



JOB DESCRIPTION

1. General information

JOB TITLE: CAMHS Specialist Nurse/ OT/Social Worker (Senior Practitioner)

GRADE: Band 6

DIRECTORATE: Children and Young People's Services

HOURS OF WORK: 37.5 (full time)

RESPONSIBLE TO: Team Manager
(line manager)

ACCOUNTABLE TO: Bromley CAMHS Operational Manager

BASE: Stepping Stones House, Masons Hill, Bromley

At Oxleas NHS Foundation Trust, we offer a wide range of NHS healthcare services to people living in South-East London and to people in prison across England. Our wide array of services includes community health care, such as district nursing and speech and language therapy, care for people with learning disabilities and mental health such as psychiatry, nursing and therapies.

Oxleas is a great place to work. It has been recognised as one of the Top 10 Best Places to Work 2023 by the Sunday Times amongst very big employers. Our staff survey results show that we are in the Top 5 in England and the highest in London for staff experience amongst similar trusts.

"We are always delighted to welcome new colleagues to the Oxleas family. We care about making Oxleas a great place to work - it's a big priority in our strategy. Come and join us - it's a place where our values, teamwork, equity, and wellbeing matter and where you can really help to improve people's lives."

A handwritten signature in black ink, appearing to read 'Ify'.

Ify Okocha
Chief Executive

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care. Our values are very important to us. They help Oxleas to be a great place to work.

2. Overview of the Post

The CAMHS specialist role is responsible for supporting the Adolescent team in implementing Directorate and Trust initiatives at service level and for playing a key role in monitoring and evaluating the quality of care delivered locally.

The post holder must be a good team worker and be able to lead in areas of clinical practice and development and will be responsible for working independently and managing a caseload of clients, ensuring safe and effective clinical practices.

The post holder will work within the multi-disciplinary team developing a mentalisation-based approach to working with adolescent's with complex mental health presentations. The service operates from 9am-5pm Monday to Friday.

3. Key Task and Responsibilities

To be trained and confident in the use of CYP IAPT principles, evidence based interventions and routine outcome measures.

To care co-ordinate and manage a defined caseload of children and young people presenting with emotional health and wellbeing difficulties in schools and the community

To co-ordinate and deliver individualised care packages / programmes for children and young people and evaluate these programmes, ensuring high standards of practice in accordance with national guidelines and trust policy.

To provide specialist mental health advice, consultation and signposted using an outcome based triage model, to school based and community staff e.g. Health Visitors, G.P's.

To provide training to school based and community staff e.g. Health Visitors, G.P's.

Within schools actively promote the whole school based approach to developing and maintaining emotional health and well-being.

To contribute to the Early Help and prevention service within Bexley, focussing on parents with ill health, substance misuse or domestic violence

To be aware of and take a role in the CYP Directorate participation programme

Train and mentor students and less experienced members of the discipline.

To engage therapeutically with clients and their carers in a variety of settings as appropriate to the needs of the client and to be able to assess the risk of working in particular areas.

To be able to plan and facilitate appropriate therapeutic intervention including group work for the specialist client group and their families and carers.

To be able to assess and manage risk in children and young people and to do this on an on-going basis within the role as care co-ordinator

To effectively and appropriately communicate risks often under difficult, highly charged and emotional circumstances to medical staff, other professionals and families involved in the care of the client.

To act as an autonomous practitioner with an understanding of own limitations and recognition of when to seek support.

To contribute to overall service delivery and development, with a particular focus on the CAMHS care pathway, as required

To work closely with the school based and community health professionals, carrying out joint assessments when appropriate.

To implement appropriate training and education packages for parents and carers in conjunction with colleagues.

To ensure that own practice remains within legal, ethical and professional parameters and is open to scrutiny from relevant professionals.

To possess IT skills in order to effectively communicate in writing with colleagues, other professionals and families in accordance with trust policies e.g. writing of comprehensive report.

To store statistical data in accordance with trust policies..

To ensure live registration with appropriate professional body, e.g. NMC.

Actively identify personal training needs and participate in training programmes as required and identified in PDP

To demonstrate the ability to make appropriate decisions with regard to the confidentiality of clients and their families taking into considerations the risks to clients, self and the wider public.

To represent CAMHS on Directorate and Trust committees as required and to be able to effectively communicate information relevant to CAMHS.

To liaise with other colleagues in CAMHS and participate in different clinical groups in order to share best practice and discuss current and future professional and clinical developments e.g. case review meetings and professional forums.

To liaise independently and effectively with external partner agencies, co-ordinating meetings and participating in case discussions between teams involved in the care of clients.

Management responsibilities

To participate in the development and implementation of policies and procedures within own speciality and the generic service and to ensure that other professionals are aware of these.

To advise service and professional management on operational and professional issues with monthly reporting on service targets.

Leadership

To take responsibility as agreed with the line manager and the service manager for the training and personal development of junior staff.

Clinical

To demonstrate the ability to work as an autonomous specialist practitioner in relation to the specialist area and in clinic which will include the reading and recording of the clinical observations of each child and the ongoing assessment of the effectiveness of treatment packages.

To carry own caseload and take responsibility for the assessment, planning and evaluation of care for clients in the specialist area.

To demonstrate the ability to develop specialist programmes of care for the specialist client group and their families in accordance with Trust and national standards, policies and guidelines and appropriate professional codes of conduct.

To take case management responsibilities when appropriate in clinical meetings, giving clear clinical advice with regard to assessment, Risk Assessment, formulation and treatment of identified clients.

To recognise responsibility and act according to Trust and national guidelines in safeguarding children and adults.

To demonstrate the ability to teach in informal and formal settings, e.g. carers at home, students on specialist placement

To respond to the needs of clients and their carers in an honest, non-judgemental and open manner, which respects the rights of individuals and groups.

To demonstrate a commitment to equal opportunities for all people.

To understand the impact of social & cultural diversity on patients' and carers' needs and on their experiences of mental illness and mental health services.

To respond to the diverse needs of the specialist client group and their carers sensitively with regard for age, developmental stage, gender, ethnicity, religion, disability and the need for their privacy and dignity

To understand the rights of clients and carers and to assist them in exercising those rights, where appropriate.

To undertake Carers assessments and devise an appropriate care plans.

To have knowledge of appropriate legislation and it's relevance to the specialist area

To take responsibility for the decision to discharge clients from care when agreed treatment programmes have been completed.

To participate in individual and group supervision with colleagues in the specialist areas.

To offer supervision to junior staff in agreement with the CAMHS service leads.

To ensure that documentation is up to date, clear, concise, comprehensive and complies with Trust and national record keeping standards

To take responsibility to record own supervision in case notes or in supervision records in order to be able to reflect on the supervision process

Communication Skills

To demonstrate the ability to listen and engage in therapeutic practice.

To demonstrate a high degree of competence in communicating complex information both verbally and in writing.

The ability to speak in public and address formal and informal meetings with colleagues both internally and externally to the Trust as required.

To demonstrate the ability to write analytical reports and present these to outside agencies.

To demonstrate the ability to communicate therapeutically with families from a range of backgrounds.

To effectively communicate acquired and existing knowledge in order to facilitate the client and carers' understanding of complex issues in relation to their presenting current situation and future treatment.

To participate in the PDR process according to Trust guidelines

On Call/Unsocial Hours

This post does not require working on call or unsocial hours.

The following statements are mandatory for all job descriptions:

Terms and Conditions

The post holder is subject to the terms and conditions of OXLEAS NHS FOUNDATION TRUST. This Job description gives an outline of the post and is subject to review in consultation with the post holder.

Confidentiality

The Post holder must maintain the confidentiality of information about patients, staff, and other health service business in accordance with Trust Policy.

Risk Management

The Post holder will ensure compliance with the Trust's risk management policies and procedures. These describe the Trust's commitment to risk management, the recognition that our aim is to protect patients, staff and visitors from harm and stress and that all staff have a responsibility to minimise risk.

Infection Control

All staff are required to be familiar with the Trusts infection control policies, and national guidance in relation to infection control. All staff whose normal duties are directly or indirectly concerned with patient care must ensure that they complete mandatory infection control training and are compliant with all measures known to be effective in reducing Healthcare Associated Infections.

Equality, Diversity and Human Rights

Oxleas is an organisation which values difference and promotes equality, diversity, and inclusion. Our Equality and Human Rights Policy and Strategy are designed to ensure that all our staff (including agency, bank, students, volunteers, and contractors) as well our service users, carers and members of the public are treated with dignity and respect. The Trust policies, procedures and practices are reviewed regularly to ensure that everyone who falls under the list of Equality Act 2010 protected characteristics does not suffer discrimination, either directly or indirectly. The current list of protected characteristics includes Age; Disability; Gender Re-Assignment; Marriage and Civil Partnership; Pregnancy & Maternity; Race; Religion and Belief; Sex and Sexual Orientation.

Health & Safety

All staff must be aware of the responsibility placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients, and visitors.

Professional and NHS Codes of Conduct

You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the 'Code of Conduct for NHS Managers' and 'Standards of Business Conduct for NHS Staff'.

Safeguarding

It is the responsibility of all staff to safeguard and protect children and adults at risk at all times and staff must report any concerns as per Safeguarding Children and Safeguarding Adults policies, which are available on the Trust's intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.

Financial Management and Control of Resources

All staff are responsible for the security and the property of the Trust, avoiding loss or damage and being economical and efficient in the use of resources. Staff are required to act in accordance with the rules and regulations as described in the Trust's Policy relating to the Financial Management and Control of Resources'.

Customer Care

It is the aim of the Trust to provide patients and clients with the best possible care. All staff are required to put the patient/client first and do their utmost to meet requests and needs courteously and efficiently.

Personal/Professional Development Planning/Mandatory Training

All staff should have a personal development plan and in conjunction with their manager, should actively determine and pursue agreed training and development needs and opportunities. All staff are required to attend mandatory training as designated by the Trust.

Sustainability

Demonstrate social and environmental responsibility and help establish Oxleas NHS Foundation Trust as a sustainability leader. Collaborate to contribute to or lead change management towards Oxleas NHS Foundation Trust goal of reaching Net Zero by 2040 as stated in the Green Plan.

No Smoking

Oxleas NHS Foundation Trust has a no smoking policy. Staff are not permitted to smoke within or on Trust premises.

3. Our Values

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care.

Our values are very important to us. They help Oxleas to be a great place to work. We want everyone who works at Oxleas to live our values and we will expect this of all our new joiners.

Our Values and Behaviours framework describes what it means for every one of us in the Trust to put our values into action. The framework can be found on our Trust Website: [Our values - Oxleas NHS Foundation Trust](#)



Signed by Line Manager

Signed by post holder

Date

Date

Print Name

Print Name

Note:

Please attach an organisational chart alongside, a person specification, and Job Description.



PERSON SPECIFICATION

JOB TITLE: CAMHS senior practitioner

DEPARTMENT: Bromley CAMHS

GRADE: Band 6

Education/Qualifications	How measured
<p>RN Mental Health, CQSW/CSS/DipSW or equivalent Social Work qualification/Dip or BSc OT.</p> <p>Specialist training in a subject/skill relevant to Child & Adolescent Mental Health (0-18 years) together with CYP IAPT.</p> <p>Dip in CBT/SFP/IPT-A</p> <p>Registration with relevant professional body</p>	<p>Application form, registration documents</p>
Experience	
<p>At least 2 years post registration experience in a setting where mental health is the primary focus some of which should have been in a CAMHS setting.</p>	<p>Application form, registration documents</p>
Skills/Abilities/Knowledge	
<p>Ability to assess, plan, implement and evaluate risk/care plans to meet the needs of clients.</p> <p>Ability to work to standards for quality within the Service.</p> <p>Ability to work as a member of a multi-disciplinary team and demonstrate awareness of MDT functioning.</p> <p>Ability to maintain and manage own workload and work autonomously within the specialist area</p> <p>Willingness and ability to develop specialist knowledge of clinical aspects of child &</p>	<p>Application form, references, interview</p>

<p>adolescent mental health.</p> <p>Ability to recognise own limits & seek support re supervision as appropriate.</p> <p>To have developed computer skills to enable input of relevant data and typing of summaries and reports etc</p> <p>The ability to supervise, teach and develop the skills of student nurses/social workers/OT's and junior staff as appropriate.</p> <p>Excellent written & verbal communication skills.</p> <p>Good interpersonal skills & demonstrable ability to work flexibly and respectfully with others.</p> <p>Ability to analyse risk and respond appropriately, seeking support as necessary.</p>	
Effort and Environment	
<p>Demonstrable ability to work under pressure and respond to emergency situations as appropriate.</p> <p>The ability to engage and work with clients in differing environments in line with the needs of the service.</p> <p>A flexible approach to client intervention and to be able to work independently and flexibly to meet client needs.</p> <p>Working Conditions: Working within a setting involving unavoidable frequent and direct exposure to verbal aggression and exposure to the hazard of physical aggression by clients, parents, carers and relatives. Work involves sitting in a constrained position for long periods of time in order to carry out therapeutic work.</p>	Application form, interview
Other Requirements	
Understanding of equality of opportunity & related policies & procedures.	Interview

<p>Knowledge of recent legislation affecting the NHS/Social Care and Education</p> <p>Ability to demonstrate working knowledge of the Mental Health Act, Mental Capacity Act and the Children Act.</p> <p>Flexible working</p>	
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NB These are not definitive lists if there are any others specific to a post, please add to the form which should then be signed by the line manager and post holder alongside the Job description.

Signed by Line Manager

Signed by post holder

Date

Date

Print Name

Print Name