

## Job Description

<b>Job title:</b>	Mental Health Practitioner
<b>Directorate:</b>	CAMHS
<b>Department:</b>	East Sussex SPoA
<b>Responsible to:</b>	Professional Lead
<b>Accountable to:</b>	Team Manager
<b>Pay band:</b>	5 (subject to job evaluation)
<b>Hours of Work:</b>	To work flexibly to meet the needs of the service but generally within the hours 09:00 - 17:00 Monday - Friday
<b>Contract:</b>	Agenda for Change
<b>On call requirement:</b>	No
<b>Disclosure required:</b>	Enhanced DBS
<b>Professional Registration:</b>	Yes

### Job outline:

- 1) To provide a community based mental health service for children and young people as part of the CAMHS and SPoA.
- 2) To offer consultation and advice to referrers on all aspects of mental health and well being of children and their families.
- 3) To direct children and their families to the most appropriate service in order to meet their emotional needs.
- 4) To offer assessments individually and jointly with colleagues.
- 5) To offer a variety of evidence based therapeutic interventions to children, young people and their families and to hold a small case load.
- 6) To deliver formal and informal training and education to all agencies involved with the emotional care of children and young people.
- 7) Offer high quality screening of referrals, discussing with GPs as required and ensuring they receive an appropriate and clinically sound response.

**We are an Equal Opportunities Employer operating a No Smoking Policy**

8) To work with the Single Point of Advice admin staff to maintain statistics regarding referrals received and outcomes.

### **Scope & Authority**

- To be an active participant in the multi-disciplinary team.
- To take part in all quality initiatives actively supporting and participating in both policies and service developments in the specific care group.
- To participate in regular clinical, professional and managerial supervision.
- To maintain and contribute to standards of professional care, ethics, policies and procedures.
- To contribute, to improve access for children and young people to local generic health care services, primary, secondary and specialist services.
- To maintain record keeping within Trust guidelines, national standards and NICE

### **KEY RELATIONSHIPS:**

Children, young people and their families, health, education, social and caring services, community groups and Professionals within Integrated Service Delivery Areas.

### **THE CLINICAL FUNCTION WILL BE:**

9) To provide a Consultation Service to Multi agency colleagues.

10) To ensure that referrals to the Single Point of Advice are triaged and managed appropriately within the agreed time scales.

11) To decide on an appropriate course of action with the Primary Care professionals involved, providing advice, support and knowledge of appropriate resources for the emotional well being of children, young people and their families.

12) To assist with planning interventions for children and young peoples' emotional and behavioural problems and enhancing the skills.

13) To carry out joint and/or individual assessments of children and families with Primary Care professionals as required.

14) To deliver specialist evidence based therapeutic interventions with a small caseload of children and families, keeping abreast of current training and practice in such areas.

15) To provide support & guidance to others with the aim of improving skills, knowledge and facilitating reflective practice.

16) To participate in CAMHS meetings and provide a link between SPoA and Community

## **CAMHS.**

17) To work alongside the Senior CAMHS clinicians to demonstrate knowledge and skills to meet the mental health needs of children and young people.

18) To demonstrate skills and attitudes for time management and execution of tasks promptly to meet targets for CAMHS.

19) To establish essential networks, knowledge base of resources and maintain links with relevant community based organizations.

20) To contribute to the evaluation of all areas of service delivery, client and professional satisfaction and the impact of interventions.

### **EDUCATION AND TRAINING**

21) To ensure knowledge and skills are continuously developed and maintained at a high level of professional competence.

22) To identify training needs through supervision and personal development plans (PDP).

23) To work alongside the Senior CAMHS professionals to share knowledge in relation to child and adolescent mental health.

### **ACCOUNTABILITY / AUDIT**

24) To work with the Clinical Team Leader, Senior PMHW and CAMHS Specialist Service Manager to develop clinical protocols and audit tools, to collect the relevant statistical information to underpin service evaluation and clinical record keeping.

25) To ensure therapeutic interventions are evidence based.

26) To ensure record keeping and confidentiality are within Trust recommendations and standards.

27) To implement national audit tools and review with colleagues nationally and locally.

28) To work alongside the Senior CAMHS colleagues to continue to review and develop the SPoA role within CAMHS.

29) To comply with relevant professional codes of conduct.

30) To act in accordance with legal requirements under the Children Act 1989, Children Act 2004, NSF, ECM, the Mental Health Act 1983, The Human Rights Act and other relevant legislation.

31) To participate in the development of local safeguarding child protection, joint agency procedures and other relevant local procedures.

32) To comply with patient charter standards.

### **RESEARCH AND DEVELOPMENT**

33) To identify service needs and gaps across agencies with regard to children's mental health.

34) Develop skills in service evaluation and audit to ensure the overall development of the service.

35) To maintain awareness of up to date research & development pertaining to advances in Child & Adolescent Mental Health issues.

### **MANAGEMENT**

36) Manage the development of services in the locality to meet the needs of primary care workers and children and their families.

37) Manage workload through both clinical and managerial supervision.

### **ANTI-DISCRIMINATORY PRACTICE**

All of the above, in conjunction with a commitment to work in a way which, so far as is possible, individually and systemically eliminates any form of discriminatory practice, based on social class, race, skin colour, religion, ethnic origin, disability, gender, age or sexual orientation, and to contribute to the development of such practice within the team and in working with others.

Demonstrate knowledge of causes and consequences of stigma, discrimination, social inequality and exclusion, for children, young people, their families and carers in relation to mental health (the context and impact of socio-economic, cultural, ethnic and gender issues on children, adolescents and their families)

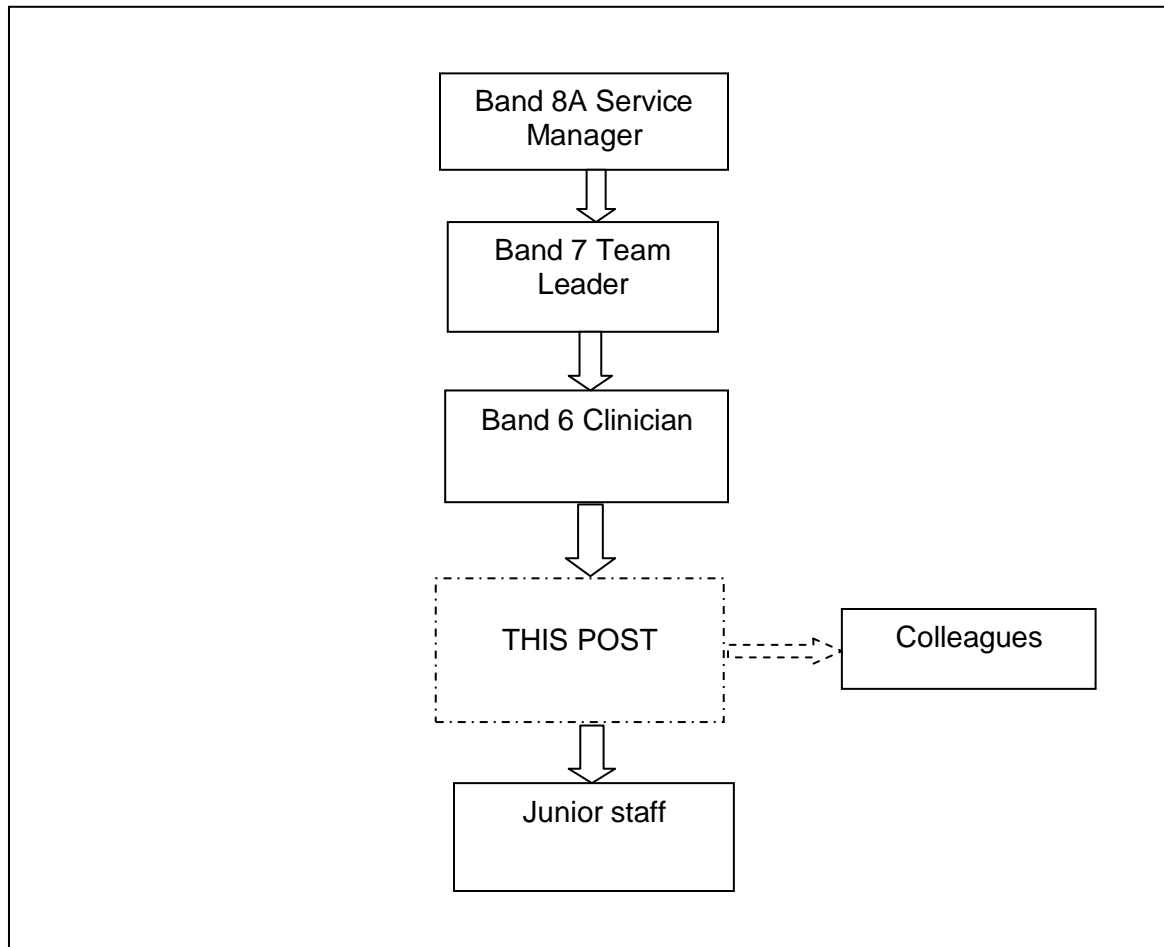
### **REHABILITATION OF OFFENDERS ACT 1974**

This post is subject to exemption under provisions of Section 4(2).

### **KEY RELATIONSHIPS**

CAMHS General Manager, Specialist Service Manager for PMHW Service, Clinical Team Leaders, Senior PMHWs, CAMHS Specialist Teams and Primary Care professionals e.g. GPs, Social Workers, School Nurses, School staff, Health Visitors etc.

## Position in the Organisation & Key relationships



### All staff are required to:

- Take responsibility for the safeguarding and protection of children and young people and vulnerable adults very seriously, as does The Trust. The Trust works with adult and children's social care to ensure that the integrated service has systems in place to equip staff with the knowledge and skills to recognise abuse, and take action to safeguard and protect vulnerable adults and children and young people. It is expected that all staff familiarise themselves with the appropriate structures and policies and with the Sussex child protection and safeguarding procedures and the Sussex multi-agency policy and procedures for safeguarding vulnerable adults and undertake the relevant essential training and further training appropriate to their role.
- Abide by the standards of behaviour expected by their professional body and the standards of behaviour expected of all staff in the Trust disciplinary policy and procedure.

- Adhere to all Trust policies and procedures and are responsible for making themselves aware of these policies and procedures.
- Treat information relating to children and young people, employees and businesses of the Trust in the strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. At all times employees are required to comply with the provisions of the Data Protection Act.
- Maintain their own awareness of, and comply with, policies and procedures relating to Health and Safety (whether statutory or Trust), and assist in ensuring the compliance of other staff.
- Support the Trust's visions and values and in particular the promotion of a positive approach to diversity, equality, rights, and treating others with dignity and respect; to eliminate discrimination and disadvantage in service delivery and employment, and to manage, support or comply by adhering to the Trust's Equality and Diversity Policy.
- Demonstrate the core principles of safeguarding and protection Human Rights; treating people with dignity, fairness, equality, respect and autonomy.
- Develop and maintain positive relationships with all colleagues, taking account of their age, religion or belief, ethnicity, sex, marital or civil partnership status, sexual orientation, gender identity, pregnancy or maternity status and any disability. Ensure that they are approachable and that their conduct towards colleagues is open and honest, dealing with differences in opinion, in ways which avoid offence.

## Person Specification

<b>Job title:</b>	SPoA Mental Health Practitioner		
<b>Directorate:</b>	CAMHS		
<b>Department:</b>	East Sussex CAMHS SPoA		
<b>Pay band:</b>	5		
	Essential	Desirable	Evidenced by
<b>A – Qualifications</b>			
▪ Professional Registration with current registration appropriate to the job role.	✓		A / C
▪ Diploma/ Degree in relevant profession	✓		A / C / I / T
▪ Other post-basic professional qualifications relative to the role in the specific care group.		✓	A / C
<b>B – Knowledge/Experience</b>			
▪ Knowledge of MHA (2007).	✓		A / C / I / T
▪ Knowledge of Mental Capacity Act (2005), to include practical knowledge of FACE documentation, DOLS and Best Interest decisions.	✓		A / C / I / T
▪ Child and Adult safe guarding procedures.	✓		A / C / I / T
▪ Experience of organising and prioritising own workload.	✓		
▪ Demonstrate ability to enhance care through evidence-based knowledge.	✓		A / C / I / T
▪ Demonstrate professional development relevant to the specific care group.	✓		
▪ Lived experience of mental health issues		✓	
<b>C – Skills</b>			
▪ <b>Communication/Relationship skills:</b> ▪ Effective written and verbal skills. Effective team worker. Excellent interpersonal skills.	✓		A / C / I / T
▪ <b>Analytical &amp; Judgement skills:</b> ▪ Analytical skills to assist in diagnosing or highlighting an unmet health need. Understanding clinical information to formulate recommendations and appropriate intervention/action or referrals to be made. Undertaking initial children and young people assessments	✓		A / C / I / T
▪ <b>Planning &amp; Organisational skills:</b> ▪ Change management skills. Leading projects, chairing and running of regular meetings	✓		A / C / I / T
▪ <b>People Management/Leadership/Resources</b> ▪ Supervising junior staff, co-ordinating training to carers and service users		✓	A / C / I / T

	Essential	Desirable	Evidenced by
<ul style="list-style-type: none"> <li>▪ <b>IT skills:</b></li> <li>▪ Computer literate. Sound working knowledge of Microsoft Word and Outlook</li> </ul>	✓		A / C / I / T
<ul style="list-style-type: none"> <li>▪ <b>Physical skills:</b></li> <li>▪ Able to travel across the designated area in response to a child or young person/care group need</li> </ul>	✓		A / C / I / T
<b>Abilities</b>			
<ul style="list-style-type: none"> <li>▪ <b>Mental Effort:</b></li> <li>▪ Ability to prioritise/cope with pressure. Ability to assess health needs in an initial assessment and prioritise them in order as soon as assessment is completed. Ability to deal with an unpredictable work pattern and deal with deadlines</li> </ul>	✓		A / C / I / T
<ul style="list-style-type: none"> <li>▪ <b>Emotional Effort:</b></li> <li>▪ Ability to deal with distressing and emotional circumstances which can happen unpredictably throughout a working day.</li> </ul>	✓		A / C / I / T
<ul style="list-style-type: none"> <li>▪ <b>Working Conditions:</b></li> <li>▪ The post will work in an office which operates a 'hot desk' system.</li> <li>▪ To be able to use a PC.</li> </ul>	✓ ✓		A / C / I / T
<b>D – Approach/Values:</b>			
▪ Demonstrate support for the values and beliefs of the Care Group and those of the Trust	✓		I
▪ Demonstrate an understanding of the practices of Human Rights in the delivery of this role	✓		I
▪ Team working	✓		I
▪ Punctual and flexible across hours of work when required	✓		I
▪ Flexible and motivated	✓		
▪ Non-judgemental attitude	✓		

To be evidenced by key: A – Application C - Certificate I – Interview T - Test

**Approved by:**

**Approved**

**Manager**  **Date**