

## JOB DESCRIPTION

Section 1	
<b>JOB TITLE:</b>	<b>Children and Young People's Mental Health (CYPMH) Practitioner</b>
<b>PAY BAND:</b>	<b>Band 6</b>
Section 2	
<b>LOCALITY/DEPT:</b>	Community CYPMH Services (CYPF)
<b>ACCOUNTABLE TO:</b>	Head of Clinical Services
<b>REPORTS TO:</b>	Team Manager
<b>JOB SUMMARY:</b>	<p>Promote positive Mental Well-Being as well as Positive Mental Health.</p> <p>Contribute to the CYPMHS multi-professional team assessing, delivering and evaluating the mental health needs of the young people accepted by the service.</p> <p>Take responsibility for providing specialist mental health assessments to children &amp; young people with complex health needs, including those admitted to a paediatric ward as a result of having self-injured. In collaboration within team and child/parents/carers deliver a treatment plan that offers a range of therapeutic approaches appropriate to clinical need.</p> <p>Undertake preventative aspects of service delivery such as offering consultation and expert advice to other professionals and participate in training programmes.</p> <p>Work within CWP policies and service operational policies responsible, both autonomously and as a member of the multi-disciplinary team, for decisions in accepting, prioritising and assessing referrals to the service.</p> <p>The post holder will be part of the team as it develops towards CYPMH Transformation (evening, weekend hours) and the Thrive Framework</p>
<b>LIAISES WITH:</b>	Children's Workforce including statutory and voluntary sector, internal and external teams and agencies
Section 3	
<b>KEY RESPONSIBILITIES:</b>	
<b>Clinical</b>	
<ol style="list-style-type: none"> <li>1. Consult with young people and their parents/carers by telephone or face to face.</li> <li>2. Undertake an initial comprehensive CYPMHS mental health assessment of new referrals gathering relevant information from child, parents/carers and from other agencies.</li> <li>3. Communicate and engage with children and young people of various ages, language and developmental abilities.</li> <li>4. Assess, plan, implement and evaluate programmes of therapeutic care to young people suffering from complex mental health difficulties including acute or severe &amp; enduring mental illness and enduring pervasive developmental disorders.</li> <li>5. Undertake care planning and subsequent reviews in collaboration with a young person, their parents/carer and as necessary other team members.</li> <li>6. Complete self-injury assessments of young people and formulate a therapeutic risk management plan and be able to communicate this plan to a wide audience.</li> </ol>	

7. Work as a member of the emergency/duty rota being initially responsible for activating a priority clinical response where necessary.
8. Undertake the screening of routine and urgent referrals and where necessary offering a frontline clinical intervention providing a clinical formulation and risk management plan.
9. Collaborate with young people and their parents/carers with respect to care planning and the management of risk.
10. Hold case management responsibilities for a defined caseload of young people with complex severe & enduring mental health needs.
11. To work as co-therapist for other members of the multi-disciplinary team.
12. Where appropriate, to take a lead professional role in the delivery of a multi-agency care plan.
13. Attend and participate in external multi-agency care planning and safeguarding meetings.
14. Participate in a rota for chairing clinical meetings
15. Assess and deliver packages of care flexibly within a clinic, hospital or other community setting including Children's Centres and GP surgeries.
16. Identify the environmental risk and suitability of in site or offsite premises to therapeutically engage with young people.
17. Following assessment, in conjunction with the child and parents/carers when appropriate, to derive a clinical formulation and treatment plan and communicate this the young person and their family, the referrer and other professionals involved in the young person's care.
18. Directly implement a variety of psychological, psychoeducational and therapeutic treatments as appropriate to client needs.
19. Undertake the clinical supervision of colleagues.
20. Identify and respond appropriately to safeguarding issues within procedures set down by Trust and Local Safeguarding Procedures.
21. Observe professional confidentiality in all matters relating to the role.
22. Establish and maintain good relationships and clear communication with other partner agencies and other professionals.
23. Participate in clinical consultations relating to complex cases.

### **Education & Training**

1. Contribute to training packages being delivered by the CYPMHS service / team.
2. Work with colleagues and integrate with the multi-disciplinary team utilising the skills and knowledge of other team members as part of personal and professional development.
3. Liaise with educational establishments with respect to the allocation of student/ learners who are allocated a learning placement within the service
4. Contribute to student/trainee learning while on placement.
5. Participate in staff training to other agencies such as Paediatric Junior Doctors and other CYPMHS services.
6. Mentor student's relevant to own professional discipline.
7. Contribute to the learning and development of multi-disciplinary student learners on placement.
8. Participate in training to ensure own personal and professional development.
9. Responsible and accountable for own clinical practice and to regularly participate in clinical supervision to reflect on own clinical practice as per Trust Policy.
10. Participate in line management supervision.
11. Participate in individual performance review and to maintain professional standards and be involved in personal / professional development and update as necessary or required.
12. Participate in all mandatory training as directed, to be responsible for booking and attending.
13. Undertake CYPMHS audits in line with service / trust needs.
14. Keep up to date with current developments and research based practice in child and young people's mental health.

### **Administration**

1. Maintain up-to-date comprehensive clinical notes and ensure their safe storage.
2. Devolved responsibility for the devising of the frontline and duty rotas, providing cover at times of staff absence.

3. Attend and contribute to CYPMHS team meetings and business meetings
4. Prepare formal documents such as assessment letters, discharge summaries and reports.
5. Maintain and record client contact statistics.
6. Use IT systems for email, word processing and data acquisition.
7. Conduct external visits in accordance with the Trust's Lone Worker Policy
8. Ensure administrative tasks are completed within the time scales set down in service protocols.
9. Contribute to the formulation and evaluation of policies and the development of ideas for changing policies as appropriate.

### **Clinical Governance**

1. Employ clinical experience and requisite professional knowledge to enhance CYPMHS clinical awareness and service delivery.
2. Adhere to statutory guidance including Local Safeguarding Children's Partnerships Procedures.
3. Offer clinical consultation to professionals from partnership agencies.
4. Manage own clinical time.
5. Liaise and consult with other professionals, including other statutory services, in the management of a young person's clinical care plan.
6. Provide consultation to other agencies including Health, Education, Social Services and the voluntary sector.
7. Refer clients to other agencies with or without discussion with MDT based on presenting clinical needs
8. Participate in team evaluations, team reviews and risk assessments.
9. Participate in team initiatives and audit meetings as set down by team such as client satisfaction questionnaires, service information leaflets.
10. Ensure that practice is clinically safe and reflects evidence-based practice.
11. Participate in any research projects running or set up within the local team, directorate or Trust as appropriate.

### **General**

1. Act as a mentor for new starters as appropriate and in consideration of own professional discipline.
2. To participate in the orientation and induction of new staff.
3. To act as an advocate for CYPMHS and the NHS Trust.
4. Work in accordance with the Trust's agreed policies and procedures.

The duties outlined in this job description are not exhaustive and may be subject to review and changed in consultation with the post-holder.

## **Section 4**

### **1. HEALTH AND SAFETY**

All staff have a general duty to take reasonable care for the health and safety of themselves and other persons who may be affected by their acts or omissions. All safety rules, regulations and codes of practice relating to the work area should be observed.

### **2. INFECTION PREVENTION AND CONTROL**

Infection Prevention and Control (IPC) is everybody's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies, and make every effort to maintain high standards of infection prevention at all times in accordance with The Health and Social Care Act 2008: code of practice on the prevention and control of infections and related guidance (2015). All staff employed by Cheshire and Wirral Partnership NHS Foundation Trust, and any contracted staff have the following key responsibilities:

- Staff must wash their hands or use alcohol gel on entry and exit from all clinical areas, between each service user contact and after any clinical or cleaning task.
- Relevant staff members must attend an annual face to face training session or complete the e learning session provided for them by the Trust.
- Staff members who develop an infection (other than common colds and illness) that may be transmittable to others have a duty to contact the IPCT and Occupational Health.

### **3. EQUALITY AND DIVERSITY**

To value diversity and promote equality of opportunity ensuring that individuals are treated fairly and respected for their contribution in terms of experience, knowledge, and skills.

### **4. COMPETENCY OF HEALTH PROFESSIONALS**

To maintain professional registration (as appropriate) and to act in accordance with professional codes of practice and guidelines. To follow Trust policies and procedures and maintain up to date skills and knowledge through participation in Continuing Professional Development.

### **5. STAFF INVOLVEMENT - INDIVIDUAL RIGHTS & RESPONSIBILITIES**

To work in partnership to achieve service objectives and promote a culture of working together through good communications, openness, and honesty.

### **6. SAFEGUARDING**

Everyone within CWP has a responsibility for, and is committed to, safeguarding, and promoting the welfare of children, young people, and Adults at risk and for ensuring that they are protected from harm. Every adult has a responsibility to protect children and as employees of the Trust we are duty bound always to act in the best interest of a child about whom we may have concerns.

### **7. SUPERVISION**

To take responsibility for personal development by accessing appropriate supervision and personal development as per CWP supervision policy.

## Section 5

### PERSON SPECIFICATION

	<i>Essential</i>	<i>Desirable</i>	<i>Method of Assessment</i>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Core profession (Social Work, Nurse, Allied Health Professional)</li> </ul> <p style="text-align: center;"><b>And</b></p> <ul style="list-style-type: none"> <li>Professional Registration with recognised National Body (HCPC, NMC, Social Work England)</li> </ul> <p style="text-align: center;"><b>And</b></p> <ul style="list-style-type: none"> <li>Nationally recognised post-qualification, continuous professional development (CPD) related to the core profession (Social Work, Nurse, Allied Health Professional).</li> </ul>	<ul style="list-style-type: none"> <li>Therapeutic Training to intermediate / diploma level</li> </ul>	<ul style="list-style-type: none"> <li>Application and interview</li> </ul>
<b>Knowledge and Expertise</b>	<ul style="list-style-type: none"> <li>Demonstrable working knowledge of specialist therapeutic approaches e.g. CBT, Family Therapy</li> <li>Knowledge of Child Protection workings and Practice.</li> <li>Working knowledge of Children related legislation</li> <li>Experience of inter-agency working</li> <li>Experience of writing, implementing and evaluating Care / Treatment Plans</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working with Students/ Learners</li> <li>Experience of providing clinical supervision</li> </ul>	<ul style="list-style-type: none"> <li>Application and interview</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Significant post qualification experience of working within a CYPMHS or Child Mental Health related field.</li> <li>Recognised experience of working within an environment where evidence based interventions have been delivered</li> <li>Undertaking formal and informal clinical risk assessments and risk management planning</li> <li>Undertaking mental health assessments</li> <li>IT skills, including using databases, Microsoft Office and clinical systems</li> </ul>	<ul style="list-style-type: none"> <li>Post qualifying experience of working within NHS community CYPMHS</li> </ul>	<ul style="list-style-type: none"> <li>Application and interview</li> </ul>
<b>Analytical and judgemental skills</b>	<ul style="list-style-type: none"> <li>Able to clinically assess children and young people and decide on appropriate interventions/care plans</li> <li>Ability to devise, plan and deliver teaching packages</li> <li>Using appropriate routine outcome measures (ROMS)</li> </ul>	<ul style="list-style-type: none"> <li>Ability to participate in Clinical Audit &amp; research</li> </ul>	<ul style="list-style-type: none"> <li>Application and interview</li> </ul>
<b>Personal skills</b>	<ul style="list-style-type: none"> <li>Demonstrate complex and varied communication skills</li> </ul>		<ul style="list-style-type: none"> <li>Application and</li> </ul>

**Section 5****PERSON SPECIFICATION**

	<i><b>Essential</b></i>	<i><b>Desirable</b></i>	<i><b>Method of Assessment</b></i>
	<ul style="list-style-type: none"><li>• Organisational skills e.g. carry own caseload, organise diary.</li><li>• Able to work flexibly, independently and autonomously</li><li>• Use of a car or access to a means of mobility to travel across the Trust footprint in line with service needs</li><li>• Willing to carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies</li><li>• Appointments to regulated and controlled activities require an enhanced DBS disclosure.</li></ul>		interview

**To be completed by HR**

<b>Job Number:</b>	1659MIR1	<b>Version No:</b>		<b>Issue Date:</b>	16/01/2024
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