

HR Use Only	
Job Ref:	Occ. Code
CHC_CMHP5	

JOB DESCRIPTION

JOB TITLE:	Community Mental Health Practitioner
PAY BAND:	Band 5
DIVISION:	Community Mental Health Directorate
TEAM/SERVICE:	North Stoke CAMHS
BASE:	Roundwell Street, Tunstall
RESPONSIBLE TO:	Team Leader
ACCOUNTABLE TO:	Service Manager
RESPONSIBLE FOR:	

Organisational Chart



Job Summary:

There is an expectation that CAMHS across Stoke-on-Trent and North Staffordshire will achieve a four week referral to treatment target. This post will help achieve this target alongside other new posts within the existing community CAMHS teams.

Primary responsibility for supporting and providing assessment and therapeutic intervention to children and young people and their families / carers referred to the CAMHS team working with other CAMHS clinicians. Will also undertake clinical work with children young people and their families under the supervision of senior CAMHS clinicians.

Key Duties/Responsibilities

- To assist with the completion of initial, detailed and specific mental health assessments for children and young people referred to the service.
- Agreeing areas for intervention and developing person centred plans of care in conjunction with children/young people and their families/carers
- To provide focussed direct and indirect work for children, young people and their families as identified within their agreed person centred care plan, this may be within the child's home, school, or other community based settings.
- To carry out individual therapeutic intervention with children and young people as indicated within the child / young person's care plan.
- Agree and carry out planned reviews of care as required seeking under the supervision of more senior CAMHS clinicians.
- To have responsibility for documenting the plans of care and ensuring that plans remain current and that standards of record keeping are adhered to.
- Prepare and plan individual or group based intervention for children and young people including screening the child/young person for relevant groups.
- To support clinicians in implementing and coordinating the delivery of targeted and group based interventions across the service.
- To participate and facilitate in parent support and parenting skills groups.
- To conduct specific observational recordings of mental health difficulties where indicated/requested.
- To participate in completing and reviewing risk assessments of the child/young person in terms of behaviour or mental health in relation to their circumstances in conjunction with a more senior clinician.
- To participate in clinical discussions and case review with colleagues and the wider multidisciplinary team.
- To promote evidence based practice by applying clinically relevant research and or assisting with the teaching of students and multi-agency groups.
- To take an active role in all clinical audit activity as requested.
- Take prompt action to convey and changes in condition, liaising with other members of the clinical (Multi-disciplinary) team when necessary, reviewing and amending the risk assessment/ care plan and communicating any amendments to the care plan as required.
- Develop skills in respect of specific interventions that are appropriate to the clinical area, act as a lead in developing practice in relation to this.
- Ensure personal practice and that of those supervised adheres to relevant Codes of Conduct, legislation and policies and procedures. To be aware of the implications of these and take any necessary action in the event of non-compliance.
- Take responsibility for maintaining professional registration and for personal and professional development, attending statutory and mandatory training and other pertinent training as agreed with the Service Manager through the personal review process.
- You are responsible for limiting your actions to those you feel competent to undertake. If you have any doubts about your competence during the course of your role/duties you should immediately speak to your line manager/supervisor.
- To manage own time effectively
- To provide direct and indirect supervision for more junior staff in conjunction with other more senior clinicians.
- Motivate other staff, promoting positive values, challenging inappropriate behaviour and negative attitudes. Provide feedback on performance and report any incidents of misconduct in accordance with relevant procedures.
- Ensure effective and accurate communication and that communication is maintained within the wider clinical team and where necessary with other agencies or individuals.
- Aspects of staff management as agreed with the Service Manager. These should be determined by the post holders development needs and should be considered as supplementary to the role. For example any post holder may take a role in the ongoing monitoring of performance have responsibilities for conducting personal reviews for selected individual staff members.
- Contribute to the learning environment of the clinical area. Promote learning opportunities for all staff and encourage enquiry.

- Contribute to the development of learning packages for all staff including student nurses. Organise and participate in the delivery of teaching sessions for all staff.
- Take prompt action upon receiving or being notified of a complaint and ensure that all efforts are made to resolve the complaint informally in accordance with the trust policy. Ensure that complaints are reported and that patients and carers / relatives are informed of the complaints procedure.
- To take an active role in promoting and maintaining standards of practice. Informally through acting as a role model to junior staff.
- Maintain a safe and orderly working environment. Identify potential hazards and take appropriate action.
- To participate in team meetings and service development activities
- To be involved in service improvement ensuring the ongoing involvement of children, young people and their families / carers, professionals and other services.

GENERIC CLAUSES

- To maintain a broad understanding of the work of North Staffordshire Combined Healthcare NHS Trust as a whole, and actively contribute your ideas for the improvement of service provision.
- To ensure own actions contribute to the maintenance of a quality service provision.
- To be responsible for the self-development of skills and competencies through participation in training and development activities and to maintain up to date technical and professional knowledge relevant to the post.
- To participate in the Performance and Development Review and to undertake any identified training and development related to the post.
- To undertake statutory and mandatory training as deemed appropriate by the Trust.
- To develop and maintain effective working relationships with colleagues.
- To adhere to all Trust policies and procedures.

Trust Values:

As an employee and representative of the Trust, you are required to demonstrate and uphold the Trust's Values. These are:

Proud to CARE:

Compassionate

- Caring with compassion, it's about how we listen, what we say, what we do.

Approachable

- Friendly, welcoming, sharing ideas and being open

Responsible

- Taking personal and collective responsibility, being accountable for our actions

Excellent

- Striving for the best, for high-quality safe care and continually improving

Health & Safety:

All staff have a duty to ensure the health and safety of themselves and others whilst at work. Safe working practices and health and safety precautions are a legal requirement. ALL incidents/ accidents must be reported to your manager and in line with the general philosophy of the Trust, you must participate in accident prevention by reporting hazards and following relevant policies and procedures including Moving and Handling guidelines and mandatory health and safety training.

Infection Control:

Infection Prevention and Control (IPC) is everybody's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and Procedures and make every effort to maintain high standards of infection prevention and control at all times. This includes good antimicrobial stewardship, hand decontamination, cleanliness and adhering to the Dress and Appearance policy. This will reduce the risk of Healthcare Associated Infections including MRSA and Clostridium Difficile

in accordance with the Code of Practice on the prevention and control of infections and related guidance (2015).

Risk Management:

You are required to contribute to the control of risk and use the incident reporting system to alert the Trust of incidents or near misses that may compromise the quality of services.

Data Security:

To ensure that the Trust Policies and Procedures regarding data security are adhered to, and that staff are aware of their obligations under these policies.

Confidentiality:

Working within the trust you may gain knowledge of confidential matters which may include manual/electronic personal and medical information about patients and staff. Such information must be considered strictly confidential and must not be discussed or disclosed. Failure to observe this confidentiality could lead to disciplinary action being taken against you.

Equality & Diversity:

The Trust is committed to ensure that no job applicant or employee receives less favourable treatment on the grounds of age, disability, gender, race, religion or belief, sexual orientation, marital status, gender reassignment or pregnancy/maternity. We fully support the right of all staff to equal opportunities and are committed to the development of a diverse workforce.

Safeguarding:

The Trust is committed to safeguarding and promoting the welfare of children and vulnerable adults and is signed up to Stoke-on-Trent Safeguarding Children Board Procedures, Staffordshire Safeguarding Children Board Procedures and the Staffordshire and Stoke-on-Trent Safeguarding Adults Partnership Procedures. All Trust staff must be familiar with, and adhere to, these procedures. It is the post-holder's responsibility to attend the Trust's mandatory Safeguarding Training, and to follow the relevant Trust's Policies and Practice Guidance.

Codes of Conduct and Accountability:

You are required to comply with Trust codes of conduct and accountability and codes of conduct which are relevant to this post.

Raising Concerns

If you have any concerns about a risk, malpractice or wrongdoing at work you are expected, as a Healthcare professional, to raise these concerns at the earliest opportunity, either with your line manager or lead clinician. This may be done verbally or in writing. As a result of raising a genuine concern under the Raising Concerns procedure, you will not be at risk of losing your job or suffering any detriment (such as a reprisal or victimisation) provided you are acting in good faith and the matter is not raised maliciously. Please refer to the Raising Concerns (formerly Whistleblowing) procedure for further information.

Registration:

Registration with a professional body imposes a duty on health care professionals to maintain the safety of the public through working within professional standards, to provide good quality care to patients and to promote professional education and conduct. It is the policy of the Trust that all health care professionals register or re-register and act in accordance with the requirements of their professional body.

Disclosure & Barring Service (DBS)

This post may be exempt from the Rehabilitation of Offenders Act 1974. If so, should you be offered the post it will be subject to a criminal check from the DBS before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions. North Staffordshire Combined

Healthcare NHS Trust may require a Disclosure through the DBS for this post to ensure suitability for employment. Should an employee be subject to a caution, reprimand, final warning or convictions during the course of their employment then they must share this with their manager at the first possible opportunity, to assess their continued suitability for employment in the post.

THE TRUST OPERATES A NO SMOKING POLICY

EMPLOYEE
SIGNATURE:

DATE:

Band 5 RMN Person Specification

	Essential	Desirable	Method of assessment
Qualifications	<ul style="list-style-type: none"> Core professional qualification relevant to mental health e.g. nursing with specialism in mental health or learning disability nursing, Occupational Therapy, Social Work. 	<ul style="list-style-type: none"> Evidence of post basic education and further professional development 	Registration Application form / interview
Experience	<ul style="list-style-type: none"> Clinical experience during training or post qualification Clinical experience of working with children/adults with mental health problems/disorders or behavioural needs. Competent in risk assessment / management 	<ul style="list-style-type: none"> Work with children young people and their families Work in community settings Experience of implementing therapeutic interventions Experience of clinical audit 	Application form / interview
Knowledge and skills	<ul style="list-style-type: none"> Has a sound knowledge of clinical area being applied for Understanding of mental health problems/disorders Able to communicate and build rapport with children young people, families /carers and other professionals. Able to produce care plans including evidence based interventions Able to support clinicians in implementing and coordinating the delivery of individual, targeted and group based interventions. Ability to develop and implement teaching sessions for parents/carers, children/young people and other professionals. 	<ul style="list-style-type: none"> Able to utilise research principles in practice 	Application form / interview
Other	<ul style="list-style-type: none"> Flexibility in working hours Flexibility to work away from base in all areas of the Directorates Able to meet the travel requirements of the role 		Application form / interview