

## JOB DESCRIPTION

<b>Job evaluation ref number:</b>	
<b>Job Title:</b>	Specialist Practitioner, CAMHS Intellectual Disabilities Team
<b>Reports to (post title):</b>	Operational Team Lead
<b>Evaluated Banding:</b>	<b>Band 6</b>
<b>Role Purpose:</b>	<p>To provide a Specialist CAMHS service to young people who have an intellectual disability that impacts on their mental health and well-being and presents as behaviour that is challenging.</p> <p>To provide expert advice to their families, carers and other professionals involved in their care.</p>
<b>Role Context:</b>	<p>The post holder will be a member of the CAMHS Intellectual Disability (ID) Team, which is a part of the Integrated Specialist Services Directorate.</p> <p>The post holder will be responsible for providing specialist ID &amp; mental health assessment, taking part in developing formulations, and providing interventions for young people.</p> <p>To offer a highly specialist &amp; comprehensive service to young people and their families where the young person's intellectual disability impacts on their mental health which presents as a behaviour of concern.</p> <p>The post requires close liaison with a broad range of other disciplines and agencies, including education, social services, voluntary agencies, and care systems.</p> <p>The post holder will work autonomously within professional guidelines and the overall framework of the team's policies and procedures and will be expected to prioritise their caseload accordingly.</p> <p>The post holder will receive managerial supervision from the team lead and modality-specific clinical supervision, also having regular team meetings &amp; taking part in case formulations.</p> <p>The team works within community settings across Nottinghamshire County and Nottingham City.</p> <p>This role requires an individual with relevant clinical experience and expertise to work within the CAMHS ID team offering specialist clinical support and advice to families, carers and wider services &amp; agencies.</p> <p>The post holder will be expected to disseminate knowledge and share up to date clinical information with the team.</p>

Trust Values	
<p>All colleagues are expected to demonstrate at interview and throughout employment that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values:</p> <p style="text-align: center;"><b>Trust Honesty Respect Compassion Teamwork</b></p>	
Key Accountabilities	Performance Measures
<p><b>Working Practice</b></p> <ul style="list-style-type: none"> <li>To assess the needs of the young person and in partnership with the family/carers, design, develop and implement individual care plans to effect positive change for the young person.</li> <li>To assess &amp; identify areas of need; develop and deliver therapeutic interventions in partnership with parents/carers which are individualised, and evidence based.</li> <li>To review &amp; amend plans of care/ interventions when necessary and clinically advisable, in line with legislation, NICE guidelines and evidence based practice.</li> <li>To be able to utilise skills flexibly so that interventions can be developed creatively.</li> <li>To offer education and support to families, carers &amp; a wide range of professionals/ agencies to raise awareness and understanding of the young person's needs.</li> <li>To offer consultation through a range of initiatives to staff with the aim of enhancing workforce skills, knowledge, and capacity in recognising the emotional health and well-being needs of young people with an intellectual disability and undertake interventions to achieve positive outcomes.</li> <li>To work within the integrated service framework structure to the benefit of the young person</li> <li>To participate in own regular clinical supervision and professional development.</li> <li>To participate with the provision of placement experiences for relevant students.</li> <li>To ensure the clinical content of records are evidenced based, robust and of the highest standards.</li> </ul>	<p>Positive working relationships between health, education and social care are established.</p> <p>Effective clinical care evident through Routine Outcome Measure data</p> <p>Completion of clinical audit in alignment with the Trust annual audit plan</p> <p>Ensuring that key performance indicators of own caseload are kept up to date.</p> <p>Appropriate recording/reporting of patient care is in place – in line with the trust standard operation procedure.</p> <p>Legislation, policy guidance and legal frameworks are adhered to in practice. A working knowledge of up to date national drivers</p> <p>CQC inspections achieve positive outcomes.</p> <p>Service User satisfaction surveys and feedback are promoted.</p>
Dimensions	

The post holder will carry a case load within the city and/or county of Nottinghamshire.

The post holder may be required to move localities, based upon the service need.

### **Safeguarding**

All employees are responsible for taking all reasonable measures to ensure that the risks of harm to children and vulnerable adults are minimised. They should take all appropriate actions to address concerns, working to agreed local policies and procedures including the guidance on safeguarding, in partnership with other relevant agencies. This includes accessing appropriate training, advice, and support.

### **Disclosure and Barring Services**

Where this post relates to the types of work, activity, employment, or profession as set out in The Exceptions Order made under the Rehabilitation of Offender Act 1974; the post will be subject to a DBS Disclosure check at the point of recruitment and thereafter, as the Trust determines appropriate. The level of the check will be determined by the type of activities undertaken and the level of contact the post holder will have with children and/or adults in receipt of health services.

### **Infection Control**

All employees of Nottinghamshire Healthcare NHS Foundation Trust have an individual responsibility to have knowledge of and employ the basic principles of infection prevention and control practice. All employees must comply with infection prevention and control mandatory training requirements specific to their role.

### **Equality and Diversity**

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation.

### **Sustainability and Net Zero – Supporting Our Green Plan**

The Trust places great importance on reducing its carbon footprint and maximising the positive social, economic, and environmental outcomes of Trust actions and activities on its patients and the planet. It is the responsibility of all staff to support the delivery of the Trust's Green Plan and contribute to achieving Net Zero Carbon. This will include using energy and water efficiently, reducing the consumption of materials, reducing waste, and increasing recycling, printing less, reporting faults or heating/cooling concerns promptly and minimising travel.

### **Data Quality Statement**

All staff of Nottinghamshire Healthcare NHS Foundation Trust have a responsibility for data quality, improved data quality leads to better decision-making across the Trust. The more high-quality data, the more confidence the organisation has in decisions. Good data decreases risk and can result in consistent improvements in results. Employees within data roles have a responsibility for inputting high quality data (accurate, valid, timely, complete) and for ensuring that high quality data is maintained.

## Communication

To produce timely and informative reports and discharge summaries for other audiences.

To demonstrate the ability to communicate complex and sensitive information in an understandable form to young people and families, which may include giving unwelcome or difficult to accept information.

To communicate to groups of people who may have barriers to communication. These barriers may include physical, emotional, mental, intellectual, or cultural.

To communicate to both professionals within the service and external parties within a timely manner.

To have a sound knowledge and ability to use Microsoft Office.

The ability to use IT and IT equipment effectively.

The ability to use mobile phones.

The ability to use Microsoft Teams & various other platforms.

## Knowledge, Training and Experience

Relevant core professional qualification (essential).

Post graduate teaching qualification (desirable).

Evidence of continuing professional development, or relevant experience.

Skills and experience of working with intellectual disabled young people and their families around a range of emotional health and behavioral needs.

Knowledge and experience of practice of current legislation and guidance governing the delivery of children's services.

Knowledge and experience of evidenced based interventions with intellectual disabled young people and their families.

A working knowledge of CAMHS.

Excellent interpersonal, liaison and organisational skills.

Information technology experience and application skills.

Sound working knowledge and understanding of safeguarding policies and procedures.

## Analytical and Judgement Skills

<p>Will be required to assess &amp; contribute to the diagnosis of conditions and provide treatment plans, if and where necessary.</p> <p>Required to assess risk to patients/staff.</p> <p>Analyse statistics or impact of to practice on service development.</p> <p>Required to interpret broad policy/clinical guidelines.</p> <p>Manage &amp; prioritise own caseload.</p>
<p><b>Planning and Organisational Skills</b></p> <p>The post holder will plan, manage, prioritise their own caseload.</p> <p>Complete CPD &amp; mandatory training updates.</p> <p>The post holder will plan patient care/plan treatment programmes.</p> <p>The post holder will organise or call case conferences and arrange clinics when necessary.</p> <p>The post holder will be responsible for monitoring or evaluating service standards within their own practice.</p>
<p><b>Physical Skills</b></p> <p>Long periods of seated &amp; computer work</p> <p>Driving between areas.</p>
<p><b>Responsibility for Patient/Client Care</b></p> <p>The post holder will be responsible for providing clinical expertise to a caseload.</p> <p>The post holder will be expected to deliver treatment in line with NICE guidance.</p>
<p><b>Responsibility for Policy/Service Development</b></p> <p>To develop local procedures</p> <p>To review national guidance and adapt to service needs.</p>
<p><b>Responsibility for Financial and Physical Resources</b></p> <p>The post holder responsible for ensuring equipment used during treatment is safe to use by other members of staff or patients.</p>
<p><b>Responsibility for HR</b></p> <p>To provide specialist advice, consultation and training to other services through a range of initiatives to staff with an aim of enhancing workforce skills, knowledge and capacity in recognising emotional</p>

health and well-being needs and undertaking interventions with young people with intellectual disabilities and families to achieve positive outcomes.

To attend in-service training provided by the trust and take every opportunity to update skills and knowledge by attending relevant courses.

### **Responsibility for Information Resources**

The post holder responsible for maintaining personally generated records only.

The post holder is required to use IT to develop or create documents/reports.

### **Responsibility for Research and Development**

The post holder will hold responsibility for auditing specific areas of practice or service delivery/quality standards.

The post holder will have an active role in service audit.

### **Freedom to Act**

The post holder is responsible for autonomously assessing, clinical decision making, treatment selection and evaluation of treatment.

The post holder will work to agreed protocols with the ability to vary treatment without gaining the consent of any senior clinicians.

The post holder will be guided by their professional standards, the organisations and service guidelines, broad codes of practice which they need to work within.

### **Physical Effort**

The post holder is expected to:

Work with distressing situations, e.g., parental and child distress/child abuse/disabling barriers.

Potentially verbally and/or physically aggressive children and young people.

Frequent requirements to drive from location to location.

Frequent exposure to IT computers etc.

### **Mental Effort**

The post holder will need to use their concentration daily whilst completing observations and assessments.

To prioritise their work and respond to urgent situations as they arise.

### Emotional Effort

Imparts of unwelcome news, working with children who may present with challenging behaviour.

Crisis intervention as and when needed.

The role can be emotionally demanding due to the client group involved and clinically supporting staff.

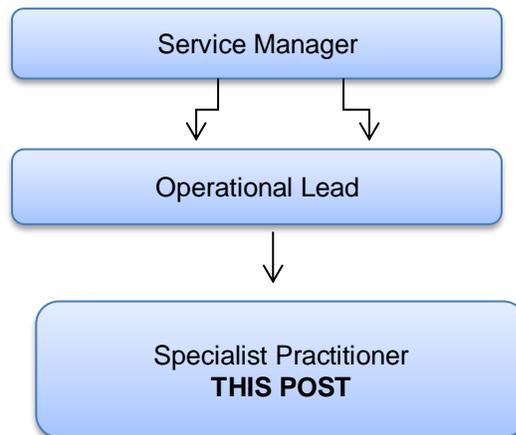
Safeguarding of children is a key part and can be psychologically challenging.

Frequently working autonomously with limited direct access to supervision.

### Working Conditions

Working with in client's home, office and other venues within the community.

### Organisation Chart



### Our promise to you

We will ensure that you are supported and lead in line with our Trust Values: **Trust**, **Honesty**, **Respect**, **Compassion** & **Teamwork**



Nottinghamshire Healthcare NHS Foundation Trust actively works to fulfil the seven elements of the NHS People Promise.

We will adhere to the promise and support all our colleagues, assuring that we are continuously striving to listen to colleagues, adapting accordingly and striving always to be the best place to work.



### Signatures

After reviewing the document, please sign to confirm agreement

Post holder:

Date:

Line Manager:

Date:

## EMPLOYEE SPECIFICATION FOR THE POST OF

Attribute	Essential	Weight	Desirable	Weight	How Identified
Values and Behaviours	<ul style="list-style-type: none"> <li>All colleagues are expected to demonstrate that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: <b>Trust Honesty Respect Compassion Teamwork</b></li> <li>All colleagues are expected to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion (EDI) and how it applies to their role. The Trust's expectations are highlighted within our EDI Policy, and associated EDI and Human Rights legislation</li> </ul>				Application form and interview
Physical Requirements	<ul style="list-style-type: none"> <li>There is a requirement to work at a computer for periods throughout the day.</li> </ul>				Application form
Qualifications - Academic / Craft / Professional	<ul style="list-style-type: none"> <li>Relevant professional registered qualification eg RNLD, RMN, RN, HV, OT, clinical psychology, Social Worker at degree level or higher; teaching qualification                             <ul style="list-style-type: none"> <li>Registration with relevant professional body</li> </ul> </li> </ul>		<ul style="list-style-type: none"> <li>Further training within associated subject at degree level</li> <li>Educated at degree level</li> <li>Qualification in therapeutic approaches with children and families eg CBT, play therapy</li> </ul>		Application form
Training	<ul style="list-style-type: none"> <li>To have undertaken statutory child safeguarding training.</li> </ul>		<ul style="list-style-type: none"> <li>Supervision training</li> </ul>		Application form and Interview

Attribute	Essential	Weight	Desirable	Weight	How Identified
Experience	<ul style="list-style-type: none"> <li>• Experience of working with children and young people with an intellectual disability.</li> <li>• Experience of working in an assertive outreach approach and community work.</li> <li>• Experience of the provision of therapeutic approaches and interventions with children, young with intellectual disabilities people and their families.</li> </ul>		<ul style="list-style-type: none"> <li>• An understanding of working within CAMHS</li> </ul>		Application form and interview
Knowledge	<p>Understanding of:</p> <ul style="list-style-type: none"> <li>• Knowledge and experience of the provision of mental health assessment for young people with intellectual disabilities</li> <li>• Knowledge and experience of the provision of therapeutic approaches and interventions with children and young people with intellectual disabilities and their families</li> <li>• Knowledge of relevant legislation and documents pertaining to children (eg Children’s Act, Mental Health Act, NSF, Every Child Matters, Future In Mind)</li> <li>• Knowledge and experience of provision of a holistic emotional/mental health assessment</li> </ul>		<ul style="list-style-type: none"> <li>• Understanding of attachment and early developmental issues.</li> <li>• Knowledge of relevant legislation</li> </ul>		Application form and interview

	<p>Knowledge and experience of the provision of different models of therapy and interventions</p> <ul style="list-style-type: none"> <li>• Ability to manage a defined caseload and organise own work schedule</li> <li>• Ability to maintain accurate case records in line with Trust policies and procedure</li> <li>• Ability to be an autonomous practitioner whilst being able to work as an integral part of a multi agency locality team</li> <li>• Be committed to anti discriminatory/ anti oppressive practice and equal opportunity</li> </ul>				
Skills	<ul style="list-style-type: none"> <li>• Ability to manage a defined caseload and organise own work schedule.</li> <li>• Ability to maintain accurate case records in line with CAMHS policies and procedures.</li> <li>• Ability to be a clear and effective communicator with young people and their families, and clinical peers and other professionals.</li> <li>• Ability to identify training needs and prepare and deliver training packages for tier 1 (universal) practitioners</li> <li>• Ability to be autonomous practitioner, whilst being able to work as an integral part of the MDT.</li> </ul>		<ul style="list-style-type: none"> <li>• Ability to utilise electronic data recording systems</li> <li>• Provided clinical supervision to junior members of staff</li> </ul>		Application form and interview

	<ul style="list-style-type: none"> <li>• Ability to develop and maintain good working relationships with young people and their families, and clinical peers and other professionals.</li> <li>• Be committed to equality of opportunity and anti-discriminatory practice.</li> <li>• Be sensitive to the needs of the identified client group, and staff group.</li> <li>• Be committed to empowering the young people that access the service and promoting and meeting the needs of the socially excluded.</li> <li>• Ability to offer individual and group therapeutic interventions.</li> </ul>				
Contractual Requirements	<ul style="list-style-type: none"> <li>• A full UK driving licence and vehicle for business use is required for this post; however reasonable adjustments will be made for disabled individuals in line with the Equality Act 2010.</li> </ul>				Application form

**PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT**