

JOB DESCRIPTION AND PERSON SPECIFICATION



Job Title:	CAMHS Mental Health Practitioner
Band:	Band 6
Hours:	Full time (37.5 hours per week)
Base:	Across BNSSG (Bristol Localities, South Glos and North Somerset)
Reports to:	Getting Advice Team Managers, Locality CAMHS managers and Clinical Service Managers
Professionally Accountable to:	CAMHS Getting Advice Clinical Service Manager

Job Summary

Job Purpose

To improve children and young people's timely access to CAMHS as part of a newly developed service:

- Working within the i-Thrive framework
- Working within a highly experienced multi-disciplinary team to provide assessment and treatment of children and young people with serious and complex mental health difficulties.
- Holding a caseload of young people from the point of triage to assessment offering evidence-based intervention and through to discharge
- Working with and supporting the system around the child or young person including family and wider professional network.
- Working within Getting Advice (the CAMHS front door) and across defined locality teams
- Contributing on a rota basis to CAMHS Triage and Getting Advice within Bristol and South Glos.
- Working with children, young people and families in an accessible/flexible approach using an outreach model

Description of the duties

Clinical Responsibilities

- To carry out assessments of a child or young person's mental health needs and associated risk
- To develop, implement and evaluate therapeutic interventions and to be responsible of the management of own caseload from referral to discharge.
- To provide a comprehensive formulation of needs and appropriate onwards signposting
- To participate in regular reviews of cases and attend CAMHS case discussions, conferences and reviews as appropriate.
- To work jointly with staff from other agencies in direct work with children and young people and their families.
- To assess child safeguarding issues for each case. To practice within local safeguarding guidelines, sharing and directly referring on concerns when appropriate and participating in multi-agency safeguarding conferences.
- When appropriate within the role to engage in joint work with other specialist CAMHS personnel as agreed with line manager.
- As required, contribute to the triage of CAMHS referrals and other tasks within Getting Advice such as providing advice to families/carers and professionals via the Advice Line
- To comply with the Continuing Professional Development (CPD) requirements of their professional body.
- To comply with any necessary data collection and information sharing across agencies in line with Trust guidelines on confidentiality.
- To work to a job plan agreed with your manager.

Professional Responsibilities

- To participate in suitable clinical and management supervision (as provided) and ensure that time is available to undertake this effectively.
- To keep records and to provide clinical reports on interventions and outcomes.
- To develop and sustain links and working relationships with the different community based CAMH teams and wider services (such as social care, schools, AMHS)
- To practice within current legislation governing the delivery of services to children and young people, such as that for Looked After Children and the Safeguarding of children as defined in the Children Act (1989, amended 2004) and local guidelines.
- To work within relevant Professional Body guidelines.
- To work within the guidelines of Clinical Governance and employing NHS Trust policies.
- To ensure that, as far as possible, practice is evidence based, keeping informed of current practice by undertaking training as appropriate and as required by professional guidelines (e.g. NMC training requirements).
- To explore, research and develop further innovative ways to promote positive mental health

Research and Development

- To inform and influence child mental health strategy including the development of joint agency protocols for pathways of care, intervention or treatment, joint planning and collaborative working relationships.
- To participate in identifying service needs and gaps across agencies with regard to children and young people's mental health.
- To participate in obtaining service users' views and to involve service users in the design and delivery of accessible CAMH provision in the community.

Management

- To contribute to placements for students/trainees, as appropriate in discussion with Line Manager.

Other

- To be prepared to travel to other sites and clinics, to schools and to the child's home
- To be computer literate.

Communications and Working Relationships

- Wider CAMHS teams
- Children, young people, parents and carers
- Education staff (local authority, schools, early years settings)
- Public health colleagues
- Other health colleagues including GPs, School Health Nurses and Community Paediatricians.
- Primary care staff
- Local Authority Teams including children's social care and Early Help (Compass)
- Educational Psychologists
- Third sector/voluntary agencies
- Community groups
- Other statutory agencies

Most challenging part of this role-

- Working with complex and distressing situations e.g. family breakdown, domestic violence, child abuse, child sexual abuse and mental illness.
- Working with behaviours that challenge, and managing risk including suicidal ideation and self-harm
- Working within multi-agency service systems with children and young people with complex, severe and enduring emotional mental needs
- Some home visits and work with vulnerable people in community and home settings.

What you can expect from us:

- The opportunity to be part of establishing a new service and have influence on improving access to CAMHS
- The opportunity to join an experienced MDT (in Getting Advice and Locality teams) where your skills can be developed and supported
- The opportunity to participate in a menu of training to support you in your role
- Regular clinical supervision with a Band 7 Clinician

General information for all employees

Below is the section of the Job Description with general information for all employees and the requirements on all employees to behave in accordance with AWP values and to support and comply with Policy and Legislation. Some policies are highlighted and must be read by all employees – all AWP policies are available on the intranet to employees or you can ask your manager for the policy. Anyone who has any difficulty understanding these requirements please highlight this to your line manager.

Values and behaviours

AWP has a set of values. Your behaviours should reflect AWP **PRIDE** values:

Passion: Doing my best all of the time

Everything I do is in the interests of everyone who uses our services

I am positive and enthusiastic in my work

I am receptive to new ideas and service improvements

I actively seek opportunities to learn and develop

Respect: Listening, understanding and valuing what you tell me

I show compassion and kindness at all times

I am a team player and support my colleagues

I listen carefully and communicate clearly

I respond positively to differences of opinion

Integrity: Being open, honest, straightforward and reliable

I encourage and value feedback from others to help me develop

I try to always do what I say I will do

I am open and honest about when things have not gone well

I raise concerns and report incidents that arise

Diversity: Relating to everyone as an individual

I try to listen without judging

I respect other people's culture, beliefs and abilities

I actively take account of the needs and views of others

I understand and support the benefits that diversity brings to my team

Excellence: Striving to provide the highest quality support

I set high standards for my work and personal conduct

I plan my workload and deliver on my commitments

I make best use of available resources

I put forward ideas to improve the quality of services

AWP Recovery Statement

AWP places recovery and reablement at the heart of our service. Therefore we all demonstrate the recovery principles of:

- Hope.
- Partnership.
- Maximising opportunities every day, in all that we do.

Service User Experience Statement

In all service user and carer contact, your attitude, actions and ambitions should reflect wholeheartedly AWP's motto of 'You matter, we care'. Your goal must be to provide for each individual the quality of care, support and involvement that you would personally expect from a leading mental health trust. 'You matter, we care' should shape your approach to all those who have contact with AWP.

Other Information

CONFIDENTIALITY

The post holder must ensure that personal information for patients, members of staff and all other individuals is accurate, up-to-date, kept secure and confidential at all times in compliance with relevant legislation, the Caldicott principles and the common law duty of confidentiality. The post holder must follow record-keeping guidelines to ensure compliance with the Freedom of Information Act.

VALUING DIVERSITY & HUMAN RIGHTS

No person should receive less favourable treatment on the grounds of sex, sexual orientation, marital/partnership status, race, religion, age, creed, colour, ethnic origin, disability, part time working status and real or suspected HIV/AIDS status and must not be placed at a disadvantage by conditions or requirements which cannot be shown to be justifiable. AWP has an **Equality Policy** and it is for each employee to contribute to its success.

INFECTION CONTROL AND HEALTH AND SAFETY

The prevention and control of infection is the responsibility of all employees. Employees must be aware of **Infection Control Policies**, procedures and the importance of protecting themselves and their clients in maintaining a clean and health environment. All staff must comply with all **Health & Safety Policies and Procedures**. Staff must be aware of the responsibilities placed on them under Health and Safety legislation and to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors.

NO SMOKING

There is a **Smoke Free Policy** in operation. In accordance with this policy smoking is positively discouraged and is not permitted anywhere within the buildings, on the premises or grounds.

RISK MANAGEMENT

All AWP employees are accountable, through the terms and conditions of their employment, professional regulations, clinical governance and statutory health and safety regulations, and are responsible for reporting incidents, being aware of the **Risk Management Policy** and emergency procedures and attendance at training as required.

SAFEGUARDING & DUTY OF CANDOUR

AWP is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All staff are expected to implement the **Safeguarding Policy** and Procedures, act

promptly on concern, communicate effectively and share information appropriately. All staff must be familiar with and adhere to AWP's safeguarding procedures and guidelines. All staff have a Duty of Candour to inform their line manager/supervisor as soon as practicable, when they believe or suspect that treatment or care it provided has caused death or serious injury to a patient.

STANDARDS OF BUSINESS CONDUCT AND 'BOUNDARIES'

You are required to adhere to all corporate policies, including AWP **Standing Orders and Standing Financial Instructions**. This includes not accepting gifts or hospitality in the course of your duties, not acting fraudulently and maintaining appropriate behavioural 'boundaries' regarding your interactions with service users, staff and stakeholders.

This job description is intended as an outline indicator of general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder on a regular basis. You may be required to work at other locations within AWP as determined by the duties of your post. You may be required to undertake any other duties at the request of the line manager, which are commensurate with the role, including project work, internal job rotation and absence cover. This job description describes responsibilities, as they are currently required. It is anticipated duties will change over time and the job description may need to be reviewed in the future.

PERSON SPECIFICATION

JOB TITLE CAMHS Mental Health Practitioner

Requirements	Essential	Desirable
Education and Qualification	<ul style="list-style-type: none"> • Current registration with the NMC, Allied Health Professional with HCPC registration or UKCP registration and commitment to CPD or relevant professional registration and/or accreditation 	<ul style="list-style-type: none"> • Relevant post-registration qualifications relevant to children's and adolescent mental health and systemic therapeutic skills.
Experience and Knowledge	<ul style="list-style-type: none"> • Some understanding of child development and Attachment Theory • Experience of using assessment skills of mental illness and risk in children and young people. • Working knowledge of the make up of the wider health and social care community including statutory and non-statutory services and direct experience of multi inter-agency working and collaboration. • Working knowledge of how specialist child and adolescent mental health services are organised and operate; where and how they fit into the health and social care community. • Demonstrates experience of assessing risk and developing risk management strategies with young people 	<ul style="list-style-type: none"> • Experience gained in working mental health with children young people and families • Experience of specialist training in delivering evidence-based intervention to children, young people and families.
Skills and Abilities	<ul style="list-style-type: none"> • Good verbal communication skills, able to engage effectively with young people, families and carers as well as professionals from a wide range of services. • Mobile with the facility to move quickly across a geographically dispersed area with limited access to public transport. 	

Other Requirements	<ul style="list-style-type: none">• Interested and motivated in improving outcomes for young people with mental health needs.	
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Date Job Description and Person Specification agreed: 19/07/2023