

**JOB DESCRIPTION**

Band 6 Senior Practitioner  
CAMHS Crisis and Enhanced Treatment Team (CCETT)

**Reviewed**  
April 2020

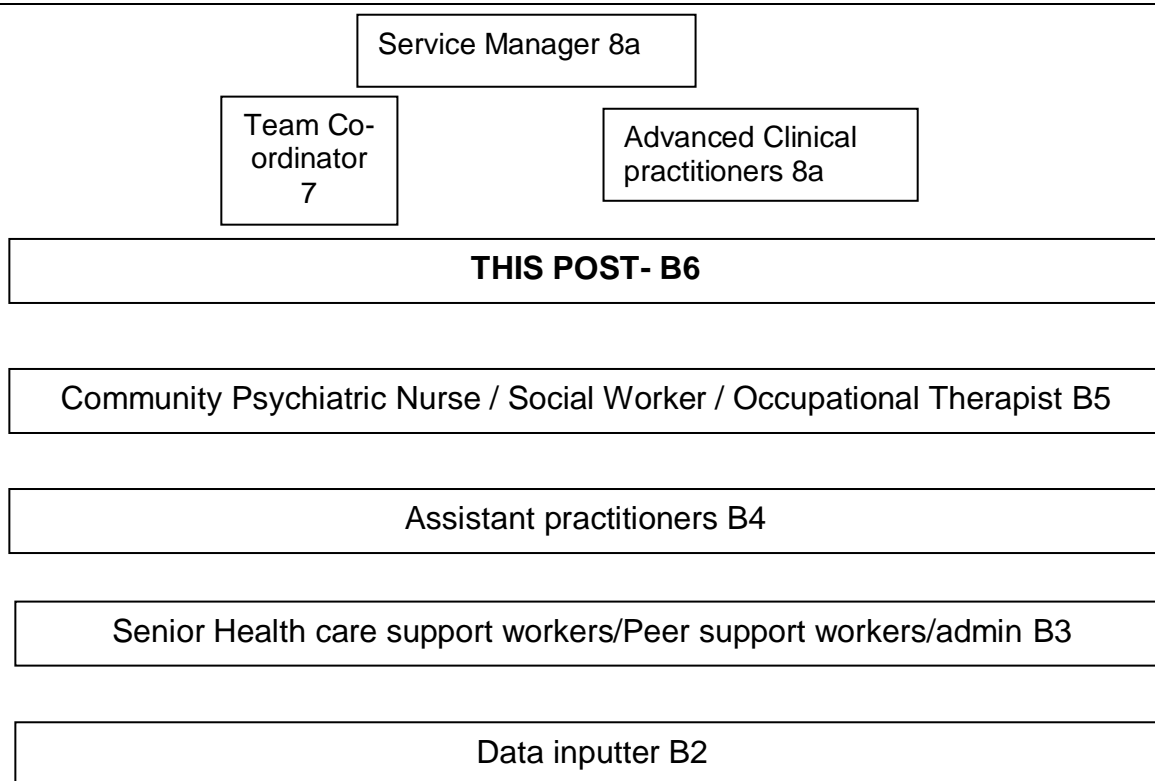
# LINCOLNSHIRE PARTNERSHIP NHS FOUNDATION TRUST

## Job Description

<b>1. Job Details</b>
<p><b>Job Title:</b> CAMHS Senior Practitioner</p> <p><b>Pay Band:</b> 6</p> <p><b>Reports to (Title):</b> <i>Team Coordinator</i></p> <p><b>Accountable to (Title):</b> <i>Service Manager</i></p> <p><b>Location/Site/Base:</b> <i>Countywide</i></p>
<b>2. Job Purpose</b>
<p>To ensure the team provides a high standard of clinical care by providing safe and effective treatment for children/young people and their families/carers. The post holder will be responsible for managing complex referrals and assessments coming into the service and the day to day running of the team and service. They will work collaboratively with children and young people and their carers to formulate a care plan to be delivered by the team in the community. They will provide ongoing leadership and support by taking on the lead professional role in complex cases during the treatment period and up to transfer/discharge. This role includes day to day shift to enable the service to provide a rapid response to children and young people presenting with urgent and emergency mental health presentations over a 24/7 rota, including on-call duties out of hours, and to provide an intensive home treatment service to prevent admission to inpatient beds and to facilitate early discharge.</p> <p>The post holder will provide professional advice and support to other teams, agencies and members of the multi-disciplinary team.</p>
<b>3. Nature of the Service</b>
<p>The CAMHS Crisis and Enhanced Treatment Team (CCETT) provides crisis interventions to children and young people alongside intensive community treatment to young people experiencing an acute episode of mental health distress, in addition, the service aims to prevent admissions to out of area Tier 4 inpatient beds. The provision is available 7 days a week 24 hours a day with an on-call rota after 19.00pm with a multi-disciplinary team offering assessment and enhanced community treatment between the hours of 8.45am - 19.00pm. Referred service users receive care based on their individually assessed needs, ensuring that an agreed package of care is implemented which reflects the Trust's policy to engage services users and their carers in all aspects of their care and treatment.</p> <p>The service is available to children and young people meeting the criteria for moderate to severe CAMHS as a minimum requirement, where mental health needs and emotional disturbance is to a degree that the level of risk the young person poses cannot be contained by Core CAMHS alone, but support by a specialist community service could provide an alternative to admission to Tier 4 services, those whose deterioration in mental state and functioning renders them liable for admission to an inpatient unit, those requiring discharge from an acute inpatient service following an episode of care and those children and young people requiring an intensive acute care pathway.</p> <p>The service will not be a stand-alone service but an extension of Core CAMHS and the Eating Disorder Service; where possible ensuring continuity of care for the child, young person and family, and enabling an effective step-up, step-down model.</p>

The Service will work to maintain the child or young person in their 'home' setting, and will be closely aligned/work in partnership with local Accident and Emergency services, Crisis Intervention Services and the Duty Team within Children's Services.

#### 4. Organisation Chart



#### 5. Duties

- To provide a high standard of community clinical care ensuring safe and effective assessment, treatment and comprehensive discharge planning using highly developed clinical reasoning skills and appropriate assessment tools
- Provide rapid response to children/young people presenting with urgent and emergency mental health presentations over a 24/7 rota
- Work as part of a team managing referrals for assessment and intensive community treatment for young people experiencing a mental health crisis or at risk of hospital admission.
- Act as bed co-ordinators for out of county placements.
- Support the Access Assessment of new referrals for in-patient beds
- Act as lead professional for complex cases within the team
- Engage with young people to provide mental health and risk assessment, risk management plans, and taking appropriate therapeutic risk for young people following crisis
- Provide full assessment and collaborative care planning for implementation by the multi-disciplinary team, in partnership with young people/carers and other workers involved in care delivery
- Work in accordance with relevant childcare, health legislation and professional standards in partnership with wider children's services and to engage fully with Safeguarding, Common Assessment Framework and other processes which requires working together with other agencies
- Proactively involve children/young people and their families/carers in service development including using service questionnaires to obtain structured feedback
- Provide a professional, non-stigmatising service to children/young people and families/carers
- Work closely with other colleagues within the service to enable effective transitions to and from other areas

- Ensure best practice by incorporating NICE guidance and meeting healthcare standards
- Adhere to Trust Policies in consideration of Children in Need and safeguarding issues and in maintaining accurate and effective written records
- Help support and develop other staff in the team and provide supervision/line management.
- To be able to travel independently and work flexibly across the county to support the service, from a designated base.
- Use outcome measures to evidence effectiveness of treatments provided
- Participate in management and clinical supervision
- Manage case-load and service delivery in accordance with, and in order to contribute towards the attainment of, the Service/Trust productivity requirements including waiting times
- Participate in all clinical governance and audit developments including post registration education, training and continuing professional development
- Maintain knowledge and standards of medicine management through training and supervision
- Have an awareness of the mental health act, (MHA) deprivation of liberty, (DOLS), mental capacity act (MCA) and children's act and how this affects the management of patients at home and as inpatients.

## **6. Skills Required for the Post**

### **Communication and relationship skills**

- Always act in a dignified and responsible manner with service users, families/carers and colleagues, using appropriate language and communication skills, which acknowledge barriers to understanding, cultural differences and diversity.
- To provide supportive and sensitive communication, written and verbal advice to service users, families/carers and staff, whilst demonstrating an understanding of the nature and effects of some information and of barriers to effective communication e.g. sensory or cognitive impairment and unrealistic expectations whilst being considerate of client confidentiality.
- Develop and maintain communication (sensitive, complex and contentious) with other teams and/or external agencies, in order to promote good care and deliver initiatives such as Care Programme Approach.
- To confidently convey highly complex written and verbal information on both clinical and non-clinical issues and to support the development of these skills with individuals within the team.
- Acting as an advocate, support service users and their families/carers through their care programme both physically and psychologically to achieve expected outcomes, explaining care, treatment and associated risks (complex information)
- Provide and receive complex information where persuasive, motivational, negotiating, empathic and re-assurance skills are required to support service users through their recovery period.
- Maintain strict confidentiality of complex and sensitive service user information at all times.
- Maintain a supportive relationship with team members and clearly communicate your expectations in their ongoing roles within care planning.

### **Analytical and judgment skills**

- Develop and complete risk assessments whilst working with high risk individuals in crisis whilst considering positive risk taking behaviour.
- Analysing and deciding the most appropriate approach to implementing care plans, agreeing objectives with service users and families/carers.

### **Planning and organisational skills**

- Organise and plan activities within the service so these can be facilitated with service users and families/carers. Considering therapeutic and educational groups, adjusting team workload in response to prevailing circumstances.
- Respond to the ever changing workload and demands of the service, including the correct skill mix and staffing levels for the clinical demands.

### **Physical skills**

- Driving on a daily basis
- Normal keyboard use

<p><b>7. Responsibilities of the Post Holder</b></p> <p><b>Responsibilities for direct/indirect patient care</b></p> <ul style="list-style-type: none"> <li>• Plan, implement, review and improve interventions to meet identified needs and manage their inherent risk.</li> <li>• Contribute to case conferences and reviews, supporting service users and families/carers to engage with services and contribute to their care.</li> <li>• Accept ongoing accountability for service users, hold and manage delegated caseload (moderate to severe complex cases) and supervise and/or mentor junior staff and learners as required in the provision of direct/indirect nursing care.</li> <li>• Assessment and planning and review of complex individuals needing crisis intervention.</li> </ul> <p><b>Responsibilities for policy and service development implementation</b></p> <ul style="list-style-type: none"> <li>• Comply with and carry out safe practice in accordance with Trust policies and procedures, appropriate Codes of Conduct, the Mental Health Act (1983) and other relevant national and local guidance commenting on policies, procedures and developments as necessary.</li> </ul> <p><b>Responsibilities for financial and physical resources</b></p> <ul style="list-style-type: none"> <li>• Use safely in accordance with manufacturer's guidance clinical equipment in the performance of their work to appropriate high standards of care.</li> <li>• Ensure any stock and supplies, clinical equipment or medications are ordered as required</li> </ul> <p><b>Responsibilities for human resources (including training)</b></p> <ul style="list-style-type: none"> <li>• To provide both formal and informal training, health promotion and advice to service users and families/carers regarding their mental health needs.</li> <li>• To actively participate in the delivery of training opportunities for staff and students, including those from other teams and disciplines.</li> <li>• To provide high quality practice placement education for students as detailed in departmental guidelines acting as mentor as required.</li> <li>• To promote a learning environment and culture within the clinical team and wider service</li> <li>• To identify own training and development needs and those of junior staff, including the development of competencies and to attend key in-service courses and conferences as required</li> <li>• To maintain own continuing professional development and use reflective practice to evaluate and update current practice.</li> <li>• To participate in the recruitment and selection of staff.</li> </ul> <p><b>Responsibilities for information resources</b></p> <ul style="list-style-type: none"> <li>• Record all self-generated information within the service user's clinical notes, using the Trust's clinical information system.</li> <li>• As part of line management responsibilities monitor and audit supervisees clinical noting and documentation.</li> </ul> <p><b>Responsibilities for research and development</b></p> <ul style="list-style-type: none"> <li>• Participate in audit and research as required and contribute to quality improvement initiatives, policy review and practice development.</li> </ul>
<p><b>8. Freedom to Act</b></p>
<p>Organise own time and prioritise service user care in accordance with need.</p> <p>Responsible for the day to day running of the service with reference to team co-ordinator if and when required.</p> <p>Supervision of team members working with higher risk cases and provide support as required.</p>

Act as an autonomous practitioner making decisions about service user care as appropriate with the nursing and wider multi-disciplinary team.

## **9. Effort & Environment**

### **Physical effort**

- In order to manage risk in the community individuals will be Breakaway trained.

### **Mental effort**

- Intense concentration required for observations and interventions as well as dealing with unpredictable behaviour. Concentration when inputting service user data onto systems

### **Emotional effort**

- Dealing with service users, often in crisis, being treated in home and community environments with mental health conditions.
- Able to deal with demanding circumstances in clinical areas.
- Able to deal with the general stresses of working with children and young people and the distressing circumstances that can arise.
- Provide ongoing support for staff, advising them as appropriate, providing supervision both planned and immediate.
- Dealing with complaints or grievances.

### **Working conditions**

- Working in sometimes unpleasant and dirty home conditions, including aggressive and challenging behaviour. This can be on a regular or an occasional basis dependant on the specific caseload at the time.

## **10. Equality and Diversity**

All staff through their behaviours and actions will ensure that our services and employment practices are respectful of individual needs and differences including those characteristics covered by the Equality Act 2010 (Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex and Sexual Orientation).

## 11. General

You must uphold the Trust's Purpose, Vision and Values:

**Our Vision-** To support people to live well in their communities.

### Values

**Compassion-** Acting with kindness

**Pride-** Being passionate about what we do

**Integrity-** Leading by example

**Valuing everybody-** Using an inclusive approach

**Innovation-** Aspiring for excellence in all we do

**Collaboration-** Listening to each other and working together

### Behaviours

Treating people with respect, showing empathy and a desire to be helpful.  
Paying attention to others and listening to them.  
Responding appropriately, being mindful of the language we use to do this.

Challenging poor practise.  
Being a patient and carer advocate.  
Recognising and praising good care.

Doing what I say I am going to do.  
Being honest.  
Taking responsibility for my actions.

Supporting every person however different to me to achieve their best.  
Challenging discrimination and supporting others to understand why it is everybody's business to do this.  
Recognising and challenging my own assumptions.

Using service improvement methodology.  
Learning with people who use our services, research, best practise and evidence.  
Sharing the learning internally and contributing to research where relevant.

Working in partnership to promote recovery, supporting and encouraging independence.  
Working as one team.  
Valuing lived experience as an equal partnership.

In addition you must:

- Highlight concerns in accordance with the Trust's Whistleblowing Policy where it is felt poor practice or general wrong doing has not been dealt with appropriately. Staff may make such disclosures without fear of criticism or retribution.
- Maintain an awareness of information governance and information security related issues and ensure compliance with LPFT Records and Information Policies.
- Participate in performance review, supervision and undertake mandatory training and personal development as required of the post
- Take personal responsibility for your own Health and Safety at work in accordance with Trust Policies and Procedures, in particular Security, Health and Safety and Risk Management

- Be committed to safeguarding and promoting the welfare of children, young people, vulnerable adults and people experiencing domestic abuse, both as service users and visitors to Trust premises. All staff have an absolute responsibility to safeguard and promote the welfare of children and adults. The post holder, in conjunction with their line manager, will be responsible for ensuring they undertake the appropriate level of training relevant to their individual role and responsibilities. They must be aware of their obligation to work within and do nothing to prejudice the safeguarding policies of the Trust.
- This job description is not exhaustive and as a term of employment you may be required to undertake such other duties as may reasonably be required.



## PERSON SPECIFICATION

	ESSENTIAL	JOB REQUIREMENTS DESIRABLE	HOW ASSESSED (egg Application Form, Interview Test, Reference etc.)
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Post graduate professional with current registration.</li> <li>Mentorship Module (degree level)</li> <li>Evidence of specialised continued professional training in clinical practice.</li> </ul>	Leadership training Training in Dialectical behavioural therapy (DBT) or Family systemic practices	Application Form Interview
<b>Experience</b>	<ul style="list-style-type: none"> <li>Relevant experience of working with people with mental health needs.</li> <li>Experience of working with individuals in crisis</li> <li>Experience of working with people with severe and enduring mental illnesses</li> <li>Experience of managing and developing staff including supervision.</li> </ul>	Experience of working with children and young people.	Application Form
<b>Skills &amp; Competences</b>	<ul style="list-style-type: none"> <li>Expert knowledge of Child Care legislation, Safeguarding, Mental Health Act, Care Programme Approach and Risk Assessment.</li> <li>Good knowledge of current local and national strategies concerning CAMHS, Children's Services and mental health</li> <li>Good understanding of child and adolescent development, risk assessment and risk management of young people in crisis.</li> <li>Experience of using evidence based practice.</li> <li>Ability to work both as a member of a team and autonomously and to manage own and other colleagues anxieties.</li> </ul>		Application Form Interview

	<ul style="list-style-type: none"> <li>• Sound knowledge of clinical/risk assessment and understanding of Information Governance principles.</li> <li>• Highly developed communication skills.</li> <li>• Ability to delegate whilst maintaining overall responsibility for service users care, where appropriate.</li> <li>• Highly motivated &amp; able to engage with service users &amp; carers to improve outcomes.</li> <li>• Well-developed IT skills</li> <li>• Excellent time management skills, organisational skills, ability to work under pressure and to manage own and other workloads efficiently.</li> </ul>		
<b>Special Requirements</b>	<ul style="list-style-type: none"> <li>• Able to travel around the county independently and in a timely manner</li> </ul>		Application Form Interview