

JOB DESCRIPTION

Oxford Health NHS FT

Job Title:	Clinical specialist
Band:	7
Responsible to:	Service Lead
Responsible for:	N/A
Accountable to:	CAMHS Service Manager
Place of work:	Primarily based at Civic Centre, Keynsham with CAMHS office base available at BaNES CAMHS, Temple House, Keynsham Service to be delivered as required across BaNES
Hours:	0.8WTE
Author:	Lisa Miller
Creation Date:	05 November 2019
Last Updated:	05 November 2019
Document Ref:	
Version:	1

JOB PURPOSE

The post holder will support interagency working between community CAMHS and Local Authority Children's Services to provide a more coordinated and seamless experience of care and support to children, young people and carers who have multiple and complex needs. This role will contribute to the offer of 'Risk Support' in line with the i-Thrive model that will provide a CAMHS perspective to the multi-agency network for children, young people and families, supporting the delivery of broader outcomes (e.g. staying safe, educational and placement stability, families staying together etc) and helping to reduce risks through a 'Team Around the Relationship' multi-agency approach. The post holder will lead on a specialist area within the team but will also work across Children's Social care in areas such as HSB, LAC, CSE etc.

The post holder will provide consultation to Children's Social care with the opportunity to offer direct work as indicated to meet the needs of young people and their carers. There will be opportunities to provide training to multiagency staff groups.

The post holder will work autonomously within professional guidelines and supervision and within the overall framework of the Trust's policies and procedures.

KEY RELATIONSHIPS

- Children and Young People Service Users, parents/carers and families
- Partner agencies including GPs, Social Care, Education, Youth Offending services
- and voluntary sector
- Team Manager
- Service Manager
- Head of Service
- Head of Nursing
- Consultant Psychiatrists
- Other members of the multi-disciplinary Team
- Members of other CAMHS teams including inpatient and community teams
- Community Children's and Adult mental health services

DUTIES AND RESPONSIBILITIES

Clinical Responsibilities

- Undertaking a lead professional role as required for children, young people and their families who are known to Children's Social Care. Providing effective assessment, consultation monitoring and review of care needs and utilizing skills in case management to ensure therapeutic plans are carried out with an effective and evidence-based treatment package that is routinely monitored and evaluated.
- Establishing, maintaining monitoring, and ending purposeful, therapeutic relationships with children and young people experiencing emotional and mental health difficulties,

where indicated. Practice will be creative and underpinned by specialist knowledge of, and skills in, evidence based and psychosocial interventions and will include routinely measuring and recording outcomes in collaboration with the young person and their family/carers.

- Using knowledge and skills of psychological therapies, for example CBT, DBT and Solution Focused approaches and effectively monitoring progress of interventions throughout the course of treatment using appropriate routine outcome measures.
- Providing Consultation and some indirect work to a range of professionals known to the child, young person, or their carers.
- Assessing risk in collaboration with children and young people experiencing mental health difficulties, significant others, and other workers/professionals, alongside use of own professional judgment and team processes. This involves exploring individual's risk of harm to themselves and/or others and may involve working with challenging, hostile, and distressing behavior.
- To pro-actively provide health education and advice to a wide range of professionals working with young people and their carers promoting a reduction in risk taking behavior among young people.
- Providing and receiving highly complex and sensitive information in relation to Safeguarding and Child Protection work and taking appropriate action. This includes identifying and appropriately reporting concerns to Children's Social Care while using communication skills to maintain a professional working relationship with parents and significant others in often hostile and highly emotive situations.
- Providing and receiving information from carers, significant others, and members of the community.
- Using a systemic approach to work with individuals, their families and significant others where indicated. Establishing and maintaining effective working relationships with carers and significant others.
- Identifying and engaging with practitioners with specialist knowledge, for example by requesting specialist knowledge or clinical supervision sessions where appropriate.
- Working without direct supervision and being accountable for own actions.
- Skilled and constructive use of own supervision sessions, engagement in reflective practice, commitment to continuously develop self-awareness and work appropriately within professional boundaries.

Clinical Leadership responsibilities

- Provide advice and consultation to partner agencies and stakeholders. To act as a team representative developing and maintaining links with other professionals and agencies in relation to areas of specialist practice.
- Development of training packages to develop and improve skills for staff in other agencies working with children, young people, and families.
- To develop an area of specialist practice and knowledge within the team and to provide specialist advice, information, and supervision (according to level of competence and experience) for other team members.
- Providing supervision to qualified and/or unqualified members of staff, through monthly supervision, as agreed with the Team Manager.
- To supervise the clinical and theoretical work of under and postgraduate trainees and other students where appropriate
- Providing learning and shadowing opportunities for junior and unqualified staff members.
- Contributing to the promotion of staff well-being and morale in the Team through developing and maintaining supportive relationships.
- Supporting the Team Manager to achieve team objective, targets and quality standards.
- Participating in development initiatives within the Team and the Trust as agreed with the Team Manager.

Professional Responsibilities

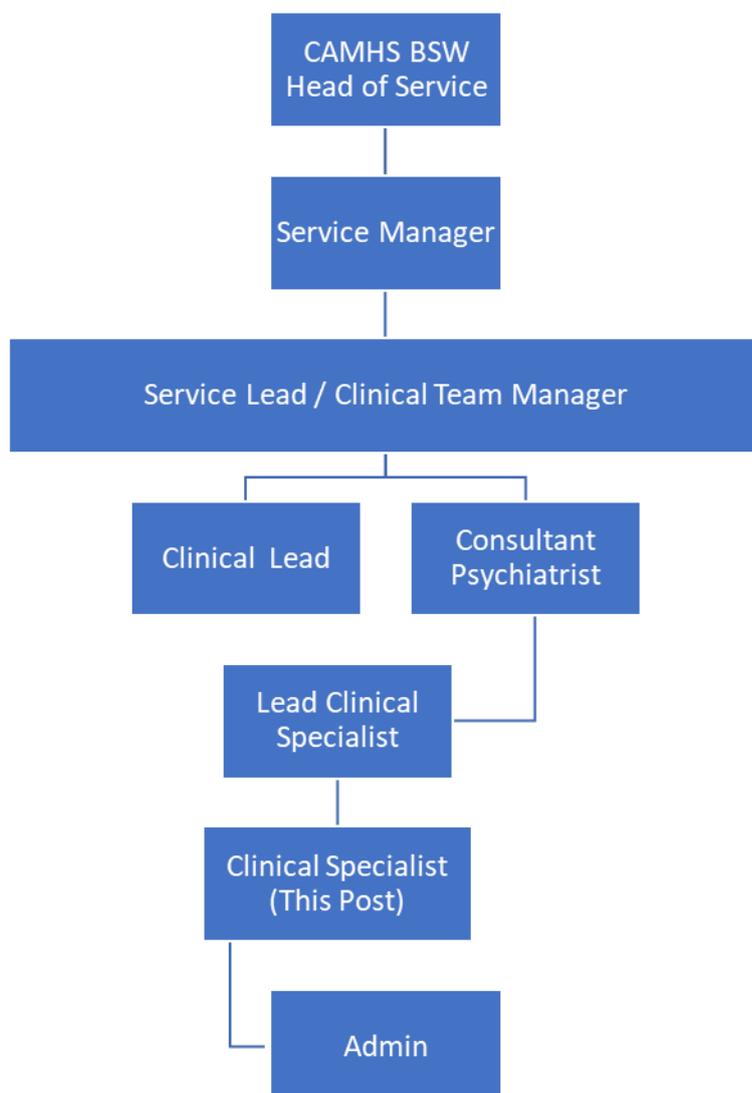
- The post holder will work within their professional code of conduct and with Trust policies and procedures. This will support safe, quality practice. The post holder will be aware their actions reflect upon themselves, their profession and the Trust and will recognise this corporate responsibility.
- The post holder will be regarded as a senior member of the Team and will be a role model for high professional standards of behavior and attitude within the Team and with people using the service, other professionals, and agencies.
- The post holder will manage their time and workload effectively and efficiently.

- The post holder will participate in internal and external audit and evaluation to support the provision of high-quality care and services.
- The post holder will keep up to date with new developments in mental health practice and policy.
- The post holder will keep up to date clinical records on the Trust's electronic patient record system.
- The post holder will respect the confidential nature of clinical information and adhere to Trust policy.
- The post holder will engage in monthly management supervision and annual appraisal with the Team Manager.
- The post holder will consider engaging in additional professional supervision or specialist clinical supervision as agreed with the Operational Manager.

Any Other Duties

- To undertake any other duties at a comparable level of responsibility as may be allocated.

STRUCTURE CHART



CODE OF CONDUCT

All staff are required to work in accordance with their professional group's code of conduct (e.g. NMC, GMC, DoH Code of Conduct for Senior Managers).

This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.

In addition to undertaking the duties as outlined above, the post-holder will be expected to fully adhere to the following:

Personal Development

- To actively participate in an annual performance review (appraisal) and the development and implementation of a personal development plan.
- To take responsibility for their own professional development ensuring professional standards are maintained and statutory and mandatory training is in date.
- To attend any training as requested.

Code of Conduct

- To adhere to the Professional Code of Conduct relating to your profession (if applicable).
- To uphold the principles and values set out in the NHS Code of Conduct for Managers.
- To support the organisation in developing an effective work/life balance for employees that meets the needs of the organisation.
- To ensure that the health and wellbeing of patients is at the centre of all activities and that all staff engage and communicate with patients as appropriate.
- To always promote quality and safety of patients, visitors and staff thus enabling the Trust to meet its regulation requirements (Care Quality Commission Registration – Regulations and Outcomes) that relate most directly to patients and also strive for continuous quality improvement.

Equal Opportunities/Diversity

- To observe Oxford Health NHS Foundation Trust's Equal Opportunities Policy providing equality of treatment and opportunity to employees, service users and service providers irrespective of sex, sexuality, age, marital status, ethnic origin or disability.

Health & Safety

- To take responsibility for the health & safety of themselves and other persons who may be affected by their omissions or actions at work.
- To promote the Trust's Health and Safety Policy and ensure matters are managed in accordance with it.
- To co-operate with the Trust to ensure that statutory and departmental regulations are adhered to.
- Report accidents, incidents and near misses, implementing corrective action where necessary.

Infection Control

- To comply with Trust policies for infection control and hand hygiene such as hand hygiene, decontamination Policy, uniform and workwear code and standard precautions Policy to reduce the spread of healthcare-associated infections (HCAIs).
- Employees with clinical responsibilities must incorporate into their clinical activities up to date evidence that supports safe infection control practices and procedures, such as the use of aseptic techniques and the safe disposal of sharps.

Confidentiality and Data Security

- To comply fully with the duties and responsibilities outlined in the Trust's Information Governance Policy.
- To comply with the Data Protection Act 2018 and General Data Protection Regulations (GDPR), National Data Security Standards and any professional code of practice on Confidentiality and Data Protection as accepted by the Trust. Departmental codes of practice and procedures for confidentiality are available from the head of department.
- To ensure that all information collected, stored and used is done so in compliance with the above Act and any relevant Trust Policy.
- To preserve the confidentiality of any information regarding patients, staff records in your area (in connection with their employment) and the Trust business. This obligation shall continue in perpetuity.
- To raise any matters of concern with your Manager/Director

Safeguarding

- To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and supervision as appropriate to the role.
- To support the organisation in ensuring service users are protected from abuse or the risk of abuse and their human rights are respected and upheld.
- To ensure concerns are responded to appropriately in line with the Trust's Safeguarding Adults Policy and the Child Protection Policy and interagency safeguarding procedures.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

Other

- To be aware of and work in line with all Trust policies and procedures.
- To carry out any other tasks as reasonably directed.

Person Specification
Clinical Specialist – Band 7

REQUIREMENTS	ESSENTIAL	DESIRABLE
<p>Qualifications and Training</p>	<p>Professional qualification in Social Work, Occupational Therapy, Registered Nurse: RMN/RNMH or RNLD. (RSCN with post registration psychosocial training or significant relevant experience in CAMHS).</p> <p>Current and up to date registration with relevant professional body.</p> <p>Therapeutic qualifications, e.g IAPT, CBT, DBT etc</p> <p>Evidence of continuous professional development.</p> <p>Experience of and ability to undertake supervision and appraisal in the workplace.</p>	<p>Relevant post graduate qualifications</p> <p>Experience of teaching, training and/or supervision.</p>
<p>Knowledge & Experience</p>	<p>Experience as a Band 6, or equivalent.</p> <p>Substantial experience of working in a Mental Health or learning disability service.</p> <p>Understanding and experience of working with children and young people.</p> <p>Knowledge and experience of a range motivational interviewing, solution focused therapy and a psychological therapy (i.e., CBT/DBT)</p> <p>Experience of working in a multi-disciplinary setting and working in partnership with a range of health, social care and education professionals.</p> <p>Experience of assessment and management of self-harm/risk/crisis</p>	<p>Experience of Recovery focused practice</p> <p>Relevant experience in a community setting</p> <p>Knowledge of Recovery focused practice</p> <p>Knowledge and experience of Child and Adult Protection work</p>

	<p>management/safeguarding.</p> <p>Knowledge of the theory and practice of psychological interventions with Looked After Children.</p> <p>The ability to work independently and autonomously with the support of clinical supervision and case management.</p> <p>Experience of care coordination.</p> <p>Experience of working with families, carers and significant others.</p> <p>Ability to undertake a range of clinical assessments and psycho-social interventions.</p> <p>Experience and knowledge of appropriate outcome measures and ability to apply in clinical practice.</p> <p>Knowledge of mental health and community care legislation and policy.</p> <p>Significant and substantial knowledge of Safeguarding policy and procedures.</p>	
<p>Skills and Abilities</p>	<p>Exceptional interpersonal skills with the ability to communicate effectively with patients, families/carers.</p> <p>Ability to listen and respect others' views and value individual needs.</p> <p>Professional and patient focussed approach, acting as a role model to colleagues and junior staff members.</p> <p>Excellent organisational skills, ability to manage own time and plan timed activities for staff and patients.</p> <p>Ability to recognise and manage challenging situations in a calm and professional manner.</p>	<p>Experience of positive risk taking</p> <p>Experience of training junior staff and students</p>

	<p>Ability to record and retrieve information using electronic patient record systems.</p> <p>High standards of written communication skills with the ability to use email and internet.</p> <p>Substantial risk assessment and management skills, particularly in relation to Safeguarding children and young people.</p> <p>Highly developed communication and team working skills and ability to work with a range of agencies and other professionals.</p> <p>Able to manage a caseload, set priorities and work with members of a multi-disciplinary team.</p> <p>Able to problem solve and use own initiative working within limits of delegated responsibility.</p> <p>Ability to use influencing and negotiating skills.</p> <p>Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional, and academic settings.</p> <p>Ability to undertake PMVA training to required level for role.</p>	
<p>Personal Qualities</p>	<p>Compassionate - Open minded, treats colleagues, patients, carers and relatives with dignity and respect, with a non-judgemental focus.</p> <p>To be able to demonstrate an awareness and responsibility whilst recognising the impact frequent exposure to distressing circumstances has on care and compassion.</p> <p>Interested in the general welfare of</p>	

	<p>children and their families.</p> <p>Flexible and adaptable to meet the needs of the Service.</p> <p>Act in a way that support equality and diversity.</p> <p>basic keyboard skills.</p> <p>Required to use appropriate level of personal safety techniques to deal with challenging clients or incidents.</p> <p>Frequent exposure to working with people who are highly distressed and exposure to hearing extremely distressing information for example in relation to abuse.</p>	
<p>Other</p>	<p>Must be a car driver with a valid driving licence or have access to transport with appropriate business insurance to travel throughout the Trust, to meet the needs of the service.</p> <p>Good attendance record.</p>	