

Specialist Clinician: job description and person specification

Job description

JOB TITLE: CAMHS Clinician

GRADE: Band 7

HOURS: 8 sessions / 30 hours

DURATION: Permanent

LOCATION: Tavistock Centre, North West London [change if applicable]

RESPONSIBLE TO: Clinical Service Manager

ACCOUNTABLE TO: Chief Clinical Officer

Overview and main duties of the post

The Clinical Intake Team services as an internal Single Point of Access, with the aim of supporting seamless referral pathways, ensuring that CYP and families are directed to the right type of support at the right time. The postholder will work alongside other colleagues in ensuring that all referrals are screened and where necessary decide when further information from the CYP/Family, referrer or other professionals is needed. The postholder will become familiar with various CAMHS clinicians that are linked in with primary and secondary schools and work alongside other Highly Specialist Clinicians, Specialist Clinicians and Practitioners within the Camden CAMHS services.

The post holder will be responsible for the assessment, planning, implementation, and evaluation of programmes of evidenced based care to a group of service users, conscious of their changing healthcare needs and varying levels of complexity, working collaboratively, with other clinicians and stakeholders. The post holder will hold a caseload of highly complex service users.

You will be required to work within a multi-disciplinary team delivering a range of outcome focused, evidence based, and complex interventions and responsible for the formulation and delivery of specialised programmes of care.

The post holder will contribute to the quality, safety and continuous improvement of services provided to service users and their families.

The post holder will foster a culture of networking in an open and transparent way with internal and external partners.

You will act as a positive role model and participate in the education, development and mentorship of other staff.

You will ensure that all organisational systems and processes are adhered to.

Main duties of the post

1. Clinical duties, leadership, and supervision
2. The post holder will hold their own highly complex caseload within the team including risk management and clinical governance
3. Provide clinical supervision to trainees and less experienced practitioners
4. Provide consultation as required to external agencies, for example to GPs/Schools/Local Authorities
5. Undertake clinical assessments of service users/patients and offer skilled treatment or therapy using appropriate therapeutic modalities.
6. To ensure, where appropriate, agreed standardised assessment questionnaires are completed with clients as per team protocol and to systematically collect data on caseload as required by the team lead/manager
7. To formulate specialised programmes for the formal psychological treatment and/or management of a service user/patient's psycho-social difficulties taking into account multiple theoretical differences and employing methods based upon evidence of efficacy
8. Arrange reviews and communicate effectively and sensitively with the patient/service user to monitor progress during the course of multi-disciplinary interventions
9. Liaise with referral agencies and networks around identified patients for their own and shared cases. This may entail liaison with local services and participating in outreach and multi-disciplinary team meetings
10. If in a social work role, may be required to prepare reports and give evidence in courts, hearings and tribunals depending on service
11. May act as lead specialist within in Service [specify if and as appropriate]
12. To communicate, in a skilled and sensitive manner, highly complex condition-related information concerning the assessment, formulation and treatment plans of service users/patients under their care and to monitor, evaluate and report as appropriate
13. To undertake risk assessment and risk management for relevant individual service users/patients and to provide both general and specialist advice for other professionals on aspects of risk assessment, management and safeguarding
14. To maintain a high standard of clinical records, preparing reports for internal use and for external agencies as required and maintaining good communications with referrers and other professionals involved
15. To keep up-to-date with knowledge of legislation, national and local policies and issues of relevance to the service and client group
16. Contribute to recruitment and supervision of less experienced staff
17. Provide cover for any relevant rota (duty/on-call/clinical)
18. Demonstrate a personal duty of care for equipment & resources
19. Service Development, Research, Teaching and Supervision
20. Involvement in small project work and other research projects including new Service initiatives in discussion with team lead/manager

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21. Contribute to financial initiatives and cost and quality improvement initiatives for the Service

22. Train less experienced team members and those new to Service in own area of work. May be required to present at small meetings on specialist area of work.

This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties which fall within the grade of the job, in discussion with the Team Manager / Service Manager.

This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.

Working environment

- May be exposed to some verbal or physical aggression dependent on nature of client population
- Some light physical effort required during course of working day**/frequent sitting or standing in a restricted position for extended periods of time during clinical assessments/treatments

Our commitment to equality, diversity and inclusion

The Tavistock and Portman NHS Foundation Trust is committed to equality, diversity and inclusion. We are particularly keen to attract candidates from underrepresented backgrounds to better meet the needs of the service users and students that we serve. The Trust aims to ensure that all job applicants, employees or clients are treated fairly and valued equally regardless of sex, marriage or civil partnership, pregnancy and maternity, domestic circumstances, age, race, colour, disablement, ethnic or national origin, social background or employment status, sexual orientation, religion, beliefs, HIV status, gender identity, political affiliation or trade union membership. Selection for training and development and promotion will be on the basis of the individual's ability to meet the requirements for the job. You are responsible for ensuring that the Trust's policies, procedures and obligation in respect of promoting equality and diversity are adhered to in relation to both staff and services.

Mission and values

The Tavistock and Portman is caring, compassionate and committed to co-creating the care and training we offer. We are passionate about the quality of our work and committed to openness, the use of evidence and the application of improvement science. We value all our staff, are concerned for their wellbeing, and seek to foster leadership, innovation and excellence in our workforce. We embrace diversity in our workforce and work to make our services and training as accessible as possible. We have made a firm commitment to being an anti-racist, anti-homophobic and anti-transphobic organisation. We work with others, in the UK and internationally, who share our values and can enable us to achieve our mission.

Clinical and research governance

The post-holder must adhere to the trust's clinical and research governance guidelines, which includes being responsible for keeping up-to-date and accurate clinical records. All research must be undertaken in line with the national Research Governance framework, and the post-holder should seek guidance from the Trust research directorate before embarking on any research project.

Continuing professional development

The post-holder will be invited to an annual appraisal, which will include the formulation of a professional development plan and specific details of continuing professional development in relation to the tasks of the post and its development over time.

Professional registration

If you are employed in an area of work which requires membership of a professional body in order to practice, it is a condition precedent of your employment to maintain membership of such a professional body. It is also your responsibility to comply with the relevant body's code of practice. Your manager will be able to advise you on which, if any, professional body of which you must be a member.

You are required to advise the Trust if your professional body in any way limits or changes the terms of your registration.

Failure to remain registered or to comply with the relevant code of practice may result in temporary downgrading, suspension from duty and/or disciplinary action, which may result in the termination of your employment.

Throughout your employment with the Foundation Trust, you are required on demand by your manager to provide him or her with documentary evidence of your registration with any particular professional body or in respect of any required qualifications.

Mandatory training

The post-holder will be required to attend statutory and mandatory training events as set out in the Trust's staff training policy, which includes attendance at induction and ongoing training in fire safety, health and safety, infection control, risk management, safeguarding children and participation in appraisal.

Policies and procedures

The post-holder will be required adhere to all Trust-wide policies and procedures, including: equal opportunities, risk management, health and safety, safeguarding, confidentiality and compliance with the Data Protection Act. The Trust is committed to promoting equality and diversity in employment and in the services it provides.

Confidentiality

All information concerning patients/clients and staff must be treated as strictly confidential at all times.

Code of conduct

As an employee of the Trust you are expected to comply with the code of conduct for employees at all times, and any breach of it whilst in practice will be investigated by the Trust.

Risk management

All Trust 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 strategy and emergency procedures and attendance at training as required.

All staff have a responsibility to manage risk within their sphere of responsibility. It is a statutory duty to take reasonable care of their own safety and the safety of others who may be affected by acts or omissions.

Safeguarding

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All staff are expected to implement the Trusts' safeguarding policies and procedures, act promptly on concern, communicate effectively and share information appropriately.

Emergency planning

In accordance with the organisations responsibilities under the Civil Contingencies Act 2004, you may be required to undertake alternative duties as is reasonable directed at alternative locations in the event of and for the duration of a significant internal incident, major incident or pandemic.

Job planning

The Trust is moving towards the requirement for every patient facing role to be supported by a job plan. Either A) an indicative job plan for this post is attached. B) This post is in scope for such a job plan in future and the post holder will be required to participate in that process in accordance with the Trust's job planning policy or C) at the time of writing this post is not in scope for the development of a job plan however we reserve the right to review this requirement going forward.

This job description is subject to annual review in consultation with the post-holder.

General information

Hours of duty:	37.5 hours per week
Annual leave:	27 days per year pro rata – minimum (this increases depending on length of NHS service)
Terms and conditions:	In accordance with the terms and conditions of the Tavistock and Portman NHS Foundation Trust

We are an equal opportunities employer

Specialist Clinician: job description and person specification

Team: Clinical Division

Grade: Band 7

Attribute/skills	ESSENTIAL	DESIRABLE	APPLICATION STAGE
QUALIFICATIONS	<p>Degree level as a minimum plus developed specialist and practical knowledge equating to postgraduate degree/ Masters level</p> <p>Registration with HCPC or relevant body as a Clinical Psychologist, Educational Psychologist, Counselling Psychologist, Social Worker, Occupational Therapist, Nurse, Psychotherapist, or Systemic Therapist</p>		
EXPERIENCE	<p>Evidence of clinical experience of working with client population. A clear track record of managing complexity and risk whilst maintaining high standards of service delivery</p> <p>A comprehensive understanding of the changing NHS and Social Care environment and the challenges they face</p> <p>Experience of working at all levels of the system with internal and external stakeholders</p> <p>Expertise of managing and treating the client group Some experience of clinical supervision</p>	<p>Some experience of clinical management of staff</p> <p>Some experience of involvement in project work e.g. quality improvement</p>	
SKILLS	<p>High level of skill and knowledge in safeguarding and risk management</p>		

	<p>Personal duty of care in relation to equipment or resources</p> <p>Basic keyboard skills for updating client records</p> <p>Ability to manage own clinical case load</p>		
KNOWLEDGE	<p>Willingness to contribute to strategic and business planning</p> <p>Skills for assessing and communicating complex client conditions and applying appropriate clinical treatments</p>		
PERSONAL ATTRIBUTES (demonstrable)	<p>Demonstrate equality, diversity and inclusion awareness and application of EDI issues</p> <p>Proactive, positive and enthusiastic attitude</p> <p>Ability to work effectively within a team</p> <p>Ability to remain calm whilst under pressure</p> <p>Flexible approach to working hours to meet Services needs</p>		
OTHER (Please Specify)	<p>Ability to travel</p> <p>Keyboard / IMT skills</p>		

Date: 14th Dec 2022, Suzanne Ferretti