

## Job Description

### 1. Job Details

<b>Job Title:</b>	<b>Mental Health Nurse/Practitioner - CAMHS</b>
<b>Reports to:</b>	<b>Supported Care Operational Manager &amp; Clinical Pathway Lead</b>
<b>Accountable to:</b>	<b>Assistant Clinical Director, Specialist Services through Service Line Manager /Professional Head</b>
<b>Band:</b>	<b>AfC Band 5</b>
<b>Main Location:</b>	<b>As Advertised</b>
<b>Date:</b>	<b>July 2017</b>

### 2. Job Summary

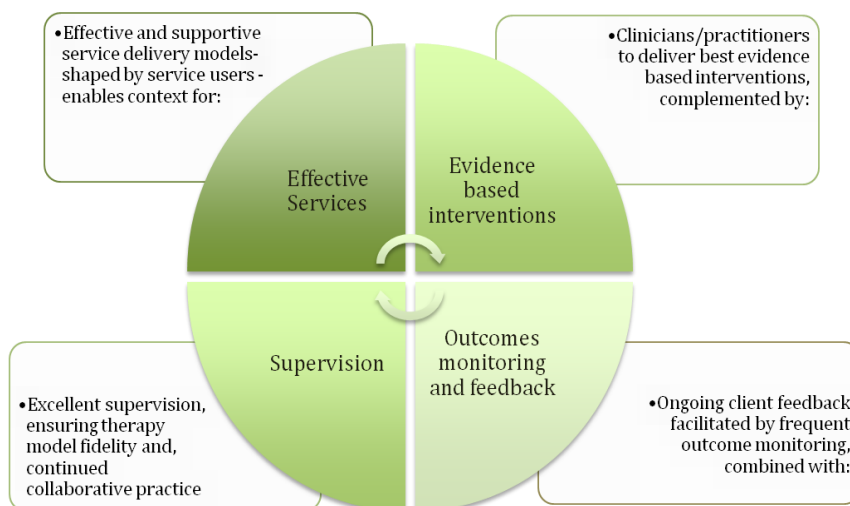
To improve children and young people's mental health through providing highly specialist clinical assessment and treatment within the CAMHS multi-disciplinary team (MDT) for children and young people, who are referred for urgent assessment and intervention with self harm, severe mental illness, acute and complex presentation including mental health concerns who have traditionally found it difficult to access service (ie looked-after children, young offenders, young people with alcohol and substance issues) in accordance with national and local priorities, clinical guidelines and responsive to the needs and views of local children, young people and their families. This will be achieved through evidence-based, individual work, group work and involvement with the young peoples' families.

#### **C & YP IAPT Job Summary**

***IAPT Vision: To transform existing CAMHS to provide better interventions and service delivery model that lead to more children & young people (C&YP) receiving effective interventions.***

This will be achieved through the following two aims:

- To deliver more, high quality, evidence-based interventions.
- To improve the level of collaborative work with CYP and their families and clinicians through frequent/session by session outcome monitoring to help the therapist and service user work together in their session, and to help supervisors support therapists in improving outcomes.



**Each of the above components complements the other leading to better outcome. Further information is available on the IAPT website, [www.iapt.nhs.uk](http://www.iapt.nhs.uk)**

The post holder will be employed by Derbyshire Healthcare NHS Foundation Trust and receive training on IAPT from the CAMHS Clinical IAPT Lead. They will be operationally managed by the CAMHS County Senior CAMHS Nurse, Cognitive Behavioural Lead.

The post holder will be responsible for delivering IAPT compliant C&YP interventions in line with national guidelines adhered to the DH national programme and session-by-session outcome measures and act as a role model to assist in the embedding of outcome measures (ROM) and outcome orientated practice in the team.

### 3. Dimensions

The post holder will offer support with complex case management and mental health support to those children and young people considered to need urgent mental health support for mental health concerns, who have traditionally found it difficult to access service (ie looked-after children, young offenders, young people with alcohol and substance issues). The post holder will undertake therapeutic intervention with children, young people and their families whilst being supported by the wider team. This will include case load management with specialist supervision.

The post holder will ensure equal opportunities, diversity and social inclusion in line with Trust policy & procedures ensuring people with different cultural backgrounds and ages, using interpreters when necessary.

#### **4. Knowledge, Skills and Experience**

- Current professional registration (NMC/HPC/SWE) and CAMHS experience.
- Understanding of Child and Adolescent Mental Health including additional specialist training, specific to child and adolescent mental health.
- On-going evidence of continuing professional development.
- Ability to demonstrate therapeutic and transferable skills in assessing, managing, engaging and supporting children, adolescents and families with mental health disorders.
- Contribution and involvement in service development through audit and development of evidence-based practice.
- IT skills.

#### **5. Key Result Areas**

- To undertake specialist assessment, consultation and intervention within agreed pathways of Tier 2 and 3 CAMHS who meet service criteria with support of specialist supervision.
- To offer a range of evidence-informed interventions appropriate to the needs of children and young people, including individual, family and group work.
- To interpret, formulate and implement care plans for formal psychological treatment and management of a range of complex mental health problems, based upon an appropriate conceptual framework; employing methods based on evidence of proven efficacy and using an integration of theoretical frameworks to formulate practice with the support of the wider team.
- Ensure the complex mental health needs of children and young people are assessed with relevance to providing clinical assessment of developmental impacts, providing reports for CAMHS and the General Practitioner, as necessary, to ensure complex mental health needs are identified and interventions planned, in conjunction with relevant professionals and the service-user and their family with support of the wider team.
- To refer to other specialists as appropriate.
- To be available for assessments or other clinical work where circumstances deemed this to be the priority, ie “available for action” in the event of an emergency.
- To participate in centralised duty, health hubs and internal competency framework as required.
- To engage in supervision and ensure that it is recorded in line with DHCFT policy and procedure.
- Where appropriate, to monitor the effectiveness/side effects of prescribed medication and report appropriately.
- Provide accessible outreach services to meet the needs of children and young people and within resources available, ensure resources are developed in an effective manner.
- Manage a caseload as an autonomous practitioner, referring cases to other practitioners as necessary and engage in preceptorship and relevant clinical and managerial supervision, using the existing Choice and Partnership arrangements.
- Provide information about services offered by CAMHS and other appropriate resources.
- Work in partnership with the range of comprehensive CAMHS services.
- Formulate and implement care plans in relation to children and young people, in liaison with others and families ensuring that the perspective of children and young people is incorporated into all aspects of care planning.
- Attend team meetings to discuss case management as required.
- Take action to identify and redirect inappropriate referrals or to assist referrers in finding alternative sources of help.

- In conjunction with the Primary Mental Health Workers, develop programmes for the education of young people and families. Promote positive mental health initiatives and participate in Health Education Programmes.
- To mentor students as required.
- Contribute to individual, team and service job plans and maintain electronic diaries as a means of ensuring effective use of resources.
- Contribute to service user engagement initiatives.
- Commitment to Recovery and Resilience principles by positively promoting and supporting independent living for service users in the community by maintaining extensive knowledge and links with the community resources and actively supporting service users and families to use them.

## **IAPT**

- To support the participation of children and young people in improving access to psychological therapies. To support & service user participation as a key strand across the team & service delivery model by supporting innovative, creative and robust approach to working in partnership with young people to ensure young people are driving participation in the CAMHS service. This will be underpinned by a youth work model that focuses on developing participation to the level where young people will be the drivers of change and will make key decisions about their well-being and their services, supported by the adults around them. The model will enable children and young people to develop their skills and give them support to increase their potential and to access wider life opportunities.
- To support data collected ensuring that it has meaningful use directly in the clinical encounter and meaningful analysis outcomes across the team from children and young people and parents/carers to improve on-going interventions information which will also be used as part of the National CYP IAPT programme's evaluation.
- To receive the required, therapeutic and supervision processes, to use outcomes informed practice in everyday clinical practice in all CAMHS settings, across all therapeutic modalities, and with all presenting problems.
- To evaluate and make decisions about treatment options in line with the IAPT principles, taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family, carers or group. To communicate effectively with the client, his/her family and all others involved in the network of care and monitor progress during the course of IAPT treatment and multi-disciplinary interventions.
- To maintain links with key local stakeholders across a range of agencies, including children's services and the Youth Offending Service.
- To maintain and adhere to professional standards and practice within IAPT principles.
- To demonstrate fidelity to the IAPT principles and good practice standards by working with the National IAPT programme.
- To provide evaluation and research as required by the IAPT Lead to support future commissioning intentions.

## **Safeguarding Children**

- Safeguarding children is everyone's responsibility. Whatever your role within the Trust the welfare of children should be your paramount consideration. In cases of suspected abuse or neglect the duty of care that member of Derbyshire staff owes to a child, will take precedence over any obligation to the parent or other adult.

- All members of CAMHS staff who have contact with service users, or their families, should be familiar with guidance on Child Protection/Safeguarding Children from the Trust and the Local Safeguarding Children Procedures. Staff are also required to attend mandatory safeguarding children training and ensure their safeguarding training is up to date on an annual basis.

## **6. Communications and Working Relationships**

- To communicate in a skilled and sensitive manner, complex information regarding assessment, formulation and treatment plans to children, adolescents and their families in routine practice and highly emotive situations, during the course of uni- and multi-disciplinary care.
- To provide information and reports as required by education and social services in a timely manner and in accordance with Trust and professional policies on confidentiality.
- To attend clinical, business and support meetings within the CAMHS Service, also with partner organizations, as appropriate.

## **7. Most Challenging Part of Your Job**

- Providing highly specialist clinical expertise to children, adolescent & families ensuring the service is delivering practice within best evidence and to the highest possible standard and the maximum and most efficient use of the team resource with support of the wider team.
- Ensuring the highest standards on interagency working that promotes the safety and welfare of children

## **Additional information**

### **Values**

As an employee of Derbyshire Healthcare NHS Foundation Trust, you are required to adhere to the Trust's overriding value of putting "patients at the heart of everything we do". In recognising both the values expressed in the NHS Constitution and the Trust Values you will:

- Take pride in the Trust, show loyalty and commitment.
- Build and maintain trust in all our relationships.
- Treat everyone with respect, recognise people's differences.
- Value everyone, listen to others and respond accordingly.
- Be positive, honourable and honest but also sensitive
- Be respectful, welcoming, polite and courteous.
- Put quality at the centre of all we do.
- Educate and develop ourselves to perform to the highest standards

**Safeguarding – The action we take to promote the welfare of children and vulnerable adults and protect them from harm.**

**SAFEGUARDING CHILDREN & VULNERABLE ADULTS IS EVERYONE'S RESPONSIBILITY**

All staff working within Derbyshire Healthcare NHS Foundation Trust, who come into contact with children, young people and/or their families/carers, including those who are non-clinical and those who work predominantly with adults have a duty within their role and responsibility to ensure that they understand what is required of them as an individual and as part of the wider organisation in order to keep children and vulnerable adults safe.

### **Information Governance**

The Derbyshire Healthcare NHS Foundation Trust requires its staff to comply with Information-Governance-related standards and policies at all times, when dealing with confidential information, which includes any information relating to the business of the Trust and its service users and employees.

All NHS employees are bound by a duty of confidentiality and must conduct their duties in line with the NHS Confidentiality Code of Practice, Data Protection Act and Freedom of information Act.

Post-holders must maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately and kept up to date. The post-holder must only access information, whether paper, electronic or in other media, which is authorised to them as part of their duties.

All Information obtained or held during the post-holder's period of employment that relates to the business of the Trust and its service users and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust's discretion and in line with national rules on exemption.

Any breach of confidentiality or computer misuse could lead to disciplinary action, and in serious cases could result in dismissal. Breaches after the post-holder's employment has ended could result in the Trust taking legal action against them.

Post-holders must ensure that they are aware of their responsibilities by attending the Trust Mandatory Training and Induction programme.

### **Infection Control**

All staff have a responsibility to appraise themselves of how the prevention of the spread of infection relates to their role. They have a responsibility to ensure they are aware of Trust policies and procedures in relation to infection prevention and control and ensure that they comply with them in fulfilling their role.

## **9. Job Description Agreement**

Job Holder's Signature ..... Date .....

Senior Officer/Head of Department's Signature .....

Title ..... Date .....

**Job Description - Additional Information**

**Physical Effort**

- Daily use of keyboard skills to maintain clinical records, review & MDT clinical standards and clinical activity records.
- Some home visits.

**Mental Effort**

- Frequent requirement for prolonged and intense concentration, often in a volatile unpredictable environment with children & adolescents with severe mental health problems.

**Emotional Effort**

- Frequent exposure to highly disturbed emotional circumstances including child protection, family breakdown and serious mental health.
- Containing emotional stress within service users and carers.

**Working Conditions**

- Requirement to work closely and form good working relationships with a wide range of people.
- Ability to travel effectively between sites.

**Job Appendix Agreed**

Job Holder's Signature ..... Date .....

Senior Officer/Head of Department's Signature .....

Title ..... Date .....

## **PERSON SPECIFICATION**

### **Mental Health Nurse/Practitioner – CAMHS, AfC Band 5**

<b>Area</b>	<b>Essential</b>	<b>Desirable</b>
<b>Attainment/Qualifications</b>	<ul style="list-style-type: none"> <li>• Current professional/state registration (NMC/HCPC/SWE)</li> <li>• On-going evidence of continuing professional development.</li> <li>• Must be able to meet the travel requirements of the post.</li> </ul>	<ul style="list-style-type: none"> <li>• Bachelors degree.</li> <li>• Qualification in therapeutic modality</li> <li>• Evidence of on-going professional development related to child and adolescent mental health including additional specialist training, specific to adolescent mental health.</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Knowledge and understanding of mental health disorders as well as their relationship to physical disorders.</li> <li>• Ability to assess, plan and deliver treatment and evaluate care packages.</li> <li>• Experience in engaging children, young people and their families in therapeutic work.</li> <li>• Skills in risk assessment and management including assessment and understanding of the treatment of serious self-harm including attempted suicide.</li> <li>• An understanding of child, adolescent and family dynamics and development.</li> <li>• Understanding and commitment to equal opportunities and inclusion in practice.</li> <li>• Knowledge of relevant legislation and key texts in related to CAMHS.</li> <li>• An understanding of the role and function of other organisations providing services to young people.</li> <li>• Effective communication skills, verbal and written.</li> <li>• Good time self-management skills and ability to prioritise.</li> <li>• Effective team worker.</li> <li>• Good IT skills.</li> </ul>	<ul style="list-style-type: none"> <li>• Specialised transferable clinical skills, eg group work, anxiety/anger management, CBT, family work skills.</li> <li>• Ability to think creatively about opportunities for service development.</li> </ul>
<b>Knowledge/Experience</b>	<ul style="list-style-type: none"> <li>• An understanding of NICE guidelines which relate to CAMHS.</li> <li>• Experience of working within a multidisciplinary team.</li> <li>• Experience of working in a multi-cultural environment and knowledge of methods to develop a culturally sensitive approach.</li> <li>• Understanding of evidence-based practice within CAMHS</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with adolescents in community settings.</li> <li>• Experience of working with adolescents</li> <li>• Experience of assessing and managing crisis with those with a serious on-going mental illness.</li> </ul>

Area	Essential	Desirable
	<ul style="list-style-type: none"> <li>• Sufficient clinical knowledge to be able to make autonomous decisions, based on an analysis of complex presenting problems and judgement about available options with the support of the wider team.</li> </ul>	
<b>Disposition</b>	<ul style="list-style-type: none"> <li>• Ability to manage and contain own anxiety.</li> <li>• Ability to inspire confidence and be a team player with high levels of motivation</li> <li>• Methodical approach to work with attention to detail.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to work flexibly.</li> </ul>
<b>Circumstances/ Special Demands</b>	<p><b>Clinical Networking</b></p> <ul style="list-style-type: none"> <li>• Development of effective multi-disciplinary and inter-agency working relationships to improve the outcomes for children and young people. This will entail working collaboratively with colleagues in YOS, mental health, social services, education and all other agencies.</li> <li>• To work closely with staff across the agencies to ensure early identification, assessment, treatment and sign posting of appropriate cases.</li> <li>• To provide advice and clinical support across the statutory and voluntary agencies when appropriate.</li> </ul>	
<b>Values</b>	<ul style="list-style-type: none"> <li>• Respectful and build trust</li> <li>• Compassionate</li> <li>• Be responsive, positive and listen</li> <li>• Dignity</li> <li>• Value &amp; support other people</li> <li>• Engage and encourage</li> <li>• Value learning and innovation</li> </ul>	