

## JOB DESCRIPTION

|                           |  |
|---------------------------|--|
| <b>JOB TITLE:</b>         | CAMHS Acute Services Practitioner (Community)  |
| <b>BAND:</b>              | Band 6   |
| <b>LOCATION</b>           | CAMHS PanDorset, including Community sites and Acute Hospital if service demands.  |
| <b>ACCOUNTABLE TO:</b>    | Service Manager  |
| <b>LINE MANAGER:</b>      | Team Leader  |
| <b>KEY RELATIONSHIPS:</b> | <p>Children and Young People, Families/carers<br/>         Locality CAMHS Team to include: - Head of CAMHS,<br/>         Clinical Service Managers, Clinical Leads, Team Leader<br/>         Consultant, Primary Mental Health Workers, Family therapist,<br/>         Nurse Therapist, Crisis Worker, Support Worker, Social Worker,<br/>         Psychotherapist<br/>         Occupational Therapist<br/>         Adolescent Inpatient Unit<br/>         Adult Mental Health Services<br/>         Child/Adult Learning Disability Services<br/>         GP's<br/>         Education and Social Care Partners<br/>         Health Visitors<br/>         School Nurses<br/>         SALT<br/>         Voluntary organisations<br/>         Trust Support Services</p> |
| <b>HOURS OF WORK:</b>     | <p>Full time 37.5 hours per week, or part-time and there is a requirement for these hours to be worked flexibly to meet the needs of the service.</p> <p>The service operates a shift pattern. Operating hours are currently 8am –9pm, 7 days per week.</p> <p>This post is a PAN Dorset service covering community sites, as detailed above. Your usual base will be confirmed with the expectation of being able to cover other sites, including the Acute Hospitals as required.</p>  |
| <b>JOB PURPOSE:</b>       | <p>To offer high quality mental health assessments and clinical formulations for young people and families referred from a variety of settings. Ensuring high standards of clinical practice when working with all young people and their families/carers.</p> <p>These assessments will be primarily community based, however will also be dependent on need include young people within the Acute Trust.</p> <p>To liaise with relevant agencies in the delivery of care to young people and their families</p>  |

To provide evidence-based therapeutic interventions to children, young people and their families, who are under the Crisis and Brief intervention Service.

To work with colleagues within Child and Adolescent Mental Health Services to ensure delivery of comprehensive packages of care.

Make recommendations relating to the admission and discharge of patients based on analysis of presenting problems under supervision.

## MAIN DUTIES AND RESPONSIBILITIES:

### 1. CLINICAL/CLINICAL GOVERNANCE

- 1.1 Deliver a variety of care and intensive evidence-based assessments, formulations and treatment interventions, including brief intervention and more intensive care on a one-to-one, family and group basis to promote recovery, appropriate in partnership with children, young people and families/carers.
- 1.2 To provide this service for young people primarily within Community Settings, referred from a variety of sources, within the clinical pathway. Dependent on Service need this may also include young people within the Acute Hospitals and partaking in health-based place of safety assessments.
- 1.3 To attend and participate in ward rounds, clinical case meetings, Care Programme Approach Reviews to assure the needs of children, young people and their families are addressed to support their recovery.
- 1.4 Make judgements about appropriate models of treatment, often involving highly complex issues and situations and thus requiring analysis, comparison, and interpretation of a range of options.
- 1.5 To conduct risk assessments and provide risk management plans in line with the clinical risk policy.
- 1.6 To regularly review and monitor outcome of assessment and effects of treatment in line with goal-based outcomes and the care programme approach.
- 1.7 To assess the needs of the individual children, young people and their families and work in partnership with them and manage a defined case load.
- 1.8 To undertake mental health assessments in a variety of settings including home, clinic, schools, and acute settings and ensure appropriate treatment plans are initiated.
- 1.9 To provide therapeutic treatment packages including short term interventions and work individually with this client group, where appropriate.
- 1.10 To maintain confidentiality on all matters relating to the private affairs and treatment of clients, except in cases where the child's safety and wellbeing would necessitate the sharing of information.
- 1.11 To work as a member of the multi-disciplinary CAMHS team in the promotion of mental health and general wellbeing of children, young people, and their families.
- 1.12 To act as mentors of students on placement within the service.
- 1.13 To be involved in teaching staff of all levels and to actively promote the development

of the service.

- 1.14 To engage in joint work with members of the team and professionals from other agencies.
- 1.15 To support, advise and offer consultation to other professionals who are involved with this client group.
- 1.16 To help maintain and develop inter agency working to provide an integrated response to the needs of young people in the most appropriate setting for the young person.
- 1.17 To provide clinical support and supervision for staff in the team and those in other agencies as agreed with the multi-disciplinary team.
- 1.18 To share any special skills or knowledge acquired with colleagues to enhance the expertise of the team.
- 1.19 To maintain at all times a professional and therapeutic relationship with all clients and their carers.
- 1.20 To support, advise and provide infection control co-ordination for the team.
- 1.21 To maintain the safety of children at all times and implement the LSCB safeguarding guidelines
- 1.22 To work within the standards set out by the Care Quality Commission.
- 1.23 To meet waiting time performance targets.
- 1.24 To provide a care coordinator role as appropriate.
- 1.25 To work within the Trusts vision and values
- 1.26 To work as part of the combined CAMHS Acute Service, offering mental health assessment, formulation, and brief intervention as Service demands.

## 2. **MANAGERIAL**

- 2.1 Ensure the personal performance meets job requirements and standards at all times.
- 2.2 To develop other staff within the team and other agencies (especially social care and education).

## 3. **RESEARCH & DEVELOPMENT**

- 3.1 Participate in research and development projects including audit and service evaluation to achieve the highest standards of care for patients
- 3.2 To be aware of current research findings and implement evidence-based practice in line with the Trust's programme and relevant NICE guidelines.
- 3.3 To participate in service developments including service user feedback

## 4 **POLICY & SERVICE DEVELOPMENT**

- 4.1 To contribute to the development of care pathways and other treatment protocols.
- 4.2 To abide by the Trust Confidentiality Policy.

152-M659.23

- 4.3 To ensure all current Trust policies, procedures and codes of practice are adhered to, understood, and carried out.
- 4.4 Take part in regular professional appraisal identifying areas for continuing professional development.
- 4.5 Propose developments and contribute to the development of the service in line with the evidence base and good practice

## 5 INFORMATION / DATA RESPONSIBILITIES

- 5.1 To maintain clinical records as per the IESUR policy.
- 5.2 To ensure any clinical advice is recorded on the Patient Electronic Record.
- 5.3 To complete all required statistical returns promptly and efficiently.
- 5.4 To ensure the Trust's annual objectives, targets and standards are met.
- 5.5 Be required to regularly use information technology for preparation of presentation materials, word processing of clinical reports, maintenance of clinical records and
- 5.6 activity spreadsheets, statistical analysis of data, access to internet and trust electronic messaging systems and use of power point for presentations etc.

## 6 PROFESSIONAL RESPONSIBILITIES

- 6.1 Up to date professional registration and work towards professional codes of conduct.
- 6.2 To maintain effective and excellent lines of communication with General Practitioners, Consultants and other professionals working with children and families.
- 6.3 To receive appropriate supervision and annual review.
- 6.4 Maintain an individual professional profile as direct evidence of clinical practice.
- 6.5 Constantly improve practice within the specialty, stressing the nursing contribution, and identifying areas where clinical practice will lead to improvements in patient care.
- 6.6 Take responsibility for own professional development and participate in continuing education relevant to core profession as well as specialist area.

## 7 GENERAL

- 7.1 Knowledge and understanding of relevant legislative frameworks

## 8 ENVIRONMENTAL

- 8.1 The post holder may be required to process distressing information relating to service users, e.g. typing letters/reports relating to child abuse, relationship breakdown or conflict.
- 8.2 The post holder may be working with children and families who may have difficulties with aggression which may increase risk of exposure to aggression.
- 8.3 The post holder may be required to concentrate for sustained periods, e.g., when compiling complex clinical reports.
- 8.4 The post holder will be expected to work at a range of other locations including home

152-M659.23

visits.



| 3. Information Technology        |  | Essential                                     | Desirable   |
|----------------------------------|--|---|---|
| 3.1                              | Basic IT skills, normally obtained through practice or practical training  | Yes   |   |
| 4. Personal qualities/attributes |  | Essential                                     | Desirable   |
| 4.1                              | <ul style="list-style-type: none"> <li>Ability to communicate information clearly</li> <li>Ability to liaise successfully with colleagues in other sectors, health service, social services, and private and voluntary organisation</li> <li>Good team working skills</li> <li>Ability to manage time and conflicting demands and prioritise workload accordingly</li> <li>Ability to communicate verbally with patients/carers and colleagues</li> <li>Willing to work autonomously</li> <li>Ability to delegate</li> </ul>   | Yes<br>Yes<br>Yes<br>Yes<br>Yes<br>Yes<br>Yes |   |
| 4.2                              | <ul style="list-style-type: none"> <li>Committed to offering the best possible service to the patient group</li> <li>Enthusiasm for developing the service</li> <li>Previous experience of service development/new initiatives</li> <li>Motivated to update knowledge and skills</li> <li>Able to motivate and develop staff</li> <li>Ability to initiate, monitor and implement change</li> <li>Willingness to explore new ways of working with services and delivery</li> <li>Ability to use a range of alternative and augmented communication techniques</li> <li>Experience of CPA (Care Programme Approach) and Care Coordinating</li> </ul> |   | Yes<br>Yes<br>Yes<br>Yes<br>Yes<br>Yes<br>Yes<br>Yes<br>Yes |
| 5. Business travel               |  | Essential                                     | Desirable   |
| 5.1                              | <ul style="list-style-type: none"> <li>Subject to the provisions of the Equality Act, able to travel using own vehicle on Trust business</li> </ul>  | Level 1*                                      |   |
| 6. Additional requirements       |  | Essential                                     | Desirable   |
| 6.1                              | <ul style="list-style-type: none"> <li>An understanding of and commitment to equal opportunities and the issues relating to people with mental health problems and/or a disability</li> <li>The willingness to work flexibly</li> <li>Membership of Clinical Interest group</li> </ul>   | Yes<br>Yes                                    | Yes   |

**\*Essential / desirable car user definitions**

Level 1 – (Essential) post holder is required to:

- travel an average of more than 3,500 miles a year.
- or travel an average of at least 1,250 miles a year; and necessarily use their car an average of 3 days a week; or spend an average of at least 50% of their time on such travel; including duties performed during the visits.
- or travel an average of at least 1,000 miles a year and spend an average of 4 days a week on such travel, including the duties performed during the visits.

Level 2 – (Essential) users who use their own vehicles for official journeys other than in the circumstances described under Level 1 above.

Level 3 (Desirable) non- car users who may exceptionally be required to travel on Trust business where such journeys could also be reasonably be made by public transport.