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## Community Rehabilitation Practitioner

<b>Job Title:</b>	Community Rehabilitation Practitioner
<b>Grade:</b>	Band 6
<b>Hours of work:</b>	37.5 hrs/week.
<b>Department:</b>	Specialist Services
<b>Division:</b>	Mental Health and Learning Disability
<b>Base:</b>	Community Rehabilitation Team, East

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### Organizational Arrangements

<b>Accountable to:</b>	Team manager Community Rehabilitation Team
<b>Responsible to:</b>	Band 7/ Team Manager
<b>Responsible for:</b>	Junior Staff as requested

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### Purpose

4. The post holder will apply his / her mental health knowledge skills and experience to supporting service users from the East area of North Wales.

5. The post holder will form part of a specialist multi-disciplinary team working within the Community Rehabilitation Team providing support and interventions to service users with complex care needs within Rehabilitation Services, including Independent Hospitals, out of area placements and the local community and often presenting with multiple, complex mental health and social issues.



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**6. Responsible for the care co-ordination and case management of a defined caseload of service users under the Mental Health Measure.**

**Managerial / Leadership.**

- Responsible for mental health assessments, based on service users' needs and the development, implementation and evaluation of programmes of care to meet these assessed needs.
- Responsible for the assessment, planning, implementation and evaluation of evidenced based care.
- Comply with policies and procedures relevant to the area of work and be aware of impact on other services.
- Undertake staff supervision, workload management for unqualified staff and when appropriate, students.
- Promote the development of services and participate with implementation of change.
- Awareness of health, safety and security of self and others and implement best practice in the community setting
- Ensure client records are maintained and that documentation reflects care provided.
- Undertake active clinical leadership and supervision within the team.



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- Demonstrate responsibility for developing own practice in line with professional qualifications and for contributing to the development of others, by making use of and providing effective feedback, supervision, coaching and appraisal.

### **Clinical.**

- To plan, assess, deliver and evaluate appropriate, specialist therapeutic interventions as indicated in the assessment process in line with personal recovery plans.
- To be responsible for maintaining own workload, as well as planning the workload of others, ensuring that time is prioritised effectively,.
- Ensure that service users and (where appropriate and with consent) carers/relatives/others are involved in the planning and delivery of care as appropriate.
- Lead, maintain and participate in practices which enable effective team working.
- Working collaboratively with a wide range of service providers to monitor and meet the needs of service users, carers and their families to promote a recovery focused care pathway.
- Where appropriate, act as mentor to students for the duration of their placement.
- Promote a culture of communication that is open, professional, polite, positive and welcoming to all.



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- Linking in with primary and secondary care services, police and emergency services, social work and other local authority departments, voluntary organizations, welfare and financial guardians and solicitors.
  
- Act in an advisory role to other health service staff and social work staff on mental health issues e.g. GP's, accident and emergency staff, health visitors, district nurses, social workers and child protection.
  
- Knowledge of guidelines and procedures for Safeguarding arrangements for the Protection of Vulnerable Adults and children
  
- Ensure service users needs are met by working collaboratively with other professionals and agencies e.g. Police, housing, employment agencies, probation service (including MAPPA), Child Protection in relation to ongoing care needs, risk and hospital / team discharge arrangements.

### **Knowledge, Training and Experience.**

- Registered Practitioner eg; Nurse, Occupational Therapist, Social Worker.
  
- Experienced in working with service users with Serious Mental Illness / Mental Disorder
  
- Knowledge of risk assessment and risk management

- Ability to prioritise work proactively.
- Knowledge of the Mental Health Act, Mental Health (Wales) Measure, Mental Capacity Act, Human Rights Act and other relevant legislation.
- Maintain and develop knowledge, skills and expertise to ensure that practice reflects best practice, remains evidenced based and current.

### **Professional Accountability**

- Ensure professional practice lies within own competence and scope
- Maintain active status on appropriate professional register
- Act in accordance with appropriate Code of Conduct and guiding documents
- Adhere to employing authority Policies and Procedures.
- Maintain up to date skills and knowledge and maintain awareness of professional issues.
- Maintain a professional portfolio.

## **Registered Health Professional**

All employees who are required to register with a professional body, to enable them to practice within their profession, are required to comply with their code of conduct and requirements of their professional registration.

## **Supervision**

Where the appropriate professional organisation details a requirement in relation to supervision, it is the responsibility of the post holder to ensure compliance with this requirement. If you are in any doubt about the existence of such a requirement speak to your Manager.

## **Risk Management**

It is a standard element of the role and responsibility of all staff that they fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards. 10

## **Records Management**

As an employee, you are legally responsible for all records that you gather, create or use as part of your work (including client health, financial, personal and administrative), whether paper based or electronic. All such records are considered public records, and you have a legal duty to service users (even after an employee has left the Health Board). You should consult your manager if you have any doubt as to the correct management of records with which you work.

## **Health and Safety Requirements**

All employees of the Partnership and Trust have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Employees are required to co-operate with management to enable the Partnership and Trust to meet its own legal duties and to report any hazardous situations or defective equipment.

## **Flexibility Statement**

The content of this job description represents an outline of the post only and is therefore not a final list of duties and responsibilities. The job description is therefore intended to be flexible and is subject to review and amendment in the light of changing circumstances, following consultation with the post holder.

### **Confidentiality**

All employees are required to maintain the confidentiality of members of the public (clients/clients, carers, relatives etc.) and members of staff in accordance with policies.

### **Opportunities**

The organisation is committed to ensure equal opportunities regardless of age, race, gender, disability, religious belief or sexual orientation. The post holder will be expected to ensure that anti-discrimination influences all decision making.

Service Users and Carers are at the centre of service provision. All are expected to work collaboratively to achieve this aim.

This job description outlines the main duties and responsibilities of the post and is not intended to be an exhaustive list. It may be amended in line with service needs in consultation with the post holder. 11

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Date Prepared:

Date Reviewed:

Agreed by

Employers name and signature:



## Person Specification

Specialist Services: Band 6 Practitioner Community Rehabilitation Team.

	Essential	Desirable	Method of Assessment
Qualifications	<ul style="list-style-type: none"><li>☐ Professional Qualification in relation to Adult Mental Health, educated to Degree Level.</li><li>☐ Evidence of CPD</li></ul>	<ul style="list-style-type: none"><li>☐ Appropriate Degree</li><li>☐ Management qualification and / or management experience</li><li>☐ Teaching/ Assessing</li></ul>	Application Interview
Experience	Demonstrate competency of post qualifying experience in mental health and / or able to demonstrate substantial experience in the assessment rehabilitation and management of service users	<ul style="list-style-type: none"><li>☐ Broad range of experience in Private health care settings</li><li>☐ Experience of CMHT work.</li><li>☐ Experience of rehabilitation work</li></ul>	Application Interview



	requiring long term management within the community		
Skills	<ul style="list-style-type: none"><li>☐ Team working skills</li><li>☐ Good knowledge of mental health assessment and assessment tools</li><li>☐ Evidence of ability to work within identified risk areas in a positive manner utilising team support.</li><li>☐ Committed to raising standards in mental health services</li><li>☐ Ability to prioritise and work proactively</li><li>☐ Effective verbal and non-verbal</li></ul>	<ul style="list-style-type: none"><li>☐ IT Skills (e.g. ECDL)</li><li>☐ Welsh Speaker</li><li>☐ Ability to manage resources</li><li>☐ Leadership/ motivational skills</li><li>☐ Experience of working within Recovery focused service.</li></ul>	Application Interview



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	<p>communication skills.</p> <p>☐ Ability to work in a pressurised environment</p> <p>☐ Ability to work with service users / carers as equal contributors to service planning and delivery.</p>		
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