assessment of patients’ psychological health to determine the appropriateness of Flint House for their needs.

To work with a proactive and problem solving approach with patients providing health education during their stay at Flint House and in preparation for discharge.

Comply with all policies, procedures, clinical protocols, standards and guidelines based on legislation, evidence based practice and appropriate professional guidelines for conduct and professional practice.
To provide individual counselling sessions for patients with psychological needs.

To set up, implement and evaluate a range of therapies including group sessions.

To teach and to present appropriate mental health education classes.

To work effectively and to make clinical decisions independently in an unpredictable work environment.

To prioritise patient care on an ongoing basis and to be able to work with a variety of levels of patient dependence and a range of conditions.

To work in a non-judgemental manner and be able to work with people of all cultures, races, religions and sexual orientations.

To adhere to the appropriate Professional Code of conduct at all times.

To work as part of a team, contributing to its supportive and effective functioning.

To contribute to the provision of an emotionally supportive environment, being accessible to patients at all time, assessing their psychological health, planning and delivering care as appropriate and containing then emotionally

**Management and Organisational role**

To manage and direct the delivery of the psychological care at Flint House ensuring effective leadership of the staff involved.

To line manage the RMN team ensuring that staff receive appropriate clinical development and supervision for their work.

To ensure appropriate support for the RMN team in managing their day to day work

To act as a reference advice point and support for Registered General Nurses with regard to patients with psychological problems.

To develop and maintain effective interpersonal relationships with all members of the multidisciplinary team both within Flint House and outside of it, to ensure proactive, collaborative and holistic working practices for the benefit of the patient.
To undertake audit and review of the psychological service as required and to provide feedback to staff

Together with the Nurse Manager contribute towards thinking and planning future services at Flint House.

To know and to implement Flint House policies.

**Professional development and education role**

To keep up to date with professional issues that influence practice relating to psychological care at Flint House, management, education and research and to share this with colleagues.

Promote and practice evidence based psychological care, embracing new ideas and questioning and challenging practice in a constructive way so that patient care is continually evaluated and improved.

To take responsibility for own personal and professional growth and for maintaining a record of this within a Personal Professional Portfolio.

To attend mandatory study days and other training relevant to the clinical work at Flint House.

To organise and lead regular individual and group supervision sessions for the RMNs in order to help develop clinical practice and review, individually and as a broader team.

**Risk Management**

The management of risk is the responsibility of everyone and staff will be provided with the necessary training, education and support to enable them to meet this responsibility. Staff should be familiar with the Health and Safety Policies of Flint House and their role within them.

This job description is a guide to the duties required and is not definitive. It may be reviewed with the post holder and is subject to review and updating.