



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Aneurin Bevan
University Health Board

ANEURIN BEVAN UNIVERSITY HEALTH BOARD JOB DESCRIPTION

JOB DETAILS:

Job Title	Secondary Child and Adolescent Mental Health Service – Registered Mental Health Nurse
Pay Band	Band 6
Hours of Work and Nature of Contract	37.5 hours per week, including weekends and evenings. Substantive post.
Division/Directorate	Family and Therapies
Department	Specialist Child and Adolescent Mental Health Services (CAMHS)
Base	White Valley Centre, St Cadoc's Hospital, Caerleon.

ORGANISATIONAL ARRANGEMENTS:

Managerially Accountable to:	Directorate manager
Reports to:	CAMHS Emergency Liaison Team Lead
Professionally Responsible to:	Divisional Nurse.

OUR VALUES:

Ein GWERTHOEDD yw...

Pobl yn gyntaf

Cyfrifoldeb personol

Angerdd am welliant

Balchder yn yr llyn a wnaeth

Our VALUES are...

People first

Personal responsibility

Passion for improvement

Pride in what we do

Am fwy o wybodaeth ffoniwch 01633 623801

For more information please contact the Organisational Development Team on 01633 623801

Background:

The Child and Adolescent Mental Health Service (CAMHS) in ABUHB has recently undergone an exciting re-alignment, with our colleagues in Primary Mental Health aligning fully with CAMHS. This has allowed us to relocate our teams across CAMHS into primary and secondary CAMHS. Primary CAMHS includes our primary mental health teams, and our community embedded teams, and secondary CAMHS includes our core Community Mental Health team, our core Eating Disorder team, our youth offending service, our specialist substance misuse team, and our emergency pathway teams (Emergency liaison, Crisis Outreach and Intensive Support).

This post relates directly to secondary CAMHS, and will initially be based in our emergency liaison team, however there is a requirement for transferable skills that can be utilised across secondary CAMHS teams.

JOB SUMMARY:

To provide a Specialist CAMHS Emergency Liaison Nursing Service to young people up to the age of and inclusive of 17 years who present within the clinical areas of the Royal Gwent Hospital, Nevill Hall Hospital, Ysbyty Ystrad Fawr, and the Grange University Hospital, experiencing mental health issues such as Deliberate Self-harm, Eating Disorders and serious mental health illness. Specialist assessment, intervention, consultation and advice will be delivered within a range of areas such as: paediatric wards, children's assessment units and for those over the age of 16 within emergency departments and short stay units. The post holder will work collaboratively across a wide range of multi-disciplinary services and agencies to provide effective delivery of health and social care.

In addition to the inpatient assessments, the post holder will hold an emergency/duty phone for professionals, who work with children and young people in Gwent and if the urgent criteria is met, then emergency/urgent assessments will be conducted in the outpatient setting if medical assessment/treatment is not required.

DUTIES/RESPONSIBILITIES:**Developing relationships with:**

- Children, young people and their families/carers.
- Clinical team leads/Crisis Consultant/CAMHS Consultant child within Tier 2, Tier 3 and Tier 4 S-CAMHS.
- Paediatric Teams in ABUHB.
- Emergency Departments in RGH and NHH.
- Consultant Paediatricians, nurses, dietetics.
- Emergency Department staff.
- Adult Mental Health Liaison Team.
- Other professionals working with children and young people in social services, health and education.

KEY AIMS:

- To provide a fluid and responsive service at times of crisis.
- Suicide prevention in the under 18 population in ABUHB.
- Improved multidisciplinary and multiagency working within Gwent.
- Improved access to services in a crisis.
- Child and family centred care.
- A service that is responsive to the needs of the young person and their families.
- Smooth transition between inpatient and outpatient care.
- Prevention and/or treatment of mental disorder, and the consequences of emotional distress.
- Equity of service – close liaison with other CAMHS areas.
- Improved training and supervision of staff.

- Development of consultation within the inpatient and outpatient settings.
- Audit, research and service development.
- The post holder will have a key role in supporting the practice of other professional staff.

KEY DUTIES:

To be part of an Emergency Liaison Team that offers the elements outlined below 7 days a week.

- Engaging and supporting the young person and family at the point of crisis.
- The post holder will work as an autonomous practitioner under the supervision of the Band 7 Team Lead, demonstrating safe clinical decision-making and expert care; referring to the Band 7 Team Lead and/or on call medical team if appropriate.
- The post holder will undertake clinical assessment and risk formulation of children and young people, who have either presented in an ABUHB Hospital following:
 - an incident of severe self-harm
 - is at risk of suicide or suffering with symptoms of a severe mental disorder
 - who may have a complex, co-morbid physical and mental health needs

This will be carried out whilst working alongside medical, nursing and other professional colleagues to ensure that the most effective care and treatment is provided resulting in safe, timely discharge.

- To agree a safety plan and make referrals for the appropriate level of support post discharge.
- To offer follow –up appointments as and when necessary.
- To carry out containment calls for clinicians out of hours.
- To act as the CAMHS Emergency Liaison Duty Clinician holding the duty phone. This will entail offering triage assessment, consultation, and advice to professionals concerned about suicide risk or symptoms of severe mental disorder. Also, identifying those who meet the criteria for an urgent CAMHS Assessment and arranging for this to happen in the required time frame.
- Providing support and guidance to family on safety and de-escalation.
- Multi-disciplinary/multi-agency discussions and clinical decision making.
- Liaison with Tier 4 in-patient services.
- Completion of referral to Tier 4.
- Updating risk formulations and assessments.
- Communicating with all relevant professionals, services and agencies; CAMHS Crisis Consultant, OOH CAMHS Consultant, EDT, Social Services, Police, Safeguarding Leads for ABUHB, Paediatric Wards, Emergency Departments, Police and Police Mental Health Professionals.
- Booking additional staff to provide 1:1, 2:1 or 3:1 support as required, via additional hours, overtime, bank or agency, as agreed by senior management.
- Providing supervision, 1:1, 2:1 and 3:1 as directed by management.
- Alongside the on-call psychiatrist, arranging admission to ABUHB hospital wards.
- Alongside the on –call psychiatrist, arranging admission to the CAMHS Crisis bed if required.
- Book secure transport if required.

- Provide supervision for other staff.
- Being aware of young people in other teams who may be causing concern.
- Attend COT, ISET and Liaison MDT meetings.
- To be competent in identifying Safeguarding concerns and make appropriate referrals to social services, and when required consult with ABUHB Safeguarding Lead Nurses.
- To provide professional support to young people suffering from eating disorders, and who are requiring medical treatment on a paediatric ward.
- The post holder will be expected to work as an autonomous practitioner under the supervision of the Band 7, undertaking clinical assessments and WARRN risk formulation of children & young people in the outpatient setting, who have been referred via the CAMHS Emergency Liaison Duty Line.
- When a crisis is imminent or in progress, a member of the Liaison team will work with the COT Team in managing the complex situation. Similarly, if the CMHT staff identify impending crisis.
- To work within policies, procedures and guidelines set out by ABUHB and professional bodies. Operate within the appropriate guidelines and policies.
- To support the multidisciplinary team in developing services that are sensitive to the individual needs of users and carers taking into account issues of race, gender, sexuality, age and religion.
- To promote a values based service which meets the needs of empowered service users by ensuring that their wishes to live and experience an ordinary life are respected and supported.
- To have the interpersonal skills necessary to develop a therapeutic alliance with emotionally and psychologically distressed young people and their families, enabling the client to accept responsibility for their personal well-being appropriate to their level of cognitive functioning.
- To encourage and establish therapeutic relationships with individual service users and where appropriate their relative, carers and representatives.
- To prioritise need/cases and workload with the Team Manager ensuring effectiveness use of time and professional accountability.
- To provide clinically effective, therapeutically focused and evidence based care for service users individually or in groups.
- To advise on the promotion of mental health and the prevention of suicide and self-harm.
- To develop and maintain professional links with other agencies and to work in collaboration with users, carers, statutory and voluntary agencies to enhance service user care planning, discharge and after care arrangements.
- To consult and liaise with paediatric and ED staff regarding specific clinical interventions, monitoring observations, aseptic techniques, undertaken tests and measurements e.g. blood sugar, urinalysis.
- To complete clear, accurate, concise and up to date clinical records and documentation relating to assessment and interventions undertaken with service users.
- To respond to general public and other services regarding enquiries referral protocol, and crisis management offering professional advice and education on service provision as required.

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- To ensure that service provision is responsive and provision is made for crisis intervention as necessary.
- To liaise and build up professional links with appropriate primary health care teams and other agencies to enhance the care plan and discharge pathway.
- To promote safeguarding of young people in line with the All Wales Child protection Policies and refer to social services as per policy.
- In the absence of the Team Manager to chair multi-agency and multi-professional meetings with complex case management.
- To encourage the participation of user's and carer's in the development and review of the service.
- To be able to deliver planned and evidence – based group work, according to need and in response to referral trends.
- To be able to

Responsibilities for staff:

- In the absence of the team manager assume management responsibility and ensure resources are available to provide an integrated service provision in collaboration with the S-CAMHS.
- To be aware of the professional responsibilities of all staff deployed within the team and conform to their professional codes of ethics and professional conduct.
- To support and monitor standards of care are maintained, ensuring that all staff abide by agreed standards, policies, procedures and protocols in order to protect self, client team and service.
- To manage and provide professional advice and support to junior staff with their case work aiding their development and ensuring they are supported and a consistent approach is adopted to patient care and policy and procedures are implemented professionally.
- Deliver high quality care in line with ABUHB policies, protocols, procedures, national service frameworks, national guidance and research and is implemented by the team and all staff involved.
- To ensure that all relevant ABUHB aspirations, strategies and key results areas are known to staff and are positively adopted, especially the clinical governance agenda.
- Maintain up to date records of all attendance at statutory/mandatory training and to record within ESR.
- Complete e-diary in line with ABUHB and local lone worker policy.

Educational Responsibilities:

- To maintain and improve upon knowledge and skill base relevant to Emergency Liaison and practices ensuring that it is evidence/research based.
- To attend statutory training annually in line with ABUHB policy.

- To participate and undertake training and education as requested and to contribute to the development of training programmes in collaboration with colleagues within the paediatric and emergency department.
- To maintain an up to date knowledge of S-CAMHS and other appropriate legislation.
- To maintain an up to date knowledge of therapeutic intervention techniques and possess the requisite skills to apply these.
- To maintain an up to date understanding of pharmacology including how drugs work, indications, contra indications, side effects, dosage range.
- To give presentations/talks and teach S-CAMHS and other professionals liaison work when requested.
- Act as preceptor, mentor and assessor to student nurses, students of other disciplines and newly qualified staff reporting to the Team Manager and university tutors as required.
- To provide training opportunities for students from various disciplines.
- To assist in the identification of one's training needs and agreed via the PADR process.

Managerial Responsibilities:

- To act up in the absence of the Team Manager.
- To ensure the Team Manager and all relevant parties is made aware of any young person they consider to be at risk and/or vulnerable.
- To participate in a range of multidisciplinary and multiagency professional meetings. This will include, Liaison MDT, COT MDT, Specialist Eating Disorder MDT, and Safeguarding Meetings.
- Completing and updating mandatory training.
- Engaging in clinical supervision and CAMHS Safeguarding Supervision.
- To contribute to the ongoing development and functioning of the CAMHS Emergency Liaison and COT, to meet the evidence based needs of the patient group.
- To contribute to the formulation of policies and procedures directly applicable to CAMHS Emergency Liaison and COT.
- Ensuring all young people presenting within acute sector receive a timely assessment and agreed intervention/discharge plan/ after care service.
- To maintain records of patient contacts as per ABUHB policy.
- To submit reports, records and returns as required.
- To provide support, consultation and advice as required to paediatric staff, emergency department staff and GP's as requested.
- To regularly undertake clinical supervision with a named supervisor in order to maintain and improve standards of care, developing a high level of therapeutic use of self to support the therapeutic goals of social recovery.
- To understand appropriate information technology and its applications.

- To collect and provide statistical data as required.
- To ensure that an up to date PADR is completed yearly.

Responsibilities for strategic service development:

- To link operational to strategic development, reducing the 'theory practice gap' for staff, and acting as a change agent influencing service change and development.
- To implement National Service Framework recommendations as guided by senior management.
- To undertake project work and participate in local and ABUHB wide working groups as required.
- To liaise and communicate effectively with all stakeholders in the care process, including carers and relatives aspiring to effectiveness, seamless and integrated service to every patient or client seen by the team.

Responsibilities for Research and Development:

- To participate in clinical audit and multidisciplinary clinical audit.
- To be familiar with patients charter standards, local service standards and trust quality standards are met.
- To improve and maintain service quality with evidence based practice that meets local needs.
- To participate in agreed research projects and to use evidence based findings to the benefit of client care.
- To participate in the development of clinical governance strategies, clinical effectiveness and quality initiatives.
- To gather the data required by the service for monitoring and research.
- Use research findings designing health and social care programmes to develop awareness of significance of research.

Responsibilities for resources/finances:

- To prioritise own casework and ensure appropriate use of resources.
- To ensure all equipment is available and kept in good working order and report defects.
- Personal duty of care in relation to equipment, resources.
- Maintain stock control.
- Signs timesheets.

Professional responsibilities:

- To act as a role model, demonstrating high standards of professional proficiency as appropriate to their professional background, working within the framework of accountability and authority pertinent to that professional background.
- To ensure effectiveness and confidential communication between medical nursing, allied professional, social services and other supporting care agents on significant data governing service user care and

treatment.

- To keep abreast of most recent professional issues and continue to update one's professional education.
- To maintain individual personal development profile and maintain NMC or other professional registration.
- To be aware of the professional responsibilities in relation to NMC professional code of conduct.
- To be aware of the implications of the NICE guidelines and act on them accordingly.
- To maintain breakaway training competency to be able to correctly & professionally deal with patients who may become physically aggressive.

Responsibilities for administration:

- To maintain comprehensive case records in line with ABUHB requirements.
- To work with and improve upon local systems of administration.

