

CAMHS Neurodevelopmental Crisis Specialist Applied Psychologist, Nurse or Occupational Therapist

JOB DESCRIPTION

Job Title: CAMHS Neurodevelopmental Specialist Crisis - Applied Psychologist, Nurse or Occupational Therapist

Band:	B8a based on experience
Hours:	37.5 hrs per week (1.0wte/full time)
Location:	Local CAMHS
Reports to:	Professional Lead
Managerially accountable to:	Urgent care hub lead/Team manager
Professionally accountable to:	Professional Lead
Division:	Goodall, CAMHS and ED's Service Line.

Job Summary

- This post has been set up to meet the needs of CNWL clients, defined as those people under the age of 18, who present to local A&E departments and paediatric wards.
- Working autonomously within professional guidelines and the overall framework of CAMH Services, the post holder will undertake a range of therapeutic tasks individually and jointly with members of the multi-disciplinary CAMHS team including:
 - Assess deliberate self-harm (DSH) cases in A&E or on the paediatric wards.
 - Triage young people in A&E where there are concerns about mental health but where it is not clear that they require a psychiatric assessment.
 - Provide training to A&E staff and paediatric ward staff around Neurodevelopmental presentations, particularly around ASD, ADHD and mental health
 - The post holder will provide operational management and clinical supervision to practitioners at lower banding.

Key Relationships

- Nursing and Medical staff at A & E and Paediatric wards in the boroughs served by the Trust.
- On call SPRs and Consultant Psychiatrists
- Senior Nurse on Call and Senior Manager on Call
- CAMHS Bed Manager and Adult Bed Managers
- All CAMHS community Teams in the Trust
- Professional Lead for CAMHS
- Service Manager for Crisis service
- Children and Adolescent In patient wards
- Adult Mental Health In-patient services when needed

Hospitals/Sites covered

- Northwick Park Hospital
- Hillingdon Hospital and 136 suites
- St Mary's Hospital
- C&W Hospital

Key Result Areas

Clinical - Liaison and Crisis Intervention Service

- To undertake initial mental health and risk assessments of young people following acts of deliberate self-harm. These will take place mainly in A&E and on the Paediatric wards.
- To undertake initial mental health and risk assessments following other risky behaviours and urgent mental health presentations, in the A&E department, wards and crisis hubs.
- To formulate and implement plans for the formal psychological treatment and/or management of young people with a diagnosis of ADHD/ASD and have emotional or behavioural difficulties or a mental health disorder, based upon an appropriate conceptual framework of the client's problems, and employing methods based upon evidence of efficacy, across the full range of care settings.
- To act as case manager, where appropriate, taking responsibility for initiating planning and review of care plans including clients, their carers, referring agents and others involved the network of care.
- To consult with staff at the Tier 3 CAMHS teams to provide further specialist assessment if necessary.
- To offer one follow up appointment at CAMHS team base to ensure a seamless transition of the young person and their family into the community service.
- To follow the assessment protocol for such cases and to complete the clinical record on SystemOne (Electronic patient records).
- To contribute to the clinical supervision and training of other staff in CAMHS and outside agencies.
- To identify and respond appropriately to child protection issues within Local, Pan – London and National Safeguarding Children guidelines.
- To provide training to the mental health leads of children's wards, A & E staff and others as appropriate.

Clinical - CAMHS Tier 3 Work

- To provide an assessment of the mental health needs of children and families referred to the crisis hubs.
- To formulate and implement care packages for the treatment and management of the clients' mental health problems, based on an appropriate conceptual framework and evidence-based models of practice.
- To evaluate and make decisions about treatment options in consultation with the multi-disciplinary team taking into account both theoretical and therapeutic models.
- To act as a co-worker with other members of the multidisciplinary team as appropriate.
- To provide advice, guidance and consultation to other professionals working in other agencies and contribute to multi-agency care planning.
- To maintain clinical records appropriately and in line with the Trust policy.
- To ensure effective verbal and written communication with all staff and clients in order to maximise user involvement in the delivery of care and treatment.
- To comply with London Child Protection Procedures on the management of child protection issues as well as Central and North West London NHS Foundation Trust internal procedure.

Clinical Governance

- To participate and contribute to the CAMHS clinical governance agenda.

- To maintain professional registration.
- To be involved in personal/professional development and update as necessary or required.
- To contribute to the education and training of A & E and ward staff, and of staff from other organisations.
- To initiate induction programmes for new members of staff to the service.
- To develop and maintain good relationships and clear lines of communication with other professionals, agencies and departments.
- To participate in staff development programmes.
- To participate in the development and auditing of service standards and performance review.
- To keep up to date with current developments, national guidelines and research based practise in CAMHS.
- To be proactive in seeking the views of service users in helping to evaluate and review the post holder's work and that of the service.

Administration

- To keep up to date comprehensive clinical notes and prepare formal documents such as letters, discharge summaries and reports.
- The Trust operates the Jade electronic patient records system. All records are to be kept on SystemOne, in accordance with Trust policy.
- To maintain and record client contact statistics.
- To ensure administrative tasks are completed within the time scales set down in the service standards.
- To attend team meetings, supervision support sessions and reviews as agreed.
- To contribute to the formulation and evaluation of policies and the development of ideas for changing policies as appropriate.

Training and Development

- To undertake mandatory and statutory training as required by Trust policy.
- To contribute and commit to undertaking an annual Development Review/appraisal.
- To undertake personal development as identified in the Personal Development Plan (PDP).
- To participate in continuing professional development, monitoring requirements and make recommendations for the most appropriate model of service delivery.
- To receive professional, clinical, and managerial supervision from the Lead Nurse for the CAMHS Urgent Care Team.
- To participate in annual performance appraisal and review, in line with Agenda for Change and Knowledge and Skills Framework.

General

- This is not an exhaustive list of duties and responsibilities, and the postholder may be required to undertake other duties which fall within the grade of the job, in discussion with the professional lead and Team manager.
- This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the postholder.
- The postholder is expected to comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities and Confidentiality of Information.
- The postholder is responsible for ensuring that the work that they undertake is conducted in a manner which is safe to themselves and others, and for adhering to the advice and instructions on Health and Safety matters given by Manager(s). If postholders consider that a hazard to Health and Safety exists, it is their responsibility to report this to their manager(s).
- The postholder is expected to comply with the appropriate Code(s) of Conduct associated with this post.
- Central & North West London NHS Foundation Trust operates a no smoking policy. The Trust has been smoke free since 01 January 2006.

PERSON SPECIFICATION

Job Title: Band 8A CAMHS Neurodevelopmental Specialist Crisis Practitioner

	Essential	Desirable	How Tested
Training & Qualifications	<p>1. Relevant Professional Qualification i.e. RMN with current NMC, Postgraduate doctoral training in clinical or counselling psychology (or equivalent), including specifically models of: psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology, as accredited by the BPS OR Registration as a Clinical or Counselling Psychologist with the Health and Care Professions Council (HCPC) or Degree/Diploma in Occupational Therapy. Health Professionals Council (HPC) registered as Occupational Therapist</p> <ul style="list-style-type: none"> Evidence of continuing professional and personal development 	<ul style="list-style-type: none"> Further specialist training in Neurodevelopmental assessment (e.g. ADOS, 3Di, ADI-R etc.) and / or interventions (e.g. Positive Behaviour Support) Post-registration training in therapeutic skills / CAMHS work 	<ul style="list-style-type: none"> Application form Interview References Proof of qualifications and professional registration if relevant
Experience	<ul style="list-style-type: none"> Demonstrable post qualification experience of working in a CAMHS setting on either inpatient or outpatient basis Experience of working with people who have experienced serious ongoing mental health problems Experience of assessing and managing crisis with those with a severe mental illness Experience of implementing and monitoring standards of care Experience of working within a multidisciplinary team Experience of working with adolescents and families Experience of participation in case conferences and reviews Experience of supervising junior staff within own and/or other disciplines Experience of working with Neurodiverse children, young people, their families and 	<ul style="list-style-type: none"> Experience of delivering child protection training Experience of working within an ethnically and racially diverse community Experience of using a range of therapeutic approaches Experience of the use of a range of cognitive and neuropsychological tests, and diagnostic tools. 	<ul style="list-style-type: none"> Application form Interview References Assessment

	professionals/ networks around them (e.g. specialist school provisions, Behaviour Support Teams, SENDIASS, etc.)		
Knowledge & Skills	<ul style="list-style-type: none"> • Specialist knowledge of mental health disorders as well as their relationship to physical disorders • Knowledge of counselling skills and psychosocial interventions. • Ability to assess, plan and deliver treatment and evaluate care packages • High level skills in risk assessment and management • Proven ability to engage children, young people and their families in therapeutic work • Assessment and treatment of serious self-harm including attempted suicide • Sound understanding of child, adolescent and family dynamics and development • Ability to interpret research and apply to practice • Knowledge of Mental Capacity Act (1983 & 2005) • Clear understanding of the Mental Health Act, and National Policy • Ability to work as an active member of the multidisciplinary team • Knowledge of recent initiatives in nursing and/or SW. • Ability to demonstrate use of psychosocial assessment methods • Excellent written and verbal communication skills • Basic IT skills • Good time management skills and ability to prioritise • Ability to engage challenging and/or acutely distressed patients in potentially hostile and/or antagonistic situations and use de-escalation techniques effectively • Sufficient clinical knowledge to be able to make autonomous decisions, based on an analysis of complex presenting problems and judgement about available options • Management and organisation skills that enable a number of complex 	<ul style="list-style-type: none"> • Skills in CBT or family work • Research and audit skills • Knowledge of the theory and practice of evidence-based psychological therapies in specific groups (e.g. children with challenging behaviours, developmental delays, post-traumatic stress disorder, complex trauma etc.). • Knowledge of the theory and practice of evidence-based psychological therapies and interventions for Neurodiverse children and young people, as well as their families 	<ul style="list-style-type: none"> • Application form • Interview • References • Assessment

	<p>activities and clinical work to be undertaken, revising and adjusting these according to the needs of individual patients and the service</p> <ul style="list-style-type: none"> • Ability to frequently work under pressure and maintain intense concentration 		
Other	<ul style="list-style-type: none"> • An understanding and positive regard for the needs and rights of people with mental health problems and their carers • Ability to reflect on own performance and to use supervision and support • Ability to adapt to changing environments, needs and demands • Act as a positive role model, dynamic, motivated caring and supportive • Ability to work closely and form good working relationships with a wide range of people • Interested in further professional development 		<ul style="list-style-type: none"> • Interview