

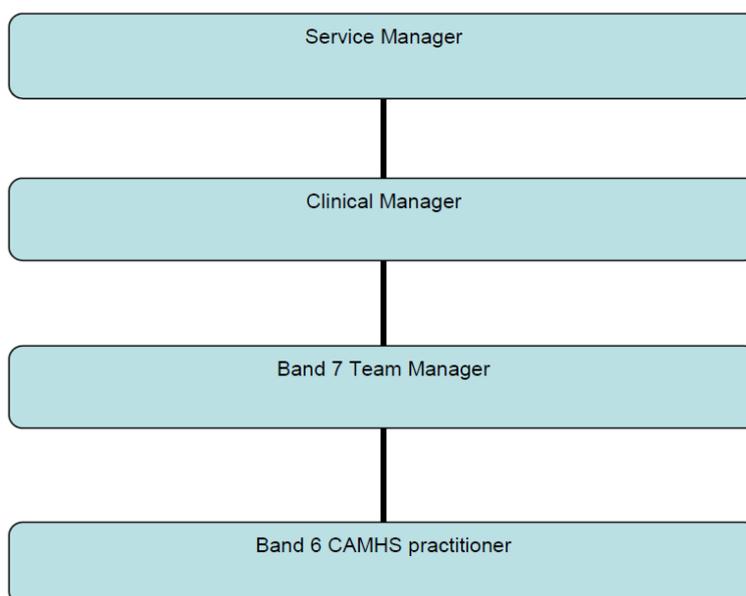
Job Description

Job Title	CAMHS Practitioner
Post ref no.	
Band	6
Service area	CAMHS
Location/Base	Hillbrook, Keighley & Fieldhead, Bradford
Accountable to	Team Manager

1. Job Purpose:

To contribute to the development and provision of services to children and young people with complex mental health needs. This will include assessing, planning, and delivering care packages both within groups and also individually and working as part of a multidisciplinary team.

2. Organisational Chart



3. Main duties:

- To build close working relationships and networks within the Directorate and with other agencies in order to develop an efficient and effective multidisciplinary assessment and therapeutic response to children young people families and carers.
- To make a comprehensive assessment (including risk assessment) identifying needs, based on the interpretation of complex facts and information. To then decide upon the appropriate action.
- To plan, implement and evaluate care to a defined caseload of children and young people using nice guidelines and evidence-based interventions.

- To develop and maintain therapeutic relationships with children, young people, their families, and carers who may at times be in situations of emotional distress.
- To provide a flexible approach to children young people their families and carers who may have difficulties engaging with services.
- To communicate information regarding children and young people in an empathic and supportive way using appropriate skills in situations which can be emotional and sometimes potentially volatile.
- Use a variety of techniques to communicate effectively with people according to their age understanding language and ability. This may include working with interpreters, play skills with a young child and adapted language for young people with learning differences.
- To adopt an investigative approach to therapeutic work.
- To ensure Bradford and Airedale Child Protection Guidelines and procedures are fully understood by self and others with whom the professional may come into contact.
- To ensure the safety needs of the child are met at all times and take appropriate action when the child is felt to be at risk.
- To actively promote user/carer involvement in all aspects of care planning and delivery whilst respecting the rights cultural needs capabilities and wishes of the individuals concerned.
- To provide an accessible service in a variety of settings this may include home, school, or other community bases.
- To take part in the facilitation of therapeutic group work within the child and adolescent mental health service as required.
- Maintain and provide statistics and management information as required by the service.
- Provide and receive information in order to solve problems and make decisions in conjunction with the senior nurse.
- To maintain comprehensive clinical notes and records in line with BDCT and CAMHS standards.
- To share information, skills, and experience with colleagues.
- To make sound professional judgements whilst handling sensitive information within the framework of confidentiality.
- Keep up to date with recent developments in clinical practice and as a result provide evidence-based interventions.

- Contribute to the formulation and review of CAMHS policies and protocols as directed.
- Contribute to the formulation of CAMHS standards and audit of practice.
- Contribute to the initiation and implementation of change and improvement in service, in full liaison with other professionals.

4. Working as part of a Team

- To contribute to the development of the team, individuals, and self to enhance performance.
- Listen and be open to the views of others.
- Suggest and critically explore new concepts without prejudice or assumption.

5. Managing Self

- Participate in regular supervision.
- Attend all mandatory training.
- Participate annually identifying, developing, and agreeing your own development plan with your line manager using the Trust Appraisal process.
- Comply with all Trust policies, procedures, and protocols.
- Pay regard to materials and equipment.
- Carry out duties with due regard to the Trust's Equal Opportunity Policy.
- Seek advice and support from your line manager whenever necessary.

6. Staff Supervision and Support

Provide support to your direct reports and team members around their personal health and wellbeing.

To contribute to the multi-disciplinary staff meetings, professional debates, and seminars, discussing clinical work, sharing knowledge and experiences, and participating in training.

Create, maintain, and enhance effective working relationships and networks with colleagues within and external to the directorate.

To contribute to effective communication and working relationships with other disciplines and organisations.

7. Financial Responsibility

No financial responsibilities.

8. Safeguarding

All staff members have a duty to report any concerns they have about the safety or well being of adult service users, members of their families, including children. Employees should be aware of their roles & responsibilities to both prevent and respond appropriately to abuse. They should undertake the safeguarding training required for their particular role.

9. Core Values:

Below is the Trust's Vision, Aims and Corporate Priorities. The Corporate Priorities are what the Board has identified as specific priorities. The Trust's vision statement is:

Everything we do over the next five years will contribute to one or more of these four goals to achieve our vision of connecting people to the best quality care, when and where they need it, and be the best place to work.

Our Purpose

To create connected communities and help people to feel as healthy as they can be at every point in their lives.

Our Vision

To connect people to the best quality care, when and where they need it and be a national role model as an employer.

Our Values

We Care - We act with respect and empathy, and always value difference.

We Listen - We understand people's views and respond to their individual needs.

We Deliver - We develop and provide excellent services and support our partners.

Our Goals

Our services

- To provide seamless access to the best care.
- To provide excellent quality services.

Our community

- To provide our staff with the best places to work.
- To support people to live to their fullest potential, to be as healthy as possible.
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Core Statements:

1. Infection Control - All clinical and non-clinical staff groups

Responsible for, in respect to your area of work, for ensuring so far as is reasonably practicable and in accordance with Trust policies that you are aware of your individual responsibilities regarding infection prevention and control this requires you to:

- Maintain safe infection prevention and control environment for yourself and others.

- Be familiar with and comply with current infection prevention and control, guidelines, policies, and procedures.
- Raise matters of non-compliance with your manager.
- Attend infection prevention and control mandatory training as dictated by your manager.
- Be appraised in relation to infection prevention and control.

2. Risk Management

All staff need a basic working knowledge of risk management. They all have a responsibility to identify and report risks, hazards, incidents, accidents and near misses promptly, in accordance with Trust Policy. All staff must be familiar with emergency procedures, risk management systems and incident management in their workplace.

3. Health and Safety

All employees have a responsibility under the Health and Safety at Work Etc Act 1974 for their own health, safety, and welfare and to ensure that the agreed safety procedures are carried out to provide a safe environment for other employees and anyone else that may be affected by the carrying out of their duties.

Employees must co-operate with the Trust in meeting its statutory obligations with regard to health and safety legislation and must report any accidents, incidents, and problems as soon as practicable to their immediate supervisor.

The Trust has a written health and safety policy which employees have a general duty to read in order that they are fully conversant with its requirements.

4. Patient care

Bradford District Care NHS Foundation Trust is committed to ensuring the highest standards of care and treatment and expects that **all** staff employed within the organisation will treat service users, their carers, relatives and friends with dignity and respect always during their contact with services we provide.

5. Information Management

All members of staff are bound by the requirements of the Data Protection Act 2018 and any breaches of the Act or of the confidential nature of the work of this post could lead to dismissal.

The post holder is responsible to learn about information governance, to help ensure that best practice guidelines are followed, and personal information is managed to benefit patients, clients, and members of staff.

The post holder is required to sign the declaration form to confirm they have read and understood the booklet and leaflet regarding information governance, which will be kept by the HR team in the post holder's personnel file.

Version Control:

Change details	By whom	Date requested	Approved by	Agreed date

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Post ref:			
Band: 6			
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Job purpose: To contribute to the development and provision of services to children and young people with complex mental health needs. This will include assessing, planning, and delivering care packages both within groups and also individually and working as part of a multidisciplinary team.			
Attributes	Essential criteria	Desirable criteria	How Identified
QUALIFICATIONS	<ul style="list-style-type: none"> Occupational Therapist or Social worker or RMN 	<ul style="list-style-type: none"> ENB 998 or equivalent- mentor of students 	Application Form Interview Certificates
TRAINING	<ul style="list-style-type: none"> Willingness to pursue further training as identified through the appraisals 	<ul style="list-style-type: none"> Attendance of relevant courses/workshops since qualification 	Application Form Interview
EXPERIENCE	<ul style="list-style-type: none"> 2 years Post qualification experience within a mental health setting 	<ul style="list-style-type: none"> Experience of child and adolescent mental health nursing 	Application Form Interview
KNOWLEDGE	<ul style="list-style-type: none"> Knowledge and understanding of contemporary mental health nursing practice. Understanding of individual therapy approaches. Knowledge of Child Protection issues. Knowledge of mental health issues as they affect children and adolescents. Understanding of the group therapies. Assessment, planning, implementing, and evaluating care to individuals and 	<ul style="list-style-type: none"> Knowledge and understanding of child development from birth to and including adolescence. Understanding of family dynamics and systemic approaches Knowledge of a theoretical basis for working with children and families. Knowledge of inter-agency roles and relationships. Knowledge of prominent and topical issues relating to Child and Adolescent 	Application Form Interview

	their families/carers.	Mental Health Services. • Experience of working within groups. • Knowledge of evidenced based interventions for young people in emotional distress.	
SKILLS	<ul style="list-style-type: none"> • Ability to keep clear records and to write reports. • Ability to contribute to a health-based, multi-disciplinary team. 		Application form Interview
ATTITUDE/APPROACH	<ul style="list-style-type: none"> • Ability to work as a member of the multi-disciplinary team. • Ability to network with other professional groups/agencies. • Ability to relate positively with children, adolescents, families, and carers. • Ability to accept guidance and supervision from senior colleagues. • The ability to be self-motivated and to work at times on one's own initiative. • Excellent communication skills. • The ability to demonstrate a non-discriminatory attitude regarding race, gender, and disability issues. • A positive attitude. • Possession of a client-centred non-institutional approach to mental health working. 		Application form Interview
PHYSICAL	Able to fulfil Occupational Health requirements for the post (with reasonable adjustments if		Occupational Health Screening

	necessary)		
GENERAL	BDCFT requires all its staff and prospective employees to carry out your duties in line with Trust Equality policies and procedures, including relevant legislation, to deliver and promote equity of access to healthcare and equality of opportunity at work at all times.		Application Form Interview