

JOB DESCRIPTION

Oxford Health NHS FT

Oxford Health is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

Job Title:	CAMHS Dialectical Behaviour Therapy Lead
Band:	8a
Responsible to:	Operational Lead
Responsible for:	Dialectical Behaviour Therapy provision for Bucks CAMHS
Accountable to:	Head of Nursing for Children and Young Peoples Directorate Accountable for own practice in line with NMC Code of Conduct.
Place of work:	Sue Nichols Centre, Aylesbury
Hours:	37.5

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JOB SUMMARY:

- To provide expert clinical care (directly with patients for a minimum of 80% of role)
- To adopt a lead role in the provision of DBT to adolescents and their families within Buckinghamshire, establishing and maintaining the DBT programme and ensuring appropriate clinical governance arrangements
- To provide professional leadership and consultancy
- To provide education, training and development in their field of expertise to other staff
- To contribute to practice and service development and evaluation
- To lead and contribute to audit and research

MAIN TASKS, DUTIES AND RESPONSIBILITIES

Clinical

- Provide expert care to patients on their caseload. Providing skilled assessment, treatment, supervision and consultation as part of the DBT provision within CAMHS.
- To provide expertise and specialist advice, supervision, guidance and consultation to other professionals delivering DBT and to contribute directly to young people's assessment and treatment
- To provide and ensure that all staff within Buckinghamshire CAMHS providing DBT receive appropriate training and have appropriate supervision arrangements in place.
- Exercise a high degree of personal professional autonomy
- Make critical judgements of the highest order to satisfy the expectations and demands of the job.
- Make decisions where precedents do not exist, where appropriate without recourse to others, and to advise and support colleagues where standard protocols do not apply
- Draw on advanced knowledge and exercise professional skills of the highest order, some of which are likely to be highly specialist, acquired only after lengthy training, supervision and practice
- Make and receive referrals
- Complete advanced history taking and physical examinations as required with patient group
- Prescribe as required
- Regular undertake clinical supervision for specialist practice area

Teaching, training and supervision

- Contribute to the education, training and development of others
- Take a key role in delivering in house DBT training
- Help to identify and respond to learning needs at individual, team and organisational levels, focusing on experienced colleagues, particularly those who need to develop advanced knowledge and skills in this field
- Take a key role in helping to integrate theory and practice
- Take a key link role with the local university in field of practice
- Through modelling, mentorship and clinical supervision, play a key role in leadership and professional development
- Support and inspire colleagues around expert field
- Setting and improve standards and quality in expert field, with other disciplines, the wider organisation and across organisational boundaries
- Develop professional practice of self and others, in expert field

- Provide expert advice, support and guidance to others around DBT in response to requests from individuals, teams and for purposes of strategic planning
- Act as a resource to others and provide facilitative support within - and sometimes outside - the organisation.

Management, recruitment, policy and service development

- Work at the forefront of practice innovation - drawing on professional knowledge and expertise to determine how to deal with ambiguous, unique, or novel problems, and create precedents
- Generate, monitor and evaluate practice protocols
- Appreciation of national and international standards in the specialty
- Take an active part of national professional networks in this field
- Contribute to evaluation of local services against benchmarks characteristic of the best in this field

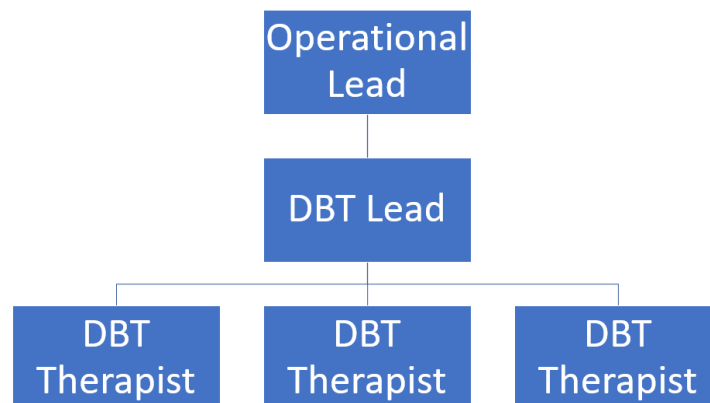
Research and Evaluation

- Appraisal and application of clinical audit and research in practice (estimated to be around 10% of job plan)
- Develop and contribute to programmes of clinical research locally or nationally
- Help to plan and shape services, by contributing expert professional perspective to local and national developments
- Take a leading role or contribute to shaping DBT services to meet local needs.

General and Professional

- To actively participate in an annual performance review (appraisal) and the development and implementation of a personal development plan.
- To take responsibility for own professional development ensuring professional standards are maintained and statutory and mandatory training is in date.
- To attend any training as requested.
- To adhere to the Professional Code of Conduct
- To uphold the principles and values set out in the NHS Code of Conduct for Managers.
- To support the organisation in developing an effective work/life balance for employees that meets the needs of the organisation.
- To ensure that the health and wellbeing of patients is at the centre of all activities and that all staff engage and communicate with patients as appropriate.
- To always promote quality and safety of patients, visitors and staff thus enabling the Trust to meet its regulation requirements (Care Quality Commission Registration - Regulations and Outcomes) that relate most directly to patients and also strive for continuous quality improvement.

Organisational chart



ADDITIONAL INFORMATION

Health and Safety at Work Act

The post holder is required to take responsible care for the health and safety of him/herself and other persons who may be affected by his/her acts or omissions at work. The post holder is also required to co-operate with the Trust to ensure that statutory and departmental safety regulations are adhered to.

Other duties

The post holder will be required to undertake any other duties according to the needs of the service. This job description is not intended to be an exhaustive list of activities, but rather an outline of the main areas of responsibility. Any reasonable changes will be discussed and agreed with the post holder before any variations to the job description are made.

Travel to other sites

You may be required to travel to other Trust locations. Please complete the travel expenses form; details of allowances can be obtained from the Human Resources Department.

Smoking and Alcohol Statement

The Trust has a 'no smoking' policy and this is not permitted on any Trust premises. Alcohol must not be consumed whilst on duty.

Review

This job description will be reviewed at regular intervals as part of the Trust's individual appraisal mechanism, in consultation with the operational manager and relevant professional lead.

The banding of this post is subject to review.

CODE OF CONDUCT

All staff are required to work in accordance with their professional group's code of conduct (e.g. NMC, GMC, DoH Code of Conduct for Senior Managers).

This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.

In addition to undertaking the duties as outlined above, the post-holder will be expected to fully adhere to the following:

Personal Development

- To actively participate in an annual performance review (appraisal) and the development and implementation of a personal development plan.
- To take responsibility for their own professional development ensuring professional standards are maintained and statutory and mandatory training is in date.
- To attend any training as requested.

Code of Conduct

- To adhere to the Professional Code of Conduct relating to your profession (if applicable).
- To uphold the principles and values set out in the NHS Code of Conduct for Managers.
- To support the organisation in developing an effective work/life balance for employees that meets the needs of the organisation.
- To ensure that the health and wellbeing of patients is at the centre of all activities and that all staff engage and communicate with patients as appropriate.
- To always promote quality and safety of patients, visitors and staff thus enabling the Trust to meet its regulation requirements (Care Quality Commission Registration – Regulations and Outcomes) that relate most directly to patients and also strive for continuous quality improvement.

Equal Opportunities/Diversity

- To observe Oxford Health NHS Foundation Trust's Equal Opportunities Policy providing equality of treatment and opportunity to employees, service users and service providers irrespective of sex, sexuality, age, marital status, ethnic origin or disability.

Health & Safety

- To take responsibility for the health & safety of themselves and other persons who may be affected by their omissions or actions at work.
- To promote the Trust's Health and Safety Policy and ensure matters are managed in accordance with it.
- To co-operate with the Trust to ensure that statutory and departmental regulations are adhered to.
- Report accidents, incidents and near misses, implementing corrective action where necessary.

Infection Control

- To comply with Trust policies for infection control and hand hygiene such as hand hygiene, decontamination Policy, uniform and workwear code and standard precautions Policy to reduce the spread of healthcare-associated infections (HCAIs).
- Employees with clinical responsibilities must incorporate into their clinical activities up to

date evidence that supports safe infection control practices and procedures, such as the use of aseptic techniques and the safe disposal of sharps.

Confidentiality and Data Security

- To comply fully with the duties and responsibilities outlined in the Trust's Information Governance Policy.
- To comply with the Data Protection Act 1998, NHS Confidentiality guidelines (eg. Caldicott, GMC) and any code of practice on Confidentiality and Data Protection as accepted by the Trust. Departmental codes of practice and procedures for confidentiality are available from the head of department.
- To ensure that all information collected, stored and used is done so in compliance with the above Act and any relevant Trust Policy.
- To preserve the confidentiality of any information regarding patients, staff records in your area (in connection with their employment) and the Trust business. This obligation shall continue in perpetuity.
- To raise any matters of concern with your Manager/Director

Safeguarding

- To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and supervision as appropriate to the role.
- To support the organisation in ensuring service users are protected from abuse or the risk of abuse and their human rights are respected and upheld.
- To ensure concerns are responded to appropriately in line with the Trust's Safeguarding Adults Policy and the Child Protection Policy and interagency safeguarding procedures.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

Other

- To be aware of and work in line with all Trust policies and procedures.
- To carry out any other tasks as reasonably directed.

PERSON SPECIFICATION

CAMHS DBT Lead 8a		
Criteria for Selection	Essential Requirements	Desirable Requirements
Knowledge Requirements	<p>Post training experience of delivering DBT</p> <p>Prior involvement in research</p> <p>Evidence of contribution to policy, protocols and patient care pathway development</p> <p>Experience of teaching, facilitating and formal training course planning/management at undergraduate and post-graduate levels</p>	Published papers
Qualifications – Academic/Skills/Professional	<p>Registered Nurse/ Occupational Therapist / Social Worker</p> <p>Advanced clinical skills in the relevant speciality</p> <p>Completion of DBT Intensive Training and commitment to achieve DBT Accreditation.</p> <p>Continuing registration with body overseeing practice of core mental health profession</p> <p>Masters degree or willing to work towards</p>	<p>Educated to PhD level</p> <p>Non-medical prescribing qualification</p> <p>Formal teaching qualification</p> <p>Masters degree directly related to specialism</p>
Experience	<p>Evidence of involvement in innovative practice or service developments</p> <p>Evidence of involvement in strategic level decision-making</p> <p>Experience of mentoring and clinical supervision of others</p> <p>Formal management skills and experience</p> <p>Formal leadership skills and experience</p> <p>Change management skills and experience</p>	
Personal Qualities	<p>Strong influencing and negotiation skills with experience of facilitating change by collaborating with stakeholders</p> <p>Highly developed interpersonal skills for delivering key messages to a range of stakeholders</p> <p>Public speaking competence, with evidence of presentation at strategic, national/international level</p> <p>Resilience under situational pressure, professional challenge and change.</p> <p>Ability to do on call duties and work across a 7 day week.</p> <p>Ability to work flexibly to the needs of the locality, service, patients, families and carers.</p>	

	<p>Able to work alone with patients.</p> <p>Able to use initiative.</p> <p>Ability to work in a variety of settings.</p> <p>Full and valid driving license and access to a car for work purposes.</p> <p>Be required to handle equipment in line with Trust policies.</p> <p>Commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults.</p>	
Contractual Requirements or Other Requirements	<p>IT competence in relation to clinical systems, spreadsheets, databases, and the ability to create and present reports</p> <p>Ability to problem-solve complex situations</p> <p>Is part of national network/body in this specialism</p>	