

Job Description

Our vision: high quality care, in the right place, at the right time, every time.

Job Title: CAMHS Senior Practitioner

Accountable to: South Cumbria Network

Managerially to: Team Lead, CAMHS

Professionally to: Head of Nursing & Patient Safety

Hours of work: 37.5

Band: 6

Network:

Base: Alfred Barrow Health Centre, Barrow-in-Furness and Kinta Annex, Kendal

Location: South Cumbria

AfC Ref:

Our Values

The values represent what we are as an organisation, and the individuals who make up that organisation, are about.

It is our aim that everything we do fits in with, and reinforces, these values:

- **Teamwork** - share it
- **Compassion** - offer it
- **Integrity** - show it
- **Respect** - earn it
- **Excellence** - reach for it
- **Accountability** - accept it



1. JOB SUMMARY

The post holder will be expected to work independently and also as part of a CAMHS team.

- To provide a comprehensive mental health assessment, including clinical risk assessment and management. To provide therapeutic interventions utilising a range of evidence based clinical skills geared to the individual/family needs.
- To provide and manage specialised clinical therapeutic interventions and networks for children, young people and families presenting with complex and highly complex mental health needs referred to specialist tier 3 service.
- To provide ongoing support liaison and case management, of children and families of young people who are placed in specialist tier 4 provision.
- To provide consultation and supervision to team members, external organisations and agencies. To provide education training, development with local statutory and voluntary agencies working with children young people and families.
- To provide specialist consultation/supervision to agencies and departments external to CAMHS particularly the management of high risk/complex cases.
- Staff will spend the majority of their time working across South Cumbria, however, subject to discussion with their line manager, work across the locality, either to respond to need or to support the provision of specialist services may be required.
- Be part of the daily duty and back up duty rota. Attending the ward as required for mental health assessments and/or liaison with appropriate agencies when mental health act assessments indicated.
- Be part of a Triage rota. Screening referrals, signposting to other services where appropriate and/ or offering an assessment to make sure children and young people are accessing the right services in a timely manner.

Out of Hours / On Call

- The role holder will be required to participate in Out of Hours/On Call Arrangements in line with Trust Policy and any local arrangements.



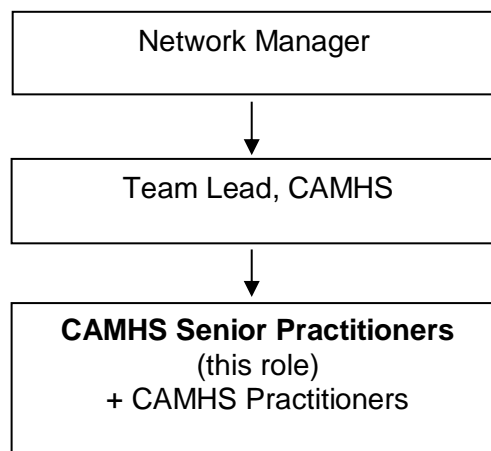
2. ROLE OF DEPARTMENT

South Cumbria (Tier 3) CAMHS is a mix of professional disciplines and bands to ensure there is an effective multi-disciplinary team delivering pathways of care in accordance with NICE guidance.

The service operates across the South Cumbria locality (from Millom to Kirkby Lonsdale) for children and young people 0 – 18yrs and their families experiencing moderate to severe, complex and enduring mental health difficulties.

Effective multi professional and interworking arrangements are required across Children's Services within the Trust and with partner agencies to ensure that children receive appropriate, timely and seamless care and that safeguarding is at the forefront of care delivery.

3. ORGANISATIONAL CHART



4. KEY WORKING RELATIONSHIPS

The post holder will work as a member of a multi-disciplinary team and discuss referrals, clinical assessments, case management, therapeutic interventions, risk assessments and critical incidents with team members as and when required. The team is made up of child psychiatrists, clinical psychologists, community mental health practitioner (nurse) specialists, CBT therapists & CYPS social workers.

The post holder will liaise with, support, provide consultation to and occasionally co-work with professionals outside the team, including school nurses, educational welfare officers, SENCOs, teachers, educational psychologists, GPs, paediatricians, Tier 2 service providers & social workers.

5. DUTIES AND RESPONSIBILITIES OF THE POST

- To provide specialist assessment and treatment to children young people and their families experiencing acute and chronic mental health and psychological/ behavioural distress. Working with the immediate multidisciplinary CAMHS team to prevent wherever possible admission and to maintain stability, consistency and continuity of care within their own environment.
- To act as identified key worker within the tier 3 team in Cumbria with responsibility for advising the outreach service and other tier 4 services of the potential need to access admission service in the event of a complex and severe crisis.
- To continue case management and participate in the planning, care packages and discharges of young people who have required admission to tier 4 and other specialist services including paediatric departments.
- To be responsible for the coordination and planning of packages of care, within the CPA framework for those young people requiring intensive interventions.
- To provide a liaison and development role to clinicians working within tiers 1+2.
- To provide education and training across key agencies seeking to establish a working understanding and clarity concerning what it can and cannot provide.
- To clarify and develop systems with local services in order to enhance partnership working across agencies, thus developing a more effective integrated approach to managing the young person and their family, including post discharge management and follow up.
- To educate other specialists with specific focus on enhancing their clinical skills in the CAMHS specialist area.
- To ensure agreed protocols regarding CPA and case management are adhered to.
- To participate in the identification and review of service policies/protocols, and to be actively involved in the review development and implementation of them.

Clinical

- To undertake assessment, planning implementation and evaluation of children, young people and their families' needs and to use this information as a basis for inter agency collaboration and co-operation.



- Ensure best practise is adhered to in the provision of therapeutic care, evidence based approaches in child mental health
- To operate an autonomous case management system within team guidelines, and to organise clinical and management supervision as needed.
- Assist senior management in the development of specialist CAMHS services, the management of treatment and research projects, and in the planning and development of new initiatives.
- Promote the development of client centred care and the implementation of individual care plans.
- Maintain up to date and accurate client records in accordance with current legislation and agreed standards of care.
- Develop individual and group therapy based on own areas of interest and expertise.
- Observe the legal requirements in relation to child protection procedures.

Supervision

- To deputise in the absence of the person with continuing responsibility, at management request.
- Supervision and development of junior staff, students of nursing and other disciplines including planning of programmes, assessment of training needs and evaluation of outcomes.
- Delivery of training and education re specialist tier 3 CAMHS to pre and post qualified staff in various agencies as requested.

Professional Development

- Continue to update professional practise in relation to child and adolescent mental health and own areas of interest and expertise.
- Maintain professional development through active involvement in clinical forums, training and literature. Ensuring evidence based research is integrated into the nursing role based on individual performance development targets, and the requirements of the NMC.
- Provide as required supervision of staff, ensuring safe practise in the delivery of care.
- Participate in the individual performance review system.
- Ensure adequate supervision is obtained in relation to ones own area of clinical expertise ensuring safe and relevant practise is maintained.
- Assist with the development of a networking system with all agencies /services that provide a service for young people and their families.

Management

- Support the introduction of change with ongoing support and preparation of staff, by involving them within the process of change.
- Assist trust management by being involved in general issues such as disciplinary matters, recruitment and service representation.
- Develop a positive leadership style and promote commitment to high standards of care and professionalism.
- Promote and maintain effective communication systems within the service and organisation. Making changes as necessary.
- Contribute to meeting service objectives within the timescale set accepting constraints placed upon the service.
- Support the young people's directorate service manager in dealing with any matters of complaint by following the trusts complaints procedure.
- Contribute to the development of the service planning meetings within tier 3, tier 4 and regional outreach service.

Governance

- Participate in development of systems/framework for measuring and evaluating standards of care by the most efficient and effective use of available resources.
- Facilitate and support staff in achieving, maintaining and improving high standards of patient care at both the personal and clinical levels.

Training

- Be actively involved in all aspects of Trust wide training and teaching of all grades of staff relevant to the speciality.
- Promote a stimulating educational climate for clients and staff. This includes basic and post basic learners and meets the standards and requirements of the NMC.
- Liaise as appropriate with basic and post basic education tutors, professional resource practitioner (nurse) and Staff development to ensure maximum use of expertise within the speciality for the development and training of staff.

Research



- Maintain an awareness of current literature on progress in practice and research within the field and act as an information source for other members of the department.
- Introduce, encourage and facilitate the use of research methodology in relation to both the speciality and own area of expertise and interest.
- Assist staff to accept new concepts of care based on research findings.
- To identify areas of need and to participate in agreed research projects.
- To take part in ongoing clinical audit research and development programmes, within the service and region, in order to review clinical effectiveness and to develop evidence based practise.

6. WORK SETTING AND REVIEW

The post holder must be able to manage a caseload, carry out an assessment, plan therapeutic interventions and evaluate the care of each child and young person on their caseload, in conjunction with senior team members.

7. INDIVIDUAL RESPONSIBILITIES

The post holder is expected to:

- Adhere to Trust policies and procedures and relevant legislation including the requirements of the any professional bodies
- Attend mandatory training as identified by the Trust
- All staff within CAMHS are required at all times to comply with policy, as well as with local and national guidance regarding safeguarding.
- Adhere to Trust infection prevention policies, procedures, audits in line with the Health Act 2006, to actively reduce Health Care Associated Infections

8. CONFIDENTIALITY

The post holder must maintain the confidentiality of information about patients' staff and Trust business in accordance with the Data Protection Act 1998 and Caldicott principles.

9. HEALTH AND SAFETY

Employees must be aware of the responsibilities placed upon them under the Health & Safety at work Act (1974), to ensure that the agreed safety procedures are carried out to maintain a safe environment for employees and visitors.

10. RISK MANAGEMENT

All staff have a responsibility to report all clinical and non-clinical accidents, incidents or near-misses promptly and when requested to co-operate with any investigations undertaken.

All employees have a duty for safeguarding and promoting the welfare of children and adults at risk. Staff must be familiar with the trusts Safeguarding Policy and the process for raising concerns about the welfare of anyone with whom they have contact. Staff must also ensure they receive the appropriate level of safeguarding children and adult training depending on their role in the Trust. Staff are expected to access supervision and support from their line managers and/or the locality based safeguarding team when managing complex cases

11. EQUAL OPPORTUNITIES

The Trust has adopted an equal opportunities policy and all employees must be aware of their obligations to abide by the spirit and nature of the policy to avoid direct and indirect discrimination.

12. INFORMATION GOVERNANCE

The post holder must keep up to date with the requirements of information governance; undertake mandatory training and follow Trust policies and procedures to ensure that trust information is dealt with legally, securely, efficiently and effectively.

It is important that the post holder processes personal identifiable information only in accordance with the Trust Data Protection Act notification to the Information Commissioner. The post holder must check with the Data Protection Officer before creating new systems to process person identifiable information to ensure that this is carried out within the scope of the Data Protection Act 1998 notification.

The post holder must manage the records they create or hold during the course of their employment with the Trust in an appropriate way, making the records available for sharing in a controlled manner subject to statutory requirements and agreed security and confidentiality policies, procedures and guidelines e.g. Data Protection Act 1998, Freedom of Information Act 2000, Caldicott



Guidelines NHS Confidentiality Code of Conduct 2003, and professional codes of conduct on confidentiality.

The post holder must maintain the confidentiality of information about service user staff and organisational business in accordance with the Data Protection Act 1998 and Caldicott principles.

It is likely that the post holder will be in contact at some time with a form of information system, and therefore are responsible for implementing and maintaining data quality. The post holder, when making entries into records, must ensure that these are legible and attributable and that the record keeping is contemporaneous. It is essential that information recorded within records either on paper, in an electronic format or both paper and electronic is accurate, complete and relevant.

13. JOB DESCRIPTION AGREEMENT

Post holder's signature

Date

Line Manager's signature

Date

POST: CAMHS Senior Practitioner - Band 6

Factor	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • 1st level registered health practitioner • Relevant first level degree or equivalent 	<ul style="list-style-type: none"> • ENB 603 Child and Adolescent Mental Health qualification or equivalent.
Experience	<ul style="list-style-type: none"> • Experience of working with children, young people and families with mental health difficulties. • Experience of teamwork and multi-disciplinary team working. 	<ul style="list-style-type: none"> • Experience of a number of therapeutic interventions and approaches. Recognisable qualification. • Experience of working in CAMHS. • Managerial Experience
Knowledge	<ul style="list-style-type: none"> • Knowledge and understanding of Safeguarding • Knowledge of other services which link to community services including voluntary and statutory agencies. • Knowledge and Experience of a range of therapeutic approaches. • Working knowledge of Children Act 1989, Mental Health Act and Child Protection. 	<ul style="list-style-type: none"> • Knowledge of Research
Skills & Aptitudes	<ul style="list-style-type: none"> • Good verbal, non-verbal and written communication and interpersonal skills • Risk Assessment. • Ability to produce high quality, accurate and concise written reports/ clinical correspondence. • Basic IT skills. • Ability to work according to the needs of the service. 	<ul style="list-style-type: none"> • Good Positive Leadership style. • Ability to motivate and Promote Change.



	<ul style="list-style-type: none"> • Good team working skills • Effective record keeping. • Committed to ensuring the voice of the child is present in service delivery and development • Ability to work with challenging situations. • Ability to deliver patient centre care in line with NICE guidance • Good organisational skills. • Empathy for carers/service users 	
Personal Circumstances	<ul style="list-style-type: none"> • The ability to travel independently of public transport 	

PERSON SPECIFICATION AGREEMENT

Post holder
Date
Line Manager
Date

Each of the above points should be considered in the light of minimum requirements listed in the job description.