

Job Description

JOB TITLE	Primary Mental Health Worker
REPORTS TO	Senior Primary Mental Health Worker
HOURS	37.5 Per Week
SALARY	£27,635 per annum
CONTRACT	Fixed Term Contract (ending 31 st March 2022 – possible extension)
BASED FROM	West Bromwich, with regular travel within Sandwell

PURPOSE OF THE ROLE

Primary Mental Health Workers (PMHW's) provide early mental health intervention through liaison, consultation, to professionals and community colleagues. PMHW's primarily work directly with children, young people and their families/carers in a face- -to-face 121 setting.

It is envisaged that the long-term outcome of this approach will be to develop competence and confidence by enhancing the skills and resources of local community and specialist services, thereby creating a more integrated and co-ordinated service that will respond more effectively to the needs of the local population.

The Primary Mental Health Worker(s) will act as a key interface between individuals and providers building multi agency capacity and reinforcing that emotional wellbeing and mental health is 'Everybody's Business' improving emotional wellbeing and reducing crisis.

PRIMARY RESPONSIBILITIES

MAIN DUTIES	<ul style="list-style-type: none"> • To deliver direct interventions for children, young people or parent/carer(s), this may be in conjunction with others or as part of a directly held caseload – interventions should address presenting issues and outcomes as identified by the lead professional and the child or parent/carer. Interventions should prevent escalation of need and reduce referrals to specialist services • To assertively outreach to prevent non-attendance at appointments using appropriate, non-stigmatising and familiar environments • Use innovative, proactive methods to help service users • Act as an effective screening process for targeted and specialist services • Act as a key link with other agencies and where appropriate work with children/young people and families/carers • Participate in multi-agency meetings where necessary • Provide direction to appropriate services, preventing delays and avoiding inappropriate referrals • Promote good emotional wellbeing • Contribute to the development of local networks • Collate and provide robust data and intelligence to influence strategy and service planning
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	<p><i>Clinical</i></p> <ul style="list-style-type: none"> • Children/young people, families and carers have their mental health needs assessed promptly • Use evidence-based behaviour change practice • Have an holistic approach to risky behaviours and situations • Keep good records of service operation ensuring confidentiality processes are adhered to <p><i>Training and Learning</i></p> <ul style="list-style-type: none"> • In partnership with other agencies develop and deliver learning and development opportunities to enable professionals working with children and young people and families to gain knowledge and skills regarding the identification and awareness of poor emotional wellbeing and mental health issues. <p><u>Note:</u> This is not intended as an exclusive list of responsibilities, which may differ with the development of the organisation.</p> <p>The responsibilities of this post may change in line with the developing requirements of the organisation, subject to appropriate consultation with the post-holder.</p>
<p>GENERAL</p>	<ul style="list-style-type: none"> • Attend meetings and events as required by the nature of the role and as agreed by the organisation. • Undertake an active role in personal development through training and development as required and agreed by the line manager and which is foreseen as commensurate to carrying out the role and duties • Undertake any other duties and responsibilities as may reasonably be required within the scope of the post. • At all times, address internal and external enquiries in a professional manner ensuring courteously addressing internal and external customers, specifically showing sensitivity towards those who may have mental health issues and challenges. • At all times, maintain organisational, client and employee confidentiality and adhere to the General Data Protection Regulations and any subsequent legislation which supersedes said Act. • Undertaking all duties and acting at all times, in accordance with the organisation's Policies and Procedures, particularly in respect of Equality & Diversity, Confidentiality and Health & Safety.

CONDITIONS OF EMPLOYMENT

Wherever you are initially based, it must be recognised that the company reserves the right, giving reasonable notice, to relocate the post holder, dependent on the requirements of the organisation, at any time. All employees MUST abide by the Terms and Conditions as per the Staff Handbook and Equal Opportunities Policy document.

Holidays: 27 days per annum, plus 8 statutory Bank holidays per annum, pro rata. Holidays rise to 30 days after 5 years.

PERSON SPECIFICATION

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QUALIFICATIONS	ESSENTIAL	DESIRABLE
A relevant qualification and registered member of relevant professional body e.g. Diploma in Social Work – Dip. SW, Clinical Psychology, Registered Mental Nurse – RMN, Qualified Teacher Status – QTS) or equivalent (e.g. Diploma in Cognitive Behaviour Therapy, Diploma in Counselling Psychotherapy, or Systemic Family Therapy)	✓	
Specific qualification, training and experience in working within Emotional Wellbeing or relevant Mental Health	✓	
Specific training and experience in a range of evidence based therapeutic frameworks/interventions with children/young people and families	✓	

EXPERIENCE	ESSENTIAL	DESIRABLE
Significant post registration experience of working with children, young people and adults with poor emotional wellbeing needs	✓	
Significant experience with evidence based psychological therapies	✓	
Experience of devising and implementing evidence based outcome focused plans and packages of care within a recognised therapeutic framework	✓	
Capacity to engage with and build therapeutic relationships with children, young people and families	✓	
Ability to provide consultation and supervision to other professionals	✓	
Ability to deliver training packages, workshops and psycho-education programmes to professionals and families	✓	
Significant knowledge and experience in behavioural change techniques and building resilience and self-efficacy	✓	
Experience of providing consultation to other professional/non-professional groups		✓

KNOWLEDGE / SKILLS	ESSENTIAL	DESIRABLE
Specialist knowledge/training in emotional wellbeing mental health difficulties in children and adolescents and adults	✓	
Capacity to interact therapeutically with children, young people and adults with emotional wellbeing difficulties	✓	
Expertise and specialist skills in working with complex cases	✓	
Capacity to be reflective in therapeutic practice and adapt practice accordingly	✓	

Appropriate professional support to develop the capacity and to reflect and adapt practice accordingly	✓	
Demonstrate an ability to work effectively as part of a multi-disciplinary team	✓	
Clear, comprehensive and concise reporting both verbally and in writing	✓	
Ability to make decisions and develop outcome focused plans	✓	
Knowledge and understanding of NICE guidelines, safeguarding policies, risk management and identifying areas of risk	✓	
Knowledge of fair access and non-discriminatory practice	✓	
An understanding of the skills needed of clinical supervision	✓	
Experience of using Outcomes Star, WEMWBs or other outcomes monitoring tools		✓
Knowledge of needs or mental health issues of the diverse population of Sandwell		✓

BEHAVIOURAL COMPETENCIES (ESSENTIAL)	
Self-awareness	Identifies and is aware of own values, principles and assumptions and is able to learn from experiences
Compassion	Understands and is sensitive to cultural and personal differences while interacting with others
Striving for Excellence	Focused on delivering the best possible service and consciously seeks out and implements improved ways of working
Proactivity	Sets high standards for oneself and others, guiding, motivating and developing to achieve high performance and meet the organisation's mission, objectives and statutory obligations
Building and Maintaining Relationships	Develops rapport and works effectively with a diverse range of people, sharing knowledge and skills to deliver shared goals
Communicating and Influencing	Presents information and arguments clearly and convincingly so that others see us as credible and articulate, and engage with us
Responsible use of Resources	Takes personal responsibility for using and managing resources effectively, efficiently and sustainably
Grit and Resiliency	Is flexible and adapts positively, to sustain performance when the situation changes, workload increases, tensions rise and priorities shift.