

## JOB DESCRIPTION

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<b>POST TITLE:</b>	CAMHS Community Nurse
<b>BASE:</b>	CAMHS Phoenix, Wokingham Hospital
<b>BAND:</b>	5
<b>LINE MANAGER:</b>	Service Manager
<b>PROFESSIONAL ACCOUNTABILITY:</b>	Professional Nurse Lead CAMHS

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### OUR VISION AND VALUES

Our **vision** is to **be a great place to get care, a great place to give care.**

Our values are:

- **Caring** for and about you is our top priority
- **Committed** to providing good quality, safe services
- working **Together** with you to develop innovative solutions

### JOB SUMMARY

The post holder will be responsible for the assessment, development, implementation and evaluation of nursing care, and activities to support therapeutic care plans, for young people referred to the Berkshire CAMHS Tier 4 Out of Hospital Service. The service, based in CAMHS Phoenix on the Wokingham Community Hospital site, is a hospital at home service that provides evidence based psychiatric, nursing, and therapeutic interventions for young people under the age of 18 presenting with severe and complex mental health difficulties assessed as requiring Tier 4 level care, including where these disorders are co-morbid with neurodevelopmental diagnoses:

- Serious risk of harm to self; suicidal thoughts and behaviour
- Emotional dysregulation and symptoms that would be best described as emerging unstable personality disorder
- Eating disorders including anorexia nervosa, bulimia nervosa,
- ARFID and disordered eating in the context of emotional dysregulation, trauma, and other mental disorder.
- Low mood, depressive disorder
- Early onset psychosis
- Severe OCD, complex PTSD

- Other psychological disturbance that may adversely affect functioning but falls outside typical diagnostic criteria.

All young people who are accepted to the service will follow a structured programme, in line with relevant NICE guidelines (for example anorexia nervosa, depression, anxiety, emotional dysregulation). Interventions are delivered by a multi-disciplinary clinical team comprising of: Consultant Psychiatrist, Psychologists, Nurses, Occupational Therapist, Social Worker, Dietitian, Family Therapist, Teaching staff, Support staff including Assistant Psychologists, Clinical Support Staff, Activity Co-ordinator, Administrators and Managerial Support.

The role includes delivering care to young people both individually and in groups, on site at CAMHS Phoenix, in the young person's home and via digital media. The post holder will be expected to work within this complex and variable setting, without direct supervision, but reporting to and in collaboration with senior colleagues, to deliver a high standard of evidence-based care and treatment in order to maximise each young person's individual potential. The post holder will take part in the Day Programme and will also act as a key worker for a group of children and adolescents and support/ supervise care delivered by staff, ensuring high standards are achieved.

This post includes working with families and / or carers in collaboration with other members of the multi-disciplinary team and also with community CAMHS, children's social care and other Local Authority and voluntary sector colleagues. The Service is an integral part of the wider specialist CAMHS service in Berkshire and is managed alongside and closely linked to the CAMHS Specialist Community Teams including CAMHS crisis, eating disorders and early intervention in psychosis services and relevant adult mental health services

The service will operate from 8am-8pm Mon-Fri; 9am-5pm Sat, Sun & Bank holiday's (365 days per year). The post holder will be required to work shifts across these hours.

*It is expected that all staff will take an active role in ensuring SHaRON, (Support, Hope and Recovery Online Network), is used effectively.*

## **RESPONSIBILITIES**

### **Clinical**

- a. Working as part of the multi-disciplinary team you will work with children and adolescents and their families and/or carers providing support, education, family work and evidence based interventions aimed towards promoting recovery. You will work with people in a service which aims to work with other agencies including primary care to raise awareness of mental ill health and to reduce the length of time people remain untreated.
- b. To assess, plan, implement and evaluate a nursing care plan for young people and their families referred as either home treatment patients or day patients. Specialist knowledge of the following is required, the mental health problems of young people, child development, physical development, the management of risk in young people, the management of harm to self or others.
- c. To work with young people and their families / carers in various environments including the home environments, care settings, community settings and clinical settings in order to provide clinically assessed and appropriate interventions as determined by the care plan for the young person.

- d. The post holder will provide and be accountable for advice to the multi-disciplinary team and others relating to their area of practice/specialism.
- e. The post holder will be responsible for following clinical governance rules and risk management.
- f. To work in partnership with other colleagues across the Trust to deliver an integrated service that facilitates the wellbeing and recovery of service users.

### **1. Point of Delivery**

- a. The post holder will be a member of the Community CAMHS Hospital at Home Service and is expected to work in various locations within its hours of operation as set out in its operational policy.

## **MAIN DUTIES & RESPONSIBILITIES**

### **2. Care delivery**

- a. To provide effective analysis of a range of complex facts and situations, inputting and establishing the application of evidence based formulation and options of care that can be negotiated with children and adolescents.
- b. Make appropriate judgments, with assistance from senior staff where needed, from a range of options to best improve the opportunity of the children and adolescent's recovery and which mitigates risk to themselves and others.
- c. To maintain and develop relationships with professionals external to the area of service, children and adolescents and their significant others (where appropriate) within area of service/specialism.
- d. To assist in the formulation and design interventions as part of the service users care plan, ensuring that clinical policies and procedures are followed correctly and risks inherent in any procedures are minimised.
- e. To assist in the provision of specialist advice to other members of the service and agencies on the needs of service users
- f. To be able to assess risk using available risk assessment tools and communicate as needed.
- g. To take part in the discharge process using the care programme approach (CPA).
- h. To work within the therapeutic kitchen interacting with the young people to ensure a balanced nutritional diet as needed in line with individual care plans This will also involve supporting young people with meal support.

### **3. Record keeping, information collection and communication**

- a. Assist with the management of highly complex and sensitive situations and condition related information regarding diagnosis and prognosis of children and adolescents with emotional dysregulation, disordered eating and eating disorders
- b. To be able to communicate reassuringly, finding ways of enabling the information to be understood and providing empathy and reassurance to specialist service user groups.
- c. To ensure data recorded by the post holder on all electronic systems, in particular RiO, Patient Experience Machines (PEMs) and safeguarding systems, conforms to necessary policies, processes, and protocols.

- d. To achieve performance targets for their own caseload reporting any challenges related to this activity.
- e. To communicate sensitively with young people and their families: the post holder would be expected to communicate in this way during all interventions, i.e. family work, individual work, group therapy, formal meetings as well as when meeting families informally.
- f. To be able to communicate information relating to the young person clinical presentation and formulation with the multidisciplinary team and other agencies.

#### **4. Leadership, Development & Supervision**

- a. To apply up to date professional and other knowledge to ensure any options of care for children and adolescents is evidenced based and informed by theoretical and practical learning and experience.
- b. To undertake Clinical Audits and research as necessary for own area of specialism
- c. To assist in planning and managing resource requirements within own area of specialism, ensuring the needs of the service and children and adolescents with eating disorders are met and levels of clinical and quality standards are achieved.
- d. To assist in developing and facilitating, with other members of the service, clinical groups, training sessions and workshops as appropriate.
- e. To maintain continuous professional development.
- f. To provide clinical supervision to a small number of junior staff or student nurses.
- g. To recognise you have a personal duty of care in relation to safety of the environment.
- h. To assist in the effective delivery of the team's core functions
- i. The post holder will assist with the synergistic working with the partner organisations and lead and/or actively participate in the development of operational and local arrangements with the relevant Local authority.

#### **5. Professional & Trust policies**

- a. The post holder must comply with all national, statutory, legislative, professional and local policy
- b. The post holder is responsible for adhering to policies in own specialist area and should proactively contribute to improve local policy and any changes to improve service or protocols that impact on own service area as well as other professions.

#### **6. Management Responsibility**

- a. To ensure services are delivered, in area of specialism, that meets the quality and clinical effectiveness standards; to proactively participate in measuring service user and staff satisfaction in service area and respond to any concerns in a timely way.

## **GENERAL**

1. This is a varied role where you'll be expected to undertake the range of responsibilities specified above, working together with your line manager and colleagues to ensure that the activities of this post make a real difference to our patients. Your line manager may ask you to undertake other reasonable duties to facilitate the smooth running of your service or team.
2. We are an equal opportunities employer and you'll be expected to role model equality of opportunity, live the values and always operate in accordance with our Equal Opportunities Policy.
3. Health and Safety at work is important to us and we would like you to role model the highest standards of behaviour and go above and beyond by adopting excellent practice where it links to the health and wellbeing of our colleagues. It is important that you cooperate with us to ensure that statutory and departmental safety regulations are adhered to.

## **BEHAVIOURS**

In addition to the responsibilities and requirements outlined in this job description, you should refer to the associated and expected behaviours that are relevant to this role - your line manager will be able to provide you with this detail.

Our values define the behaviours we are all expected to display during the course of our work and they underpin our organisational recruitment, appraisal, reward and development processes.

## **LOCATION/MOBILITY**

We may require you to work at or from a different work base or location from time to time, to meet service demands and deliver an operational service. Given the geographical nature of the Trust, you may be required to travel between Trust premises as part of your role.

We also may need to change your work base on a permanent basis and if this is the case, we will consult with you in line with our policies and procedures.

## **FLEXIBILITY**

We may need to amend your job description and/or your duties from time to time in order that we can continue to provide the best possible service to our patients. It is important that you work with us to deliver our services, by complying with lawful and reasonable instructions, by adapting to new ways of working, and by attending training courses as requested from time to time.

## **CONTINUING PROFESSIONAL DEVELOPMENT**

You'll be expected to attend and contribute to staff meetings and forums, supervision sessions, training courses, seminars and workshops, all of which will contribute to the development and enhancement of our current working practices.

You will also be expected to participate in all personal review meetings and to take responsibility for your own personal and professional development and the professional accountability for your role.

## **DATA PROTECTION ACT**

We are all expected to be aware of the Data Protection Act and to follow the local Codes of Practice to ensure appropriate action is taken to safeguard confidential information.

## **HEALTH & SAFETY**

We all have a responsibility for health and safety, risk assessment and workplace inspections, and you will be expected to take reasonable care for your own health and safety and that of others.

You will also be expected to co-operate with your colleagues to ensure that statutory regulations, policies, codes of practice and departmental safety procedures are adhered to, and to attend any training programmes that we consider to be relevant.

## **INFECTION CONTROL**

The Health and Social Care Act 2008: (code of practice on the prevention and control of infections and related guidance) sets out responsibilities for NHS managers, Heads of departments, Clinical Leads and all staff to ensure patients are cared for in a clean and safe environment. Cleanliness and prudent antimicrobial stewardship (AMS) is essential to ensure that people who use health and social care services receive safe and effective care.

Prevention and appropriate management of infection is of paramount importance in the quality and safety of the care of patients and to the safety of staff and visitors. As a core element of the trust's clinical governance and risk programmes, all staff are required to be aware of their responsibilities and comply with infection prevention and control policies and guidelines.

## **CONFIDENTIALITY**

We all have a responsibility to make sure that we don't disclose any information of a confidential nature relating to the services we provide or in respect of any service user, client or third party. This applies both during and after your employment.

You must not remove or copy any documents or tangible items including software which belong to the Trust or which contain any confidential information unless you have specific permission to do so. When you leave our employment, or if you are asked, you must return all documents and tangible items which are in your possession or are under your control, but which belong to us or contain or refer to any confidential information.

You should be aware that a breach of confidentiality may result in your dismissal and that, regardless of any disciplinary action that we may take, a breach of confidence could result in civil action for damages.

## **DATA QUALITY**

We are all responsible for making sure that our data and electronic records are updated, accurate, relevant, reliable, and completed in line with our record keeping standards and policies.

## **CLINICAL GOVERNANCE**

We aim to provide the highest standards of care. To help us achieve this aim, you are expected to follow acceptable working practices as defined in our policies and guidelines. You also have a personal responsibility to your colleagues and patients to keep yourself up to date with any changes to policies and to report any practice that you consider to be unacceptable through the appropriate channels.

## **ASYLUM & IMMIGRATION ACT 1996 AND AMENDMENTS**

We need to make sure that we comply with the Asylum and Immigration Act 1996. To do this, we check the documentation of all applicants to confirm that they have the right to work in the UK. We won't offer employment to any applicant who does not have valid leave to remain and work in the UK or whose leave is subject to conditions which prevent them from taking up employment with us.

If your leave to remain and/or right to work status changes during the course of your employment, we will determine what impact this may have on our ability to continue employing you.

## **SAFEGUARDING CHILDREN AND VULNERABLE ADULTS**

We all have a responsibility for safeguarding individuals who come into contact with our services, whether they are a child or young person, a person with Learning Disabilities or an older or vulnerable adult.

We adhere to the Berkshire Local Safeguarding Children Boards Child Protection Procedures, which places a duty of care and responsibility on us all to safeguard and promote the welfare of children.

## **SMOKE FREE**

We operate a smoke free policy which means that smoking is not permitted on any of our sites. This also applies when you are travelling in vehicles (including owned and lease cars) whilst on official business, parked on our premises in privately owned vehicles, or transporting services users or visitors. We will not support taking additional breaks during the working day to smoke off site. Further information can be found in the Staff Smoke Free policy.

**PERSON SPECIFICATION**

CATEGORY	ASSESSMENT METHOD		
	Application Form Essential or Desirable	Interview Essential or Desirable	Selection Tool
<p><b>1. Education/Qualifications</b></p> <p>Registered Nurse and or another appropriate registered nurse training e.g. RMN / Children's Nurse / Learning Disability</p> <p>Evidence of post registration development.</p> <p>To be prepared to undertake preceptorship as per trust if appropriate</p>	<p>E</p> <p>D</p> <p>E</p>		
<p><b>2. Training</b></p> <p>To be able to demonstrate ongoing professional development.</p>	<p>E</p>		
<p><b>3. Previous Experience</b></p> <p>Six months post qualifying experience.</p> <p>Experience of supervising junior staff</p>	<p>D</p> <p>D</p>		

<p>To have experience of working with young people.</p>	<p>D</p>		
<p>To have had experience of working with parents / carers and families and to be able to verbalise your approach.</p>	<p>D</p>		
<p>To have had experience of working in groups with adolescents and to be able to describe the approach. To be able to plan a group in collaboration with others.</p>	<p>D</p>		
<p>To have had experience of working individually with a young person and to be able to describe your approach.</p>	<p>D</p>		
<p>To be able to plan individual work and make use of supervision in relation to your work.</p>	<p>D</p>		
<p><b>4. Knowledge , Skills &amp; Abilities</b></p>			
<p>A willingness to develop skills and knowledge in working with patients with an eating disorder and or Emotional Dysregulation</p>	<p>E</p>		
<p>An ability to take part in an assessment of a young person and to be able to develop a formulation of their problems.</p>	<p>D</p>		
<p>An ability to be able to work alongside an adolescent referred to the service and</p>	<p>E</p>		

<p>show an ability to verbalise your approach</p>			
<p>To be able to communicate effectively with other professionals about issues relating to patients care. To communicate complex and sensitive information to young people and families</p>	<p>E</p>		
<p>To have knowledge of safeguarding issues as they would relate to young people referred to this service</p>	<p>E</p>		
<p>To have knowledge of the Mental Health</p>	<p>E</p>		
<p>Act as it would relate to young people referred to this service</p>	<p>E</p>		
<p>To have knowledge of the Mental Capacity Act and Gillick Competency principles in relation to consent</p>	<p>E</p>		
<p>Ability to organise and prioritise effectively</p>	<p>E</p>		
<p>Ability to work within a multidisciplinary team.</p>	<p>E</p>		
<p>Good communication skills (written and verbal).</p>	<p>E</p>		
<p>Ability to supervise and develop staff</p>	<p>E</p>		
<p>Ability to use initiative and make decisions</p>	<p>E</p>		



Ability to travel independently and efficiently to deliver clinical care from multiple sites including service user homes.	E		
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**Selection Tool:**            A = Application Form,    I = Interview,    P = Presentation,  
   T = Test

**Date of issue:** Jan 2021