



"Trust our family to look after your family"

RECRUITMENT OPPORTUNITY

2 x Primary Care Mental Health Workers

Full time – although job shares considered

Salary dependent on experience, as a guide - between band 6 & 7 (£31,386 - £44,503)

York Medical Group are a large, inner city practice and their own Primary Care Network serving a population of 44,000 over 8 sites and consider themselves as a forward thinking, innovative and driven team of professionals meeting the demands of patient care. We have a diversified workforce made up of GPs, ANPs, UCPs, Nurses, Assistant Practitioners, Health Care Assistants, Care Coordinators, Link Workers and Mental Health Workers.

Even though the Covid pandemic has turned our 'normal practice' upside down, we are continuing to plan for the future and are committed to providing a friendly, open and supportive environment where our staff feel valued, safe, appreciated and comfortable with sharing ideas which could improve and diversify our services further.

We are looking for motivated, friendly, clinically experienced Mental Health Workers to join our fantastic Clinical team by acting as first-contact for our patients to undertake consultations and risk assessments to provide early interventions and support through appropriate signposting. You will be expected to collaborate with community mental health providers and other agencies in order to make decisions which provide the best course of action for our patients care.

The successful candidate may be required to work across the sites on occasions so a degree of flexibility is required.

Please see corresponding Job Description and Person Specification.

We offer 6 weeks annual leave and encourage and support further personal development.

For an informal chat with Polly Smith, Head of Nursing and Clinical Services please email our HR Manager at vicki.turner1@nhs.net to arrange, or alternatively please submit your CV and covering letter.

Closing date: 31st January 2021

Job Description

Mental Health Worker

JOB TITLE:	MENTAL HEALTH WORKER
RESPONSIBLE TO:	Head of Nursing & Clinical Services
RESPONSIBLE FOR:	Counsellors
JOB PURPOSE:	<ul style="list-style-type: none"> To provide a rapid initial assessment and deliver an evidenced based interventions service to patients who have mild to moderate mental health problems.

MAIN DUTIES AND RESPONSIBILITIES	
1.	To work autonomously (with GP access/support if needed) providing a specialist service to the Practice.
2.	Provide rapid initial assessment and deliver an evidenced based therapeutic intervention service to individuals who have mild to moderate mental health problems.
3.	Exercise full clinical responsibility for the assessment, treatment and discharge of their own clinical caseload.
4.	Work as part of a multi-disciplinary team in a patient-facing role.
5.	Providing primary support to general practice staff with regards to mental health queries.
6.	Provide clinical leadership on mental health and quality improvement and manage some aspects of the quality and outcomes framework and enhanced services.
7.	Ensure that the Practice integrates with community mental health teams to help utilise skills mix, improve patient outcomes, ensure better access to healthcare and help manage workload.
8.	Work autonomously, managing own clinical caseloads with no direct supervision, be accountable for own actions but with support from other clinicians.
9.	Carry out specialised mental health assessments using diagnostic tools of individuals via self-referral, clinical referral or signposting from front line staff.
10.	To deliver focused therapeutic interventions applying specialist knowledge and expertise, using evidence based psychological intervention.
11.	To communicate sensitively with patients (face to face or by telephone) regarding their treatment being aware that barriers of communication may exist.
12.	Use clinical judgement to recommend to GP's onwards referrals to secondary care and/or refer onto other statutory or voluntary organisation as /if required.
13.	Maintain the highest standard of clinical record keeping and report writing in accordance with Practice requirements, policies and procedures, acting within own professional codes of conduct.
14.	To develop and maintain close working relationships with primary and secondary care professionals as well as employees of voluntary and statutory organisations.
15.	Ensure that patients are referred to the appropriate healthcare professional for the appropriate level of care within an appropriate period of time.
16.	Work with the Practice team to ensure the Practice is compliant with CQC standards where mental care is involved.
17.	Support public health campaigns.

This job description is not exhaustive and may be adjusted periodically after review and consultation. You will also be expected to carry out any reasonable duties which may be requested from time-to-time.

Date: November 2019

York Medical Group

Person Specification – Mental Health Worker

Job Title:	Mental Health Worker
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Qualifications	Essential	Desirable
Professional Qualification relevant to Mental Health eg Nursing, Social Work, Occupational Therapy	✓	
Clinical training in a field relevant to the post, eg psychotherapy, solution focused approaches, cognitive behaviour therapy, motivational interviewing or systemic work		✓

Experience	Essential	Desirable
Significant experience of working with children and adults with mental health needs	✓	
Experience of working within a CAMHA or related field		✓
Experience of recognising a wide range of clinical and behavioural presentations	✓	
Demonstrate knowledge and skills to safeguard and protect children and adults in line with the Mental Health Act	✓	
Demonstrate skills to assess risk using already established assessment tools for both patients, other practitioners and themselves to manage risk	✓	
Experience of Mental Health assessment	✓	
Working knowledge of other agencies and multi-disciplinary working and planning best outcomes for patients	✓	
Ability to provide consultation	✓	
Ability to manage own caseload	✓	
Knowledge of relevant national policies and guidance	✓	
Experience of service evaluation and audit		✓
Experience of working within a General Practice office environment		✓
Practical experience of computerised recording systems		✓

Skills	Essential	Desirable
Demonstrate knowledge, skills and attitudes for managing patients in relation to transitions and accessing services across the tiers including the possible barriers to access	✓	
Demonstrate knowledge and skills in identifying support systems for mental health needs in the community	✓	
Ability to work in partnership with patients and their carers through patient assessment in order to make decisions about	✓	

the best pathway of care, informed by the urgency and severity of the patient need, dependency for the most appropriate deployment of resources		
Manage risk in unpredictable, uncertain situations to uphold patient safety, including referring on to other primary care team members and specialist services as needed	✓	
Ability to follow legal, ethical, professional and organisational policies and procedures and codes of conduct	✓	

Behaviours	Essential	Desirable
Smart, polite and confident	✓	
Planning and organising	✓	
Performing under pressure	✓	
Adaptability	✓	
Team working	✓	
Self motivated	✓	
Flexibility	✓	
Confidentiality	✓	

Prepared by: _____

Title: _____ Date: _____