

Job Description

1. Job Details

Job Title: Older Adult Practitioner – Living Well

Reports to: Service Manager

Accountable to: Area Service Manager

Band: AfC Band 6

Main Location: Derbyshire

Date: March 2023

2. Job Summary

The post holder will be clinically responsible for supporting the delivery of a flexible, responsive local service, taking forward an Integrated Wellbeing Pathway in the designated locality, which effectively supports the delivery of the Community Mental Health Framework. The post holder will work collaboratively with colleagues, key partners, and those within the local community to develop services to meet the mental health needs of the community.

The post holder will employ a wide range of skills, building on and developing their expertise and actively seeking advice and collaboration with issues which may not be readily within their sphere of practice. The requirements for this post are to remain within the guidelines for professional practice inclusive of HCPC/NMC requirements or equivalent professional body.

The role will involve undertaking comprehensive person-centred psychosocial assessments (conversations), risk assessments and formulation of presenting mental health needs. The practitioner will build therapeutic relationships, develop a plan of care with that person and assist them through their difficult time by empowering and enabling them to take control over their health.

The role involves supporting and motivating individuals to improve their mental health by helping them develop self-care skills, build resilience, and better utilise community resources. A key part of this developing role will be to make and maintain relationships with community partners including statutory organisations, Voluntary, Community and Social Enterprise (VCSE) organisations and the local communities who we serve. Hearing and responding to the voice of lived experience is a key element for developing this service.

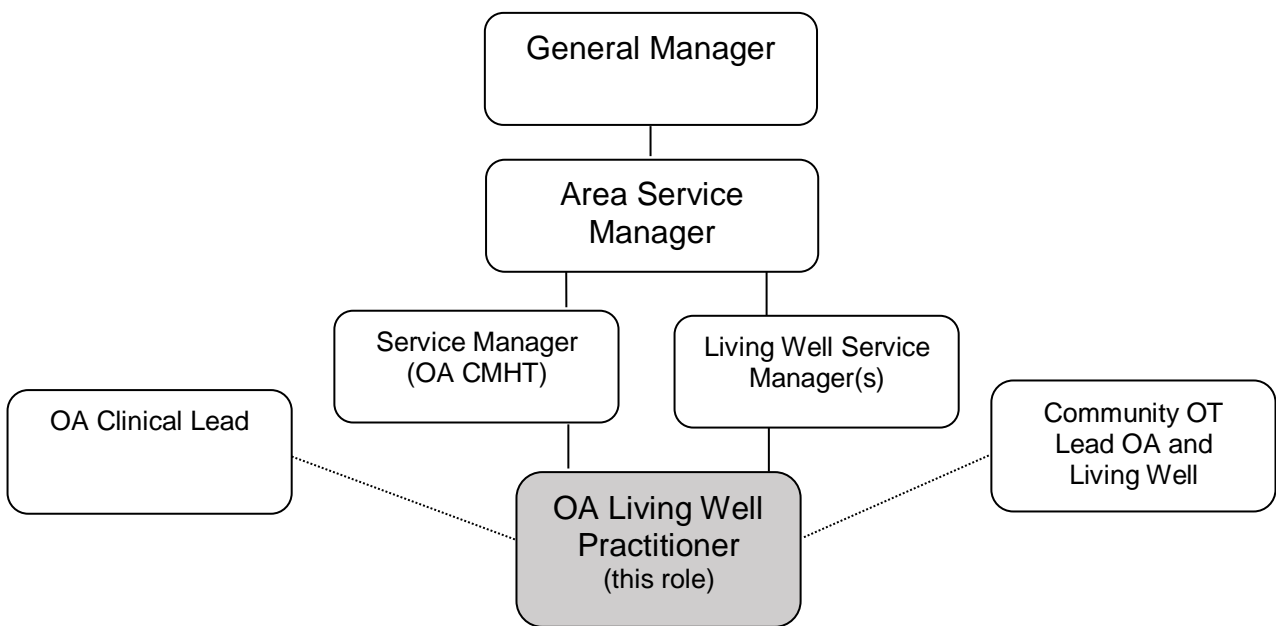
The post holder will sit under the Older Adult (OA) CMHT and will work into the Living Well team, supporting the two to partially integrate. This is integral to providing an ageless offer and ensuring older people are not disadvantaged.

The post holder will be expected to comply with national and local policies and guidance in order to maintain a safe environment and good working practices.

3. Dimensions (Financial Responsibility)

The post holder will regularly support the budget holder to ensure all resources are managed effectively, eg financial, staff, equipment, stock control, etc, and in co-ordinating the clinical and operational budget allocation for the clinical area.

4. Organisation Chart



5. Knowledge, Skills, and Experience

The postholder will have experience of working with older adults who experience a range of mental ill health, this would include organic presentations (dementia) and other mental ill health including depression, anxiety, schizophrenia and complex emotional needs. The service does not primarily work with people with a dementia; however, it is a key skill of the Older Adult Practitioner to be able to identify and direct people to the most appropriate support dependent upon their presenting need.

The postholder will demonstrate an understanding of the complex nature of older adults including physical co-morbidities/frailty and the impact of other factors on an individual's wellbeing, eg change in roles, bereavement, etc.

A core element of the role will be to link with other providers within the Living Well system. Experience and understanding of working with statutory and voluntary community services is essential.

6. Key Result Areas (Main Duties/Responsibilities)

- To identify and work with a caseload of older people with mental health needs.
- To undertake comprehensive psychosocial, person-centred assessments (conversations) of the health and social care needs of individuals who are introduced to the service in addition to comprehensive risk screening.
- To identify goals as part of the overall support plan, using specialist mental health and OT/nursing assessments, treatment tools and pathways.
- Build therapeutic relationships, develop a plan of care with that person 'my story', and assist them through their difficult time by empowering and enabling them to take control over their health.
- Monitor, evaluate and modify plans of support and intervention for people accessing the Living Well offer to measure progress and ensure effectiveness of intervention.
- Connect individuals to appropriate interventions/support, eg housing advice, debt support, education, etc.
- Participate in the planning, development, and evaluation of the ageless Living Well service offer utilising clinical skills and knowledge.
- Working with communities, individuals, their relatives, carers and supporters to educate them about mental health.
- To work as a member of the Living Well Team contributing to the daily huddles and multiagency meetings (MAT) including the Living well collaboratives.
- Living Well is an ageless service offer and the postholder will act as a resource for colleagues who are less experienced in supporting older adults. This may include informal and formal support.
- To maintain accurate and up to date Living Well documentation for those who are receiving support, ensuring confidentiality at all times and the inclusion of the person throughout.
- To participate in the overall development of the service ensuring that the ethos of Living Well and principles of Clinical Governance underpin all developments.
- Prepare and present clinical information for all patients on their caseload to clinical case management supervisors within the service on an agreed and scheduled basis, in order to ensure safe practice and the clinical governance obligations of the worker, supervisor and service are delivered.
- Respond to and implement supervision suggestions by supervisors in clinical practice.
- Provide advice, information, training and clinical supervision to other colleagues and peers in the service.
- To involve family and carers in the assessment and support planning with person's consent.
- To maintain accurate and up to date clinical documentation for all service user contacts, ensuring confidentiality at all times.
- To observe and practice within the legal requirements of the Mental Health Act 1983.
- Use effective interpersonal skills when communicating with people, carers and relatives and team members across the pathway in order to promote choice, inclusion and personal autonomy.
- Utilise evidence-based practice and National Institute for Clinical Excellence (NICE) guidance to demonstrate the knowledge and skills required to support a person's mental, social and physical wellbeing in a community setting.
- Support people who use the service with promoting effective change to positively impact individual outcomes.
- The post holder will be responsible for ensuring that their mandatory and statutory training

is up to date.

- Undertake audits and surveys necessary to own work and participate in clinical audit and research activity.
- Ensure that a multi professional / agency approach to support is maintained, valuing the interface of roles and responsibilities through multi-agency team working.
- The post holder will ensure that safeguarding procedures are implemented for both adults and children in a safe and timely manner.
- The post holder will occasionally participate in untoward incident investigation and reporting and promoting a 'learning the lessons' culture in accordance with Trust reporting processes.
- The post holder will support 'Duty' within the OA CMHT and Living Well through offering guidance and advice around introductions (referrals).
- The post holder will adhere to the Working Alone in Safety Policy and Procedures.
- Act as a professional role model for the delivery of high-quality care within the Living Well service and the OA CMHT.
- Take the lead in developing opportunities for reflective practice and practice development for staff within the Living Well service in relation to supporting older adults.
- Support, comment and propose on developments to clinical standards supported by best evidence and national guidance within the Living Well service and across the pathway
- Chair clinical meetings as delegated by the Team Lead or Service Manager.
- The post holder will ensure Trust policies, procedures, and legislative directives are advocated and implemented, i.e. Equal Opportunities, Human Rights Act, Disability Discrimination Act, Race Relations, Sex Discrimination and age discrimination.
- The post holder is expected to uphold values at all times and ensure that respect, dignity and compassion are at the forefront of interactions with patients, their carers and colleagues, and challenge poor practice in relation to these values.
- Ability to travel.

Information Governance

The Derbyshire Healthcare NHS Foundation Trust requires its staff to comply with Information Governance-related standards and policies at all times when dealing with confidential information, which includes any information relating to the business of the Trust and its service users and employees.

All NHS employees are bound by a duty of confidentiality and must conduct their duties in line with the NHS Confidentiality Code of Practice, Data Protection Act and Freedom of information Act.

Post-holders must maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately and kept up to date. The post-holder must only access information, whether paper, electronic or in other media, which is authorised to them as part of their duties.

All Information obtained or held during the post-holder's period of employment that relates to the business of the Trust and its service users and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust's discretion and in line with national rules on exemption.

Any breach of confidentiality or computer misuse could lead to disciplinary action, and in serious cases could result in dismissal. Breaches after the post-holder's employment has ended could result in the Trust taking legal action against them.

Post-holders must ensure that they are aware of their responsibilities by attending the Trust Mandatory Training and Induction programme.

Infection Control

All staff have a responsibility to appraise themselves of how the prevention of the spread of infection relates to their role. They have a responsibility to ensure they are aware of Trust policies and procedures in relation to infection prevention and control and ensure that they comply with them in fulfilling their role.

Values

As an employee of Derbyshire Healthcare NHS Foundation Trust, you are required to adhere to the Trust's overriding value of putting "patients at the heart of everything we do". In recognising both the values expressed in the NHS Constitution and the Trust Values:

People first – We put our patients and colleagues at the centre of everything we do

Respect – We respect and value the diversity of our patients, colleagues and partners and support a respectful and inclusive environment

Honesty – We are open and transparent in all we do

Do your best – We work closely with our partners to achieve the best possible outcomes for people.

Safeguarding – The action we take to promote the welfare of children and vulnerable adults and protect them from harm

SAFEGUARDING CHILDREN & VULNERABLE ADULTS IS EVERYONE'S RESPONSIBILITY

All staff working within Derbyshire Healthcare NHS Foundation Trust who come into contact with children, young people and/or their families/carers, including those who are non-clinical and those who work predominantly with adults has a duty within their role and responsibility to ensure that they understand what is required of them as an individual and as part of the wider organisation in order to keep children and vulnerable adults safe.

Health & Safety

In addition to the responsibilities of the Trust under Health and Safety legislation you are reminded of your responsibilities for health and safety at work under the Health and Safety at Work Act 1974 as amended and associated legislation. These include the duty to take reasonable care for the health and safety of yourself and of others in your work activities or omissions, and to co-operate with your employer in the discharge of its statutory duties.

You must adhere strictly to the policies and procedures on health and safety, and report all accidents, dangerous occurrences, unsafe practices or damage to your manager promptly using the Trust's incident reporting system.

You must make use of appropriate training, safety equipment, protective clothing and footwear and attend training. Failure to comply with these requirements may result in disciplinary action.

Communication and Working Relationships

- Living Well Teams
- OA CMHTs
- Day Services
- Crisis Teams
- MHLT
- Inpatient settings
- Community OT Lead
- Clinical Leads
- HoN
- OT Lead
- Area Service Manager
- General Manager
- Social Care
- VCSE
- Locality Community Groups
- GPs/PCNs
- DCHS

8. Most Challenging Part of your Job

Living Well is a developing service and approach which can pose challenges needing to be worked through. The post holder's role may evolve as the service develops and this could potentially create some uncertainty.

9. Job Description Agreement

Job Holder's Signature Date

Senior Officer/Head of Department's Signature

Title Date

Job Description Additional Information

Physical Effort

There is a need to travel across a large geographical area. Due to the broad geographical area this post covers the post holder will need to be a car driver or to demonstrate that they can travel within the area frequently, transporting people as needed occasionally, without compromising service needs.

The postholder is expected to work with people in their homes and will need to be aware of potential hazards.

The postholder will be working with people who may have a severe mental illness, and this can be challenging and demanding. They will therefore have to adopt appropriate support strategies.

The post holder will need to be computer literate and use of IT systems on a daily basis.

Frequent, light physical effort for short periods of time – driving, walking short distances, computer use, physical health assessments and intervention.

Mental Effort

The working environment is one of unpredictability due to the nature of the role. The work pattern requires frequent concentration when assessing the needs of the people where the work can be both predictable and unpredictable. There will be times when the post holder will need to deal with patient crisis.

Emotional Effort

The post holder may experience regular verbal or physical abuse and aggression.

May need to deal with safeguarding incidents and may be called to give evidence in some cases.

Working Conditions

The post holder will be working in the community within personal environments where there may be unpleasant smells and odours present. The post holder may be in contact with unpleasant conditions that relate to suicide, self-harm and potential aggression from people who may be suffering from a degree of distress.

Job Appendix Agreed

Job Holder's Signature Date

Senior Officer/Head of Department's Signature

Title Date

PERSON SPECIFICATION

Older Adult Practitioner (Living Well), Band 6 (subject to AfC Job Evaluation)

| Area | Essential | Desirable |
|----------------------------------|--|--|
| Attainment/Qualifications | <ul style="list-style-type: none"> • Registered Health Care Professional, eg Nurse/OT • Degree/Diploma in profession • ENB 988/Mentoring in Practice/L'APPLE accreditation or equivalent • Post graduate training relevant to specialist area | <ul style="list-style-type: none"> • Member of professional body and special interest group, eg RCOT, RCN, UNISON, etc. |
| Skills | <ul style="list-style-type: none"> • Cares about making a difference and is motivated to improve mental health outcomes for older people and their communities • Good communication skills and are willing to work as part of a team • Ability to prioritise work tasks and develop effective work streams both for oneself and individuals in teams • Ability to regularly manage complex and sensitive information using well-developed motivational and negotiating skills • Understanding team dynamics and promoting a positive working culture to support team cohesion. • Ability to build effective working relationships internally and externally to the organisation • Ability to work autonomously and set own priorities • Ability to write reports and contribute to serious incidents, action plans • Computer literate • Training and facilitation skills • Planning and decision-making skills • Ability to reflect and critically appraise own performance • Skills in applying evidence-based practice • Skills related to working with Older Adults, including how to support Older Adults with functional mental health conditions, and the ability to recognise if the difficulties someone may be experiencing, is related to an organic condition. • Skills related to working with people with frailty factors, and how treatment may impact the health of the individual within | |

| Area | Essential | Desirable |
|------------------------------|---|--|
| Knowledge/ Experience | <p>the specialist area.</p> <ul style="list-style-type: none"> • Post-graduation experience working within older adult mental health care • Experience working with/ managing a case load of individuals with multifaceted mental health needs and complexity- including serious mental illness • Has experience of developing and coordinating projects and activities • Knowledge and application of theoretical models of practice and core profession assessments relevant to professional background • Extensive clinical experience including individual and group work • Experience of supervising staff and students • Experience of audit, research and clinical governance procedures and their application in practice • High level understanding of Mental Health disorders and treatment models and ability to recognise the indicators of deteriorating mental health • Has knowledge and understanding of professional boundaries in the workplace • Working knowledge of Clinical Governance • Understanding of clinical Code of Conduct and core skills specific to profession and application to practice. • Knowledge of the principles of risk assessment and risk management including positive risk taking • Working knowledge of the principles of CPA (Care Programme Approach) where appropriate • Knowledge of legislation relevant to Mental Health and Specialist practice • Understanding of Safeguarding and Child Protection Legislation • Awareness of NICE Guidance in the treatment of mental health problems and knowledge of treatments and interventions appropriate for individuals with mental health needs • Evidence of service user and carer involvement activity | <ul style="list-style-type: none"> • Post graduate experience working in community older adult mental health care |
| Values | <ul style="list-style-type: none"> • <i>Respect</i> • <i>Honesty</i> | |

| Area | Essential | Desirable |
|------|---|-----------|
| | <ul style="list-style-type: none">• <i>People First</i>• <i>Do your best</i> | |