



JOB DESCRIPTION

POST: Mental Health Practitioner

DEPARTMENT: Child and Adolescent Mental Health Services (CAMHS)

BAND: 6

HOURS PER WEEK: 37.5

REPORTS TO: Service Manager

WORK BASE: Locality Based (Central) based at the Winnicott Centre

JOB PURPOSE:

As an autonomous practitioner you will play a key part in the delivery of high-quality service provision that promotes and improves the mental health and well-being of children and young people, their families and carers. In the multidisciplinary team setting you will manage a varied caseload within professional practice guidelines and a structured supervision framework.

Within a systemic and holistic framework, you will undertake needs led, evidence based, skilled assessments and provide therapeutic interventions, ensuring this is done evidencing shared decision making and partnership working with children and young people, their families and carers.

As part of working together you will actively liaise and support robust partnership working arrangements between the CAMHS Team and community partners and other key stakeholders involved with the child across agencies in order that an integrated package of care is developed, with supervision if required.

You will provide a high level of generic skills and competencies and work towards development of areas of clinical expertise within the field of CAMHS, complimenting other members of the team.



KEY DUTIES AND RESPONSIBILITIES:

Clinical

To assume responsibility for management of a defined caseload and exercise the highest standards of professional responsibility for the assessment, treatment and discharge of children, young people and their families/carers using specialist knowledge and evaluation of care programmes in collaboration with children, young people and their families/carers liaising with and referring to relevant agencies as appropriate.

- To undertake assessment of children, young people with mental health needs referred to the service including risk assessment, gathering appropriate information from their family/ Carers and other relevant agencies.
- Following assessment, to develop a formulation and plan for intervention, based on an appropriate conceptual framework in collaboration with the child, young person and those who care for them, communicating this to the referrer and other relevant professionals.
- To ensure a productive therapeutic relationship is established with young people and those who care for them, agreeing decision-making which is relevant to their care.
- To offer therapeutic interventions based on evidence-based practice and in line with the NICE guidelines.
- To implement, co-ordinate and regularly review further assessment and a range of therapeutic interventions, including risk management, utilising the skills and expertise of the multi-disciplinary team and other agencies where appropriate.
- To work as part of a multi- disciplinary teams, ensuring care is coordinated with internal and external partners to ensure a well co-ordinated care plan.
- To routinely monitor effectiveness of clinical work by use of Routine Outcome Measures (ROM) and where outcomes are not improving for children and families to engage in clinical review via peer review meetings and supervision.
- To participate in a duty rota which may include receiving of and screening of referrals, obtaining further information if needed and responding promptly to emergency requests for assessments or contact, signposting, and advice.
- Ensure that the perspective of children, young people and families is incorporated into all aspects of assessment and treatment and to act as an advocate to facilitate the views and choices expressed by children, young people, groups and communities where appropriate.



- To communicate condition-related or contentious or sensitive information where there may be barriers to acceptance and to manage ensuing difficult interpersonal situations in the interests of children and young people's welfare.
- To adjust complexity, content and mode of communication to overcome these difficulties, including use of alternative modes of communication, eg signing, symbol and object systems.

To actively participate in regular clinical supervision, case management supervision, appraisals and personal development opportunities.

- To actively engage with the existing clinical team, attend and contribute to team meetings, co-work cases with other members of the multi-disciplinary team and contribute to multi-disciplinary specialist services, group interventions and clinics.
- To work from a multi-agency perspective in liaison with other professionals; attend and contribute to professionals' meetings, to provide written reports as required and within timescale.
- To offer consultation to a range of professionals as required.
- To keep accurate, timely and thorough records of care provided to all patients, in line with Trust policy, including the compilation of appropriate statistics. To disseminate all relevant changes in condition to referrers and relevant professionals.
- To deal with initial concerns sensitively, avoiding escalation where possible.

1. Education and Development:

- To maintain an up-to-date knowledge of current issues and practice in child and adolescent mental health.
- To participate in locally agreed appraisal process and staff development, ensuring this is regularly reviewed and evaluated.
- To undertake mandatory training as per Trust policy and participate in other relevant training to meet the needs of the service and as outlined in the individual's development plan



- To receive regular clinical and line management supervision from a suitably qualified clinician and, where appropriate, other senior professional colleagues.
- To provide teaching and training in a range of settings as required and in line with post holder's experience and skills.

2. Clinical Governance:

- To be responsible for own continuing professional development and maintaining own professional registration, and any requirements to maintain registration.
- To have current working knowledge of relevant professional body code of practice, standards and guidance, understand implications for and be able to apply to practice.
- To maintain up to date knowledge of NICE guidance and evidence-based practice, monitoring and maintaining quality and practice standards within the team.
- To attend and actively participate in line management supervision with designated professional.
- To ensure attendance and participation in safeguarding supervision in line with Trust policy.
- Participate in identified quality initiatives to promote the development of the CAMHS team.
- To communicate in a timely manner any issues concerning service provision, clinical practice and multi-agency working together to relevant line manager/supervisor.
- To contribute to audit, research, and evaluation of the service.

3. Policy:

- To work in accordance with the Trust and CAMHS clinical service unit policies and procedures.



- To practice within national and local policy and legislation including Professional Codes of Practice.

KEY RELATIONSHIPS:

- Other members of the multi-disciplinary CAMHS team
- CAMHS Clinical Service Unit and CAMHS clinical teams and pathways
- Adult Mental Services
- Local Authority including Children's Social Care, Education, Youth Justice Service, Early Help
- Mental Health Crisis Pathways
- Acute Paediatric and Mental Health inpatient settings and services
- Community Health services and teams
- Voluntary, Third Sector and Independent providers
- Safeguarding Team/Named Nurse for Safeguarding

INFECTION CONTROL

It is a requirement for all staff to comply with all infection control policies and procedures as set out in the Trust's Infection Control manual. The postholder is also responsible for ensuring all their staff attends mandatory training, including infection control and to provide support to the Director of Infection Control.

HEALTH AND SAFETY

The Trust has a statutory responsibility to provide and maintain a healthy and safe environment for its staff to work in. You equally have a responsibility to ensure that you do nothing to jeopardize the health and safety of either yourself or of anybody else. The Trust's Health and Safety Policies outline your responsibilities regarding Health & Safety at Work.

The post holder must not willingly endanger him/herself or others whilst at work. Safe working practices and safety precautions must be adhered to. Protective clothing and equipment must be used where appropriate.

All accidents/incidents must be reported to your Senior Manager and documented as per Trust Policy, including the reporting of potential hazards.

SAFEGUARDING

Ensure that the policy and legislation relating to child protection and Safeguarding of children, young people and vulnerable adults are adhered to. It is the responsibility of all staff to report any concerns to the identified person within your department/division or area of responsibility.



SECURITY

The post holder has a responsibility to ensure the preservation of NHS property and resources.

CONFIDENTIALITY

The post holder is required to maintain confidentiality at all times in all aspects of their work.

TEAM BRIEFING

The Trust operates a system of Team Briefing, which is based on the principles that people will be more committed to their work if they fully understand the reason behind what is happening in their organisation and how it is performing.

NO SMOKING POLICY

The Trust operates a no smoking control policy, which applies to all staff, patients and visitors and extends to the hospital grounds as well as internal areas.

THE TRUST IS AN EQUAL OPPORTUNITIES EMPLOYER

This job description indicates the main functions of the post holder and may be subject to regular review and amendment in the light of service development. Any review will be undertaken in conjunction with the post holder and in line with Trust policy.

ORGANISATIONAL CHART