

<b>Job Title:</b>	ADHD Nurse prescriber
<b>Band:</b>	8A
<b>Hours:</b>	37.5 hours per week
<b>Department:</b>	Lambeth CAMHS
<b>Location:</b>	35 Black Prince Road, Kennington, SE11 6JJ
<b>Reports to:</b>	Consultant ADHD Pathway Lead and Clinical Lead Nurse.
<b>Responsible for:</b>	

#### Job Purpose:

- An experienced and motivated highly specialist ADHD Nurse Prescriber to lead on the ADHD pathway in our community CAMHS service.
- Independent and team working in both a clinical and managerial role.
- Confident in your delivery of ADHD care including ADHD medication management and physical health assessments.
- Excellent skills in organisation and forward thinking, show initiative, be adaptable and able to follow direction, and be a good team player with excellent communication skills.
- Provide leadership on and contribute clinically to all aspects of the ADHD pathway including screening, assessment, psycho-education, medication management, behavioural management, care planning, risk assessment and management, and transition to adult services.
- Contribute to further ADHD pathway development.

**Our values and commitments:**



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**Key Responsibilities:**

**Clinical**

- 1.1 To lead the provision and delivery of the nurse led ADHD clinic provided by Lambeth CAMHS, and be a highly specialist practitioner within the assessment, treatment and pharmacological management of CYP with ADHD and co-morbid mental health and/or neuropsychiatric difficulties, assuming responsibility for own caseload.
- 1.2 To work as an independent and autonomous professional within professional guidelines and the policies and procedures of the service, taking full responsibility for own work.
- 1.3 To provide CAMHS assessments, using self-report measures, as appropriate, structured observations, clinical interviews, and to interpret and integrate this highly complex data to identify and diagnose the cause of emotional and behavioural problems in C&YP.
- 1.4 To formulate mental healthcare and crisis treatment plans that are specific to each C&YP and family, based upon an analysis of complex factors concerning historical and developmental processes contributing to the presentation. To assess safeguarding issues for each case, consulting with other professionals and referring concerns to the appropriate safeguarding team as required.
- 1.5 To deliver evidence based treatments, monitoring outcome and modifying and adapting interventions drawing on a range of theoretical options.
- 1.6 To assess and monitor risk and draw up appropriate risk management plans in conjunction with the C&YP, parents/carers and other services as appropriate.
- 1.7 To communicate skilfully, tactfully and sensitively highly complex, sensitive and potentially distressing information with CYP, parents, carers and colleagues taking account of sensory and cultural barriers to communication.

- 1.8 To maintain the highest standards of clinical record keeping and report writing, according to professional and Trust guidelines, including electronic data entry and recording.
- 1.9 To ensure that all services provided are acceptable and accessible to the diverse communities which make up the catchment area of the service.
- 1.10 To act as care co-ordinator for a range of cases including high risk and extremely complex, ensuring the provision of a care package appropriate for the client needs, coordinating the work of others involved, and to monitor progress in the course of multidisciplinary interventions.

## **2. Professional leadership**

- 2.1 To provide strategic nursing input at senior level across Lambeth CAMHS, ensuring effective advice to the Lead Nurse, Borough manager, Lead Clinician, and other management team.
- 2.2 To liaise with Lead Nurse to ensuring standards of nursing are consistent.

## **3. Teaching, Training, and Supervision**

- 3.1 To receive regular clinical and professional supervision from a more senior clinician according to Trust guidelines. This will include fortnightly moving to monthly ADHD prescribing supervision with consultant psychiatrist, fortnightly moving to monthly clinical supervision with Lambeth CAMHS Lead Nurse, and monthly line management supervision.
- 3.2 To contribute to the development of the knowledge and skills base within the nursing staff and Lambeth CAMHS.
- 3.3 To provide professional clinical and research supervision as well as managerial supervision to qualified nursing staff and students for all aspects of their work where appropriate.
- 3.4 To provide placements to student nurses as required and where appropriate.
- 3.5 To provide advice, consultation, training and supervision to staff and parents/carers within CAMHS network across a range of settings including primary care, social services, education, residential units and family homes.

## **4. Management, Recruitment, Policy and Service Development**

- 4.1 To identify any aspects of the service which need to be improved and to advise service and professional managers on appropriate changes.
- 4.2 To assist in the short-listing and interviewing of multidisciplinary staff as required.
- 4.3 To participate in clinical governance initiatives as agreed by the Trust and clinical governance committee and to act as clinical governance link worker as agreed.
- 4.4 To deputise for the Borough manager when required and to represent the team at borough and SLAM level when needed.
- 4.5 To undertake Serious Incident investigations as required by the Directorate.

## **5. Research and service evaluation**

- 5.1 To contribute to the development of services for Lambeth CAMHS through initiating and undertaking service evaluation and audit.

5.2 To undertake computer-based literature reviews and carry out research relevant to the service in general and provide advice and supervision to other staff undertaking these.

5.3 To contribute to the development of outcome measurement and participate in the implementation of the use of same.

5.4 To disseminate research and service evaluation findings through service feedback, presentations and published articles.

5.5 To participate in agreed audit projects and to participate in service improvement based on the findings.

## **6. General**

6.1 To maintain an up-to-date knowledge of current developments in professional and clinical practice with children and families, and of relevant legislation and policies.

6.2 To examine independently and critically all aspects of work to ensure they comply with recognised professional standards and Trust policies and procedures.

6.3 To maintain record keeping as required by professional codes of practice as well as Directorate policies and procedures.

6.4 To participate fully and implement standards devised from Trust's clinical and research governance activity.

## Person Specification

Qualifications (Essential)	Qualifications (Desirable)
<ul style="list-style-type: none"> <li>First level nursing qualification (registration RMN or RSCN or HV) / with related CAMHS experience and MSc level qualification or equivalent with evidence of a comprehensive portfolio of post registration professional development in child and adolescent mental health including evidence of clinical, audit and/or research presentations at local and national CAMHS events and evidence of publication of articles or the production of strategic reports which have advanced CAMHS. (A/I)</li> <li>All applications will require professional registration with a statutory body e.g. the Nursing Midwifery Council, General Social care council, Health professional's council or applicable psychological or psychotherapies body. (A/I)</li> <li>Non-medical prescriber with appropriate NMC registration. (A/I)</li> </ul>	<ul style="list-style-type: none"> <li>Additional, recognised therapeutic qualification (A/I)</li> </ul>
Experience (Essential)	Experience (Desirable)
<ul style="list-style-type: none"> <li>Graduate qualification related to or equivalent with evidence of a comprehensive portfolio including experience of specialist mental health assessment and treatment with children and young people with mental health difficulties, emotional, behavioural and relational problems and their families, including looked after children. (A/I)</li> <li>Experience of managing complex and high-risk cases. (A/I)</li> <li>Experience of consultation to, and clinical</li> </ul>	<ul style="list-style-type: none"> <li>Significant experience working as an independent non-medical prescriber with a CAMHS service and ability to demonstrate continuing professional development in this area. (A/I)</li> </ul>

<p>supervision of, other staff. (A/I)</p> <ul style="list-style-type: none"> <li>• Experience of providing teaching and training to multidisciplinary groups. (A/I)</li> <li>• Experience of working with children and families from diverse cultural backgrounds. (A/I)</li> <li>• Experience of developing and carrying out research projects with children and young people. (A/I)</li> <li>• Experience of supervision of other staff and experience of clinical leadership and providing clinical support for practitioners across disciplines including recruitment, supervision and appraisal. (A/I)</li> <li>• Experience of multi-agency collaboration and integrated working. (A/I)</li> </ul>	
Knowledge (Essential)	Knowledge (Desirable)
<ul style="list-style-type: none"> <li>• Post graduate level knowledge of CAMHS research methodology and complex statistical analysis. (A/I)</li> <li>• Evidence of continuing professional development. (A/I)</li> <li>• Knowledge of psychological assessment of behaviour and emotional disorders and difficulties, relationship difficulties, attachment disorders and difficulties, and clinical psychometrics. (A/I)</li> <li>• Highly specialist knowledge of childhood disorders including emotional and behavioural disorders, relationship difficulties and attachment disorders and theories of child development. (A/I)</li> <li>• Practitioner level knowledge of at least one model of psychological therapy and knowledge of the theoretical and evidence</li> </ul>	

<p>base for them. (A/I)</p> <ul style="list-style-type: none"> <li>• Knowledge of legislation and national policy in relation to Looked After Children and mental health issues, including the Children Act, safeguarding children and the Mental Health Act. (A/I)</li> <li>• Awareness of racial and diversity issues and their impact on service access, through attendance of relevant training. (A/I)</li> </ul>	
Skills & Abilities (Essential)	Skills (Desirable)
<ul style="list-style-type: none"> <li>• Post qualification CPD to develop clinical and/or research skills relevant to specialist area as agreed in the Personal Development Plan. (A/I)</li> <li>• Ability to supervise student nurses having completed relevant training. (A/I)</li> <li>• Highly developed verbal and written communication skills including communicating complex, highly technical and sensitive information to children, young people, families and colleagues. (A/I)</li> <li>• Well-developed consultation skills to work with the multi-professional team and/or other professional groups. (A/I)</li> <li>• Ability to maintain a high degree of professionalism in the face of highly emotive and distressing problems involving a child's or young person's mental health issues, family relationships or future placement, verbal abuse and the threat of physical abuse. (A/I)</li> <li>• Ability to work independently as an autonomous practitioner with appropriate level of clinical and managerial supervision. (A/I)</li> <li>• Ability to work effectively within a multi-disciplinary team, contributing to effective</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings (A/I)</li> </ul>

<p>team functioning. (A/I)</p> <ul style="list-style-type: none"> <li>• Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and/or challenging behaviour. (A/I)</li> <li>• Commitment to continuing professional development, to partnership working and to reflexive clinical practice. (A/I)</li> <li>• Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and/or challenging behaviour with Looked After children, their families and carers. (A/I)</li> <li>• Ability to use QI methodology (A/I)</li> <li>• Well-developed IT skills including entry and analysis of research data. (A/I)</li> </ul>	
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### About South London and Maudsley:

South London and Maudsley NHS Foundation Trust (SLaM) provide the widest range of NHS mental health services in the UK as well as substance misuse services for people who are addicted to drugs and alcohol. We work closely with the Institute of Psychiatry, Psychology and Neuroscience (IoPPN), King's College London and are part of King's Health Partners Academic Health Sciences Centre. There are very few organisations in the world that have such wide-ranging capabilities working with mental illness. Our scope is unique because it is built on three major foundations: care and treatment, science and research, and training.

SLaM employ around 5000 staff and serve a local population of 1.1 million people. We have more than 230 services including inpatient wards, outpatient and community services. Currently, provide inpatient care for approximately 5,300 people each year and treat more than 45,000 patients in the community in Croydon, Lambeth, Lewisham and Southwark; as well as substance misuse services for residents of Bexley, Bromley and Greenwich.



By coming to work at SLaM, you will gain experience of being part of an organisation with a rich history and international reputation in mental health care. You will have access to professional development and learning opportunities, and have the chance to work alongside people who are world leaders in their field. SLaM delivered more than 14,000 training experiences in 2014; providing an extensive range of learning opportunities for staff at all levels. In addition, our working relationship with King's Health Partners allows those working at the Trust to get involved in academic research.

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## **Trust Policy and Procedures:**

### **Confidentiality:**

Confidentiality/data protection regarding all personal information and Trust activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as the Data Protection Act. The post holder should ensure that they are familiar with and adhere to all Trust Information governance policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action may be taken.

### **Equal Opportunities:**

Promote the concepts of equality of opportunity and managing diversity Trust wide.

### **Health and Safety:**

Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors and employees.

### **Infection Prevention and Control:**

Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with Trust policy.

### **Professional standards and performance review:**

Maintain consistently high professional standards and act in accordance with the relevant professional code of conduct. Employees are expected to participate in the performance review process.

### **Service/Department standards:**

Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.

### **Finance:**

All Trust staff will comply with the financial processes and procedures.

### **Safeguarding Children & Vulnerable Adults:**

Employees must be aware of the responsibilities placed on them under the Children Act 1989, 2004 and the trusts safe guarding vulnerable adults policy.

### **Code of Conduct:**

The post holder is required to adhere to the standards of conduct expected of all NHS managers set out in the Code of Conduct for NHS managers.

This job description will be subject to regular review and adjustment.

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**SUMMARY:**

This job description is an outline of the key tasks and responsibilities of the post and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing needs of the Trust and its services, as well as the personal development of the post holder.