



Job description and specification



**SET CAMHS Crisis Mental Health
Practitioner – Band 6**



JOB DESCRIPTION

JOB TITLE: SET CAMHS Intensive Support Service Practitioner

BAND: 6

RESPONSIBLE TO:

SET CAMHS Intensive Support Service Clinical & Operation Senior

Practitioner, Clinical Lead, Team manager

KEY RELATIONSHIPS:

Internal	External
SET CAMHS Care Pathway Leads SET CAMHS Intensive Intervention Service Manager SET CAMHS SPA Team Manager SET CAMHS Team Managers SET CAMHS Intensive Intervention Senior Practitioners SET CAMHS Intensive Intervention Service Clinical Lead SET CAMHS Intensive Intervention Team manager	GPs Social Care Services Schools Voluntary Sector

CONTROLS ASSURANCE STATEMENT:

The purpose of this job description is to outline the level of responsibility and accountability of this post. This will ensure that all work undertaken by our staff is clearly identified and carried out under clear lines of accountability.

Aim of the role:

The post holder will be expected to support their team, department and organisation to achieve the Trust's Values in their day-to-day work. These are the 5P's:

- Putting people first
- Prioritising quality
- Being progressive, innovative and continually improve
- Being professional and honest
- Promoting what is possible – independence, opportunity and choice

Job overview

This post is an exciting opportunity for those who wish to be part of an innovative developing service. The SET CAMHS crisis and intensive support/home treatment team offer assessment and interventions to those young people presenting with mental deterioration or crisis presentations. As a service we now work within the Thrive model and implement collaborative care plans with our community services and community SET CAMHS team to promote positive outcomes for vulnerable young people and their families-there are opportunities here for joint working and co-



ordinating alongside the community-based teams. Our approach to working is being developed with a focus on meeting the needs of the young person to ensure effective clinical practice and brief therapeutic interventions, and to reduce risk to have a stabilising impact within a containing approach. Within the service there are opportunities for development and training in various therapeutic approaches, and all new starters will be provided with a full induction and opportunities to shadow the team and to learn about the various departments/teams within the SET CAMHS model.

We also welcome candidates from internal teams who may be interested in career progression and are wishing to enhance their practice and skillset in relation to this client group. Regular clinical supervision and reflective space is offered to members of the team, and the team operates on a shared risk model to ensure that decisions are made collectively with effective formulations of need. SET CAMHS (Southend, Essex and Thurrock CAMHS) is looking to recruit an enthusiastic CAMHS Intensive Support Service (ISS) Pathway Worker.

Qualifications and Experience

This post is open to Counsellors, Psychotherapists and Psychological Therapists (BACP, UKCP, PTUK, HCPC), Registered Mental Health Nurses (RMN's), Occupational Therapists (OT), Social Workers. Any additional qualifications in therapeutic approaches such as DBT, EMDR, CBT, MBT, NVR, SFT would also be desirable.

The practitioner will be responsible for providing outreach evidence-based intervention to young people and families within the Intensive Support Service Community Pathway under the Thrive model. Our crisis service offers support to those young people attending A&E, those who are supported by the community SET CAMHS teams, and young people who are discharged from Tier 4 mental health Units. We are looking for clinicians who are confident in working with complex presentations such as trauma, emotional dysregulation, suicidal ideation/self-harm and/or attachment difficulties, and who hold an awareness of neurodiversity and the Mental Health Act.

Main duties of the job

The post holder will benefit from being part of a friendly, supportive, dynamic and developing service based within Essex, Southend and Thurrock. The successful candidate will work alongside highly motivated colleagues and have access to effective supervision, both individually and within group formats, and be supported with CPD requirements through relevant training. There will also be additional training and development opportunities as the service grows and develops, including opportunities to contribute to the care and treatment of vulnerable young people using evidence-based approaches.

We are looking for candidates who have enthusiasm and passion for meeting the needs of young people in crisis and their families who support them. You will be adaptable and enjoy variety in your working day, while being confident working independently and autonomously at times, as well as understanding the relevance of close and supportive team working.

Person Specification

We are looking for clinicians who can meet the following criteria:

- Skilled in assessment, formulation, case management and delivery of brief therapeutic intervention to people experiencing acute mental health crisis in the community and acute



hospitals.

- Experienced in assessing and managing clinical risk, drawing on dynamic case formulation skills and working collaboratively with service users to agree multi-agency treatment care plans and safety plans.
- Possess the relevant qualification listed and any additional therapeutic training would be beneficial.
- Having knowledge, understanding and experience of working with the legal frameworks which relate to the care and treatment of children and young people, with reference to Children Act 1989, Mental Capacity Act 2005 and Mental Health Act 1983 (as amended in 2007).
- Flexibility to work within a service which operates 7 days a week 365 days per year on a shift pattern basis (8am-8pm/8pm-8am 4 days/week). Some flexibility around desired hours can be negotiated (i.e day or night shift preferences) though attendance at key meetings is essential.
- Willing to work within a hybrid model-utilising a combination of attendance at office/clinic space and home working.
- The candidate will possess the ability to work independently and autonomously as well as being a collaborative and supportive member of the Multidisciplinary Team. They will attend and contribute to reflective case discussions to consider best outcomes for vulnerable young people.
- Will abide by strong ethical standards and safeguarding policy and procedures to ensure the safety and wellbeing of young people.
- Being optimistic, enthusiastic, and creative in considering approaches to supporting and engaging at times a hard-to-reach client group.
- Will have an understanding and appreciation of local services, agencies and networks that surround young people, especially in relation to mental health and mental health crisis.
- Are flexible in practice and approach and able to carry out high quality Mental Health and Risk Assessments and deliver talking therapy and evidence-based informed interventions in a variety of settings, including young people's homes, colleges, schools, community settings and A&E where required.
- Able to formulate specific highly specialist care and treatment plans, providing skilled and specialist interventions and care to young people with complex mental health problems. Completing detailed written assessments in a timely manner.
- Be competent in the use and management of patient electronic records (Training will be provided for IT systems).
- Be confident in managing at times busy or complex workloads as part of a team.

Key Responsibilities:

We are currently looking for enthusiastic experienced clinicians to work across our Intensive Support Service. We are particularly looking for clinicians who have experience in:

1. Assessing and supporting people experiencing acute mental health crisis preferably in community and/or hospital settings.
2. Undertaking senior tasks which may include offering supervision to Band 4 and Band 5 Staff.
3. Formulating specific highly specialist care and treatment plans; providing evidence-



based interventions and care to service users with complex mental health problems and documenting these to a high standard.

4. Have impeccable and professional communication skills particularly when dealing in highly emotive situations.
5. Knowledge of NHS patient record systems would be preferable, though training for this will also be provided.
6. Have experience of prioritising workloads and responding to patient needs in occasional unpredictable environments.
7. To routinely measure clinical outcomes and deliver evidence-based clinical interventions, both in-line with the CYP-IAPT programme within SET CAMHS.
8. Contribute to team meetings, reflective spaces, and be eager to support the development of a growing service with thoughts and ideas relating to quality-based care.
9. Providing a direct service to children and young people and their families in line with clinical governance.

Leadership

1. To provide leadership, and to promote initiative, creativity and motivation in SET CAMHS Mental Health Workers where appropriate.
2. To be part of an effective team and the development of productive working relationships throughout the Trust.
3. To actively promote integrated health professional working internally and externally
4. To facilitate the development of a positive and 'supportive' team culture by taking responsibility for dealing effectively with potential conflict.
5. To participate in the audit process, linking in with the clinical governance agenda
6. To advise, encourage and share knowledge with SET CAMHS Mental Health Workers utilising the latest research and practice development, through literature and peer reviews.

Clinical Skills

1. To act as an autonomous, registered practitioner who is legally and professionally accountable for own unsupervised actions guided by the professional code of conduct and Trust guidelines and protocols
2. The post-holder **will** be a graduate qualified health care professional (e.g. nurse, social worker, occupational therapist) **and** will be fully registered with the appropriate professional or regulatory body (e.g. HCPC, NMC).
3. They will have extensive clinical experience working with children and young people with emotional wellbeing and mental health difficulties.
4. Further professional knowledge will have been gained through accredited courses workshops, study and in house training programmes (e.g. CYP-IAPT training).
5. To be responsible, and accountable, for service delivery to clients/patients, via NICE compliant pathways and in accordance with the crisis care concordat.
6. To be able to assess and develop plans of care to meet the complex needs of patients with a variety of conditions. This includes brief intervention through talking therapies,



recognising own limitations and seeking advice when necessary. This will include continuously evaluating and acting on outcomes and activity.

7. To be able to initiate referrals to other health professional specialist services and agencies.
8. To provide patients and relatives with information and education thus ensuring they have meaningful choices that promote dignity, independence and quality of life.
9. To ensure practice is supported by research, evidence based practice, literature and peer review.

Computer/Administration

1. To be computer literate and encourage implementation of the Trust's IM&T Strategy.
2. To promote agile working
3. To ensure accurate recording of actions, and updating patient's records, maintaining confidentiality at all times.
4. To take part, and assist, in the planning and administration relating to day to day running of the caseload.
5. To collect CYP IAPT data routinely

Communication

1. To develop a broad range of relationships with both internal and external colleagues and partner agencies, including the voluntary sector, services users, parents and carers.
2. To have a wide range of knowledge in approaches to communicating and managing patient care.
3. To be able to effectively communicate with colleagues, peers, senior managers and clinical leads within the Trust.
4. To be able to communicate complex patient related information facilitating positive outcomes and ensuring collaborative working.
5. Participate in the review and development of clinical policies and identifies improvements to service provision.

Training

1. To ensure own continued professional development and support a culture of lifelong learning in self and others.
2. To undertake, and assist, in the planning of own mandatory training and workshops.
3. To undertake a regular appraisal, developing a personal development plan that includes clinical competencies reflecting the health needs of the local population and relates to Trust strategy.
4. To support new staff and their integration within the team.
5. To have completed or be willing to complete as part of the role an appropriate training to support students within the workplace.
6. To support training as part of the role including changes to professional development and implementation of new policies and guidelines.



Additional Information

Health & Safety

Employees must be aware of the responsibilities placed upon them under the Health & Safety at Work Act (1974) and subsequently published regulations to ensure that the Trust's Health and Safety policies and procedures are complied with to maintain a safe working environment for patients, visitors and employees.

Infection Control

Each staff member has a duty to take personal responsibility for the prevention and control of infection, in accordance with Trust Infection Prevention and Control Policies, which reflect the statutory requirements of the Health Act 2006 – Code of Practice for the Prevention and Control of Healthcare Associated Infection. They must attend mandatory training in Infection Control and be compliant with all measures required by the Trust to reduce HCAIs.

Risk Management

You will be responsible for adopting the Risk Management Culture and ensuring that you identify and assess all risks to your systems, processes and environment and report such risks for inclusion within the Trust Risk Register. You will also attend mandatory and statutory training, report all incidents/accidents including near misses and report unsafe occurrences as laid down within the Trust Incidents

Safeguarding Children and vulnerable adults

North East London NHS Foundation Trust (NELFT) is committed to safeguarding and promoting the welfare of children and adults and to protecting them from the risks of harm. The Trust recognises its responsibility to ensure that safe working conditions and systems are in place for staff working with children, adults and families in their care. Staff are required to comply with Trust policies on Safeguarding.

Standards of Business Conduct & Conflict of Interest

The NHS Code of Conduct and Standards of Business conduct for NHS Staff require all employees to declare all situations where you or a close relative or associate has a controlling interests in a business [such as a private company, public organisation or other NHS or voluntary organisation] or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. All such interests must be declared in the Trust's register of interests either on appointment or when such interests are gained.

As an employee you are required to make yourself aware of and adhere to the Trust's governance policies, such as Standing Orders and Standing Financial Instructions.

Sustainability

All staff has a responsibility for delivering high quality healthcare in a low carbon environment, where energy is used wisely and not wasted. It is the responsibility of all staff to minimise the Trust's environmental impact by recycling where possible, switching off lights, computers, monitors and equipment when not in use, minimising water usage and reporting faults promptly.



Smoking Policy

It is the Trust's policy to promote health. Smoking, therefore, is actively discouraged. It is illegal within the Trust buildings and vehicles.

Codes of Conduct

North East London NHS Foundation Trust (NELFT) requires the highest standards of personal and professional conduct from all of its employees. All employees must comply with the Code of Professional Conduct appropriate to their professional governing body.

As an NHS employee, you are required to observe the following principles:

- Make the care and safety of patients my first concern and act to protect them from risk;
- Respect the public, patients, relatives, carers, NHS staff and partners in other agencies;
- Be honest and act with integrity;
- Accept responsibility for my own work and the proper performance of the people I manage;
- Show my commitment to working as a team member of working with all my colleagues in the NHS and the wider community;
- Take responsibility for my own and continuous learning and development

Data Protection

Personal data is protected under the Data Protection Act (1999) and the post holder will ensure that it is securely held and that the requirements of the Act are followed. It is the responsibility of all staff whose jobs requires them to record information in Trust Computer systems (e. g RIO and ESR) to ensure that the data entered into these systems is of high data quality and that information is recorded correctly and in a timely manner. Failure to adhere to this requirement could be considered a disciplinary matter

Information Security and Confidentiality

All employees are required to observe the strictest confidence with regard to any patient/client information that they may have access to, or accidentally gain knowledge of, in the course of their duties.

All employees are required to observe the strictest confidence regarding any information relating to the work of the Trust and its employees.

You are required not to disclose any confidential information either during or after your employment with the Trust, other than in accordance with the relevant professional codes.

All person identifiable information must be held in the strictest confidence and should be disclosed only to authorised people in accordance with NHS Confidentiality Guidelines [Caldicott] and the Data Protection Act 1998 unless explicit written consent has been given by the person identified, or where information sharing protocols exist.

Failure to comply with these regulations whilst in the employment of the Trust could result in action being taken under the Trust Disciplinary Policy and Procedure.



Equality and Diversity

North East London NHS Foundation Trust (NELFT) is committed to the implementation of the Equality and Diversity at Workplace policy which ensures equal opportunities for all. NELFT is also committed to embracing diversity and eliminating discrimination in both its role as an employer and as a provider of services. It aims to create a culture that respects and values each other's differences, promotes dignity, equality and diversity and encourages individuals to develop and maximise their potential. The Trust will ensure that it provides equal and fairness for all, and not to discriminate on the grounds of gender, marital status, race/ethnicity, disability, sexual orientation, religion, transgender or gender reassignment status, age, marriage or civil partnership/same sex marriage, and because of you being pregnant or being on maternity/paternity leave. All staff are required to observe this policy in their behaviour to employees and patients/service users.

Key Performance Indicators (KPI)

Each individual and service will be set KPIs and achievement against these will be regularly reviewed. Performance against individual and service KPI's will be routinely monitored by your manager.

Review of this Job Description

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

Other Duties

There may be a requirement to undertake other duties as may reasonably be required to support the Trust. These may be based at other Trust managed locations.

Demonstration of Trust Values	Essential	Desirable	Measurement
Putting people first	✓		Application Form Interview Assessment
Prioritising quality	✓		Application Form Interview Assessment
Being progressive, innovative and continually improve	✓		Application Form Interview Assessment
Being professional and honest	✓		Application Form Interview Assessment
Promoting what is possible, independence, opportunity and choice	✓		Application Form Interview Assessment



Qualifications	Essential	Desirable	Measurement
Successful completion of a graduate training (e.g. nursing, social work, occupational therapy) AND To be eligible for registration as a full member of the appropriate professional body (e.g. HCPC, BACP, NMC) where appropriate	✓		Certificate of training Current NMC Pin number of HCPC Registration number
Further professional knowledge will have been gained through accredited courses workshops, study and in house training programmes (e.g. CYP-IAPT training).	✓		Certificate of training
Experience	Essential	Desirable	Measurement
Experience of working with difficult, disturbed or challenging children/young people requiring skilled and complex interventions	✓		Application Form Interview
Experience of working with children and adolescents with co-morbid difficulties and special needs. (i.e. combination of organic and emotional deficits, such as autistic spectrum disorders and trauma)	✓		Application Form Interview
Experience of carrying out generic assessment with other colleagues in the multi-disciplinary team	✓		Application Form Interview
Experience of working therapeutically with parents/carers/families of children and young people with complex mental health problems		✓	Application Form Interview



Experience of assessment carried out autonomously in order to determine the most appropriate treatment plan from a range of options for the child/young person	✓		Application Form Interview
Experience of providing individual interventions with a wide variety of children and young people, from 3 to 19 years old- presenting problems at the most severe end of the spectrum.		✓	Application Form Interview
Experience of initiating, organising and planning inter-agency meetings aimed at setting in place a treatment package tailored to the individual needs of a child/young person.	✓		Application Form Interview
Experience of providing clinical interventions in different cultural contexts.	✓		Application Form Interview
Knowledge	Essential	Desirable	Measurement
An awareness of NHS Plan, NSF and clinical governance priorities	✓		Application Form Interview Assessment
High level knowledge of the theory and practice of short term and long term clinical interventions in SET CAMHS.	✓		Application Form Interview Assessment
Knowledge of legislation in relation to children and adolescents and safeguarding procedures and policies. Knowledge of NHS Social Care and Education structures, national policies and	✓		Application Form Interview Assessment



frameworks, evidence based practice including NICE guidelines.			
Knowledge of risk management and ability to monitor and assess risk and act accordingly to ensure safety.	✓		Application Form Interview Assessment
Knowledge of electronic record systems, ie Systmone		✓	Application Form Interview Assessment
Skills	Essential	Desirable	Measurement
Basic awareness of IT and IT skills	✓		Application Form Interview Assessment
Ability to communicate clearly and effectively highly complex and sensitive matters to patients, which give rise to psychological distress.	✓		
Highly developed ability to integrate complex clinical information into a coherent formulation.	✓		
Skill in the ability to communicate effectively, verbally and in writing complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside SET CAMHS.	✓		Application Form Interview
Ability to tolerate anxiety without recourse to premature action whilst appreciating the role of the supervisor.	✓		



