

SOUTHERN HEALTH AND SOCIAL CARE TRUST**JOB DESCRIPTION**

POST / TITLE	Senior Mental Health Practitioner CAMHS
BAND	Band 7
LOCATION OF POST	Trustwide SHSCT CAMHS
DIRECTORATE	Children and Young Peoples Services
REPORTS TO	Line Manager
ACCOUNTABLE TO	HOS CAMHS

JOB SUMMARY

The post holder is a senior member of a fully integrated CAMHS multi-disciplinary team. The post holder will demonstrate a higher level of skills, knowledge, experience, and competencies: to provide leadership, supervision and support within the team; to junior staff and trainees, as well as providing a direct clinical role. They will have direct responsibility for clinical work of their own caseload of children and young people, with emotional and mental health difficulties, including assessment; risk management; and provision of therapeutic interventions. The post holder will also be responsible for participating in the delivery of liaison / community intensive intervention. The post holder may participate in a rota in hours and out of hours i.e. working unsocial hours, including evenings, weekends and bank holidays, to ensure provision of service delivery across the SHSCT.

The post holder will work in partnership with all key stakeholders embracing the principles of the Stepped Care Model for CAMHS.

KEY DUTIES AND RESPONSIBILITIES

CLINICAL

1. Provide individualised assessment including emergency liaisons (where appropriate), care planning, treatment and therapeutic programmes to children / young people, families, groups and/or their parents or carers, in CAMHS.
2. Be highly skilled, competent and knowledgeable in sensitively engaging in therapeutic work with vulnerable children / young people and families.
3. Take lead responsibility for clinical work and case management, linking in with MDT, seeking consultation / supervision as necessary.
4. Prioritise and appropriately manage a clinical caseload, under the direction and supervision of their Line Manager / Clinical Supervisor.
5. Be competent in assessing and managing risk in all aspects of the post, including clinical as well as generic risk assessment and management.
6. Be flexible and adaptable in responding to service needs for children and young people, this will include if required, Hospital Emergency Liaison, Community Intensive Intervention (both in hours, out of hours, evening / weekend and public holiday provision), generic Clinical Work, and Referral Co-Ordination, etc, in agreement with Line Manager.
7. Provide treatment in a range of settings as determined by need, working collaboratively across specialist community CAMHS, as per the CAMHS Stepped Care Service Model.
8. Utilise a range of theoretical perspectives in best understanding and responding to the emotional and mental health needs of children, young people and their families (e.g. individual, multidimensional, systemic, etc).
9. Participate in devising and delivering therapeutic programmes to children and young people in accordance with best practice guidelines, current legislation, NICE guidelines and recommendations of professional bodies

10. Work in collaboration with other key stakeholders, including service users and carers across the stepped care model framework.
11. Report response to intervention and treatment and other relevant clinical issues to the Line Manager.
12. Engage in on-going evaluation of care plans and communicate and update others accordingly.
13. Attend case planning meetings, case conferences, paediatric, psychiatric wards, or school based meetings as required.
14. Provide advice and consultation to users and carers, and other professionals where appropriate.
15. Adhere to the Regional Child Protection Policy and Procedures seeking support, advice and making child care / safeguarding referrals accordingly.

PROFESSIONAL

1. Comply with the Professional Codes of Conduct and regulatory governing bodies standards of practice and guidelines (NMC, NISCC).
2. Adhere to established policies, procedures, protocols within CAMHS and Trust
3. Appropriately and without undue delay seek support and consultation regarding clinical, management or professional issues.
4. Liaise with and develop positive partnerships and relationships with other professionals across CAMHS.
5. Participate in regular shared learning activities and developmental experiences across CAMHS.
6. Initiate continual professional development including keeping abreast of changes and developments in CAMHS

EDUCATION

1. Initiate the preparation and provision of appropriate training to multi-professional groups, in agreement with Line Manager.
2. Ensure that practitioners have information relating to current good practice.
3. Initiate, develop and promote the introduction of new and Innovative practices within the confines of governance and legislative requirements, and in agreement with Line Manager.
4. Participate in the orientation and induction of new staff.
5. Participate in the education and mentoring of students and other trainee professionals.

ORGANISATIONAL RESPONSIBILITIES

1. Work collaboratively within CAMHS, fostering good communication and team spirit across Core, Liaison, Referral Coordination and CIIS.
2. Work collaboratively with service users, carers and providers within the voluntary, private and statutory sectors.
3. Adhere to legislation e.g. The Children Order NI (1995), Mental Health Order (1986), and Human Rights Legislation.
4. Provide to others, and participate in own appraisal and development activities.
5. Participate in team meetings, student mentorship, training of others, selection and recruitment process, and professional development, as directed by Line Manager.
6. Provide clinical, management and professional supervision to other practitioners in agreement with Line Manager, in accordance with Supervision Policy and Procedures.
7. Keep Line Manager and Professional Lead informed of clinical, management and professional issues.

8. Be directly responsible and accountable to the Line Manager for their part in the provision of an effective and efficient CAMHS.
9. Adhere to all SHSCT policies and procedures e.g. absenteeism, incidents/accidents/near misses, complaints, record keeping, etc.
10. Contribute to the ongoing development of working practices and procedures within the area of CAMHS.
11. Ensure all records and documentation is completed and maintained in line with professional practice guidelines, CAMHS and Trust policies.
12. Complete statistical recording of activity, caseload, outcomes, etc for auditing, statistical returns and capacity planning purposes.
13. Initiate and participate in all relevant audit and research activities.
14. Participate in the Trust's Social and Clinical Care Governance arrangements.

GENERAL REQUIREMENTS

The post holder will be required to:

1. Ensure the Trust's policy on equality of opportunity is promoted through his/her own actions and those of any staff for whom he/she has responsibility.
2. Co-operate fully with the implementation of the Trust's Health and Safety arrangements, reporting any accidents/incidents/equipment defects to his/her manager, and maintaining a clean, uncluttered and safe environment for patients/clients, members of the public and staff.
3. Adhere at all times to all Trust policies/codes of conduct, including for example:
 - Smoke Free policy
 - IT Security Policy and Code of Conduct
 - standards of attendance, appearance and behaviour
4. Contribute to ensuring the highest standards of environmental cleanliness within your designated area of work.

5. Co-operate fully with regard to Trust policies and procedures relating to infection prevention and control.
6. All employees of the trust are legally responsible for all records held, created or used as part of their business within the Trust including patients/clients, corporate and administrative records whether paper-based or electronic and also including emails. All such records are public records and are accessible to the general public, with limited exception, under the Freedom of Information act 2000 the Environmental Information Regulations 2004 and the Data Protection Acts 1998. Employees are required to be conversant with the Trusts policy and procedures on records management and to seek advice if in doubt.
7. Take responsibility for his/her own ongoing learning and development, including full participation in KSF Development Reviews/appraisals, in order to maximise his/her potential and continue to meet the demands of the post.
8. Represent the Trust's commitment to providing the highest possible standard of service to patients/clients and members of the public, by treating all those with whom he/she comes into contact in the course of work, in a pleasant, courteous and respectful manner.
9. Available / able to work any 5 days out of 7 over the 24 hour period, which may include on-call / stand-by / sleep-in duties, shifts, night duty, weekends and Public
10. Holidays if required immediately on appointment or at a later stage following commencement in response to changing demands of the service

This Job Description will be subject to review in the light of changing circumstances and is not intended to be rigid and inflexible but should be regarded as providing guidelines within which the individual works. Other duties of a similar nature and appropriate to the Band may be assigned from time to time.

It is a standard condition that all Trust staff may be required to serve at any location within the Trust's area, as needs of the service demand.

SOUTHERN HEALTH & SOCIAL CARE TRUST

PERSONNEL SPECIFICATION

POST / TITLE *Senior Mental Health Practitioner CAMHS*

DIRECTORATE *Children and Young Peoples Services*

Ref No: <to be inserted by HR>

<Month & Year>

Notes to applicants:

1. *You must clearly demonstrate on your application form how you meet the required criteria – failure to do so may result in you not being shortlisted. You should clearly demonstrate this for both the essential and desirable criteria.*
2. *Proof of qualifications and/or professional registration will be required if an offer of employment is made – if you are unable to provide this, the offer may be withdrawn.*

<Guidance on writing Personnel Specifications is available on the Intranet>

ESSENTIAL CRITERIA – *these are criteria all applicants MUST be able to demonstrate either at shortlisting or at interview. Applicants should therefore make it clear on their application form whether or not they meet these criteria. Failure to do so may result in you not being shortlisted. The stage in the process when the criteria will be measured is stated below;*

The following are essential criteria which will initially be measured at Shortlisting Stage although may also be further explored during the interview stage;

QUALIFICATIONS / EXPERIENCE

1. Registered Nurse Level 1 (sub parts 1, 3, 5 or 8, Adult, Mental Health, Learning Disabilities, or Children's) on the live NMC Register.

OR

Professional Social Work qualification (CQSW / CSS / BSW / DipSW) **AND** be registered or have lodged an application with the NISCC.

2. Four years post qualifying experience which must include 2 years' experience working within mental health services, or services related to children and adolescents, or CAMHS.
3. Full current driving licence with access to a car. Consideration will be given to alternative travelling proposals in respect of suitable disabled applicants who cannot hold a driving licence.

The following are criteria which will be measured during the interview stage.

4. Knowledge of Mental Health issues in relation to children and young people.
5. Ability to work as a member of a Multi-Disciplinary Team
6. Be willing to work flexibly to meet the needs of the service or willingness to work flexibly to include evenings and weekends as required to meet the needs of the service.
7. Have an excellent understanding of individual, family and group therapies.
8. Have an excellent understanding of assessment and management of risk.
9. Effective Planning & organisational skills with an ability to prioritise own workload.
10. Effective communications skills to meet the needs of the post in full.
11. Ability to identify solutions to problems and implement them effectively.
12. Ability to work to tight timescales whilst meeting targets.
13. Demonstrate a commitment to the provision of high quality and safe services with an ability to drive a culture of continuous improvement
14. Commitment to training and development relevant to CAMHS

As part of the Recruitment & Selection process it may be necessary for the Trust to carry out an Enhanced Disclosure Check through Access NI before any appointment to this post can be confirmed.

WE ARE AN EQUAL OPPORTUNITIES EMPLOYER

**Successful applicants may be required to attend for a Health Assessment
All staff is required to comply with the Trusts Smoke Free Policy**