

JOB DESCRIPTION

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Job reference number:
Job Title: Community CAMHS Mental Health Practitioner Reports to (post title): Community CAMHS Operational Team Lead Role Purpose: To work as part of the wider multi-disciplinary Community Child and Adolescent Mental Health Team to enhance the mental and emotional well-being of children and young people within Nottinghamshire. Role Context: Enhance and support universal service professionals to promote and support the emotional health and wellbeing of children, young people and families through contributing to professional consultation and training To enhance access to the mental health services for children and young people for whom it is clinically indicated so to allow timely assessment, formulation and evidence-based intervention within a multi-agency framework Provide therapeutic mental health assessment and intervention within a variety of community settings so to better engage children and young people Work within the Choice and Partnership Approach framework Utilise Routine Outcome Measures so to ensure partnership working which is goal specific Collaborate and liaise with agencies, creating positive and helpful relationships Support the eradication of stigma associated with mental health services Support partnership working through offering children, young people and families choice and flexibility in the service they receive Promote the safety and welfare of service-users and their family Co-ordinate and facilitate an appropriate discharge plan Maintain a professional attitude so to be a representative of the wider CAMHS service
Trust Values All colleagues are expected to demonstrate at interview and throughout employment that they act in line with Nottinghamshire Healthcare NHS Trust Values: <p style="text-align: center;">Trust- Honesty- Respect- Compassion- Teamwork</p>

Key Accountabilities	Performance Measures
<p>Clinical Intervention:</p> <p>To contribute to the CAMHS Single Point of Access (SPA) by receiving and reviewing new referrals where required, identifying and managing risk, liaising with other professionals and providing timely responses</p> <p>Observe and adhere to the Community CAMHS Service Specification, vision, aims and objectives Offer clinical assessment and evidence-based intervention whilst observing current best practice, legislation and guidance</p> <p>Working within the Choice And Partnership Approach (CAPA) and Children and Young People's Improved Access to Psychological Therapies (CYP IAPT) frameworks and principles</p> <p>Aim to be innovative and creative in the delivery of therapeutic intervention/care bundle, and offer psychoeducation to children, young people and families</p> <p>Manage a caseload whilst considering and adhering to safeguarding policy and procedure and national and local legislation</p> <p>Offer support and supervision to junior colleagues</p> <p>Plan and successfully manage smooth transitions where they are clinically indicated</p> <p>Seek support from the Clinical and Operational Leads where needed, as well as accessing regular clinical and managerial supervision as per trust policy and professional registration requirements</p> <p>Support peers and colleagues and promote a teamworking environment</p> <p>Ensure suitable risk management and care plans are formulated for all clinical cases</p> <p>Maintain contemporaneous records in alignment with Trust policy</p> <p>Work in partnership with other teams within the Nottinghamshire and bordering CAMHS Services</p>	<p>Compliant with activity and performance targets as set by the organisation in conjunction with line manager</p> <p>All clinical cases have completed risk assessments, care plans and routine outcome measures</p> <p>Children, young people and their parents/carers feel listened to and valued</p> <p>An environment which promotes team working is evident</p> <p>Actions are completed in accordance with supervision/appraisal outcomes and audit results</p> <p>Regular attendance at team meetings</p> <p>Positive relationships with internal and external agencies</p> <p>Lessons are learned from complaints, incidents and near misses</p> <p>Feedback is sought from those participating in training and consultation and this is used to further develop own skill and delivery</p> <p>Evidence of ongoing professional development</p> <p>Positive relationships with allied professionals</p> <p>Joint work and when clinically indicated</p> <p>Compliant with mandatory training as per Trust policy</p> <p>Maintains own professional registration</p> <p>Seeks opportunities to further develop knowledge and skills</p> <p>Good time management</p>

<p>Training and Consultation:</p> <p>To offer consultation through a range of initiatives to professionals with an aim of enhancing workforce skills, knowledge and capacity in recognising emotional/mental health and well-being needs and undertaking interventions with children and families to achieve positive outcomes</p> <p>To participate in the delivery of a range of training programmes to multi agency staff in conjunction with the CAMHS Training Lead</p> <p>Support colleagues and stakeholders in tackling stigma relating to mental health</p> <p>Be willing to undertake training relating to the CYP IAPT agenda and other areas of development as outlined within appraisal</p> <p>Liaison:</p> <p>To ensure effective liaison among relevant professionals working with children and families to ensure the emotional health and well-being needs of children and families are met</p> <p>To ensure effective multi agency partnership working and increase the accessibility for services that work with children and young people's emotional health and wellbeing needs</p> <p>Professional:</p> <p>To maintain professional registration and to act in accordance with professional codes of conduct, practice and guidelines</p> <p>To participate in the appraisal process, highlighting own developmental needs. Seek to enhance own personal and professional development</p> <p>To maintain accurate and up to date records in accordance with professional body and Trust policy & procedure</p> <p>To actively promote the Service and its reputation in order to develop understanding of the team's work and its responsibilities</p>	<p>Appraisal is up to date</p> <p>Standards are continually improved through participation in audit</p> <p>Service user feedback is sought and actioned accordingly</p>
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<p>To maintain up-to-date comprehensive clinical notes and prepare formal documents such as letters, reports and summaries, in line with Trust Policy & Procedures</p> <p>To record and submit statistical information as required by the service. Statistical info will be to both local for team information or to the Trust data collection system</p> <p>To maintain expected levels of clinician:client activity</p> <p>To ensure administrative tasks are completed within the time scales set down in service protocols</p> <p>To attend and participate in team meetings, business meetings, supervision and support meetings as required</p> <p>To contribute to the formulation and evaluation of policies and the development of ideas for changing policies as appropriate.</p> <p>To follow trust policies and procedures and maintain up to date skills and knowledge through participation in continuing professional development</p> <p>Clinical Governance:</p> <p>To participate in service audits, reviews and risk assessments</p> <p>To undertake/participate in research activities, and disseminate information to benefit vulnerable children</p> <p>To assist in ensuring that all practice is both clinically safe and can show evidence of evidence-based practice</p> <p>To comply with the Trusts directives/ guidelines in regards Clinical Supervision, Professional Development Programs and staff evaluation projects</p> <p>To undertake the range of qualitative and quantitative outcomes outlined within the service specification to ensure quality of service, complete quarterly reports and contribute to the Service's annual report.</p> <p>Ensure adequate mechanisms for service user involvement to influence service design</p> <p>To develop an ethos of continuous quality improvement, striving to deliver a higher standard of professional care to the child and family</p>	
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<p>Take measures in order to enhance service user feedback and engagement in service design, delivery and evaluation</p> <p>To value diversity and promote equality of opportunity ensuring that individuals are treated fairly and respected for their contribution in terms of experience, knowledge and skills.</p> <p>To be mindful to the needs of children, young people, families and individuals from a wide range of racial, cultural, sexual, religious and social backgrounds to be inclusive of learning disabilities and to develop with colleagues innovative ways of meeting these needs</p> <p>To maintain competency, skills and a thorough working knowledge of the Safeguarding Children agenda.</p> <p>To be aware of the current legislation and guidance relating to the safeguarding children agenda and work within the requirements for staff outlined within guidance</p> <p>To ensure that the care, safety and protection needs are prioritised in work</p> <p>To participate in safeguarding children supervision</p> <p>To access at least to the minimum standard required for safeguarding children competence of one day training per year and additional courses and seminars as required</p>	
Dimensions	
<p>To work as part of an integrated Community CAMHS team to provide emotional/mental health services to children and young people of Nottinghamshire county and a Specialist CAMHS service for Nottingham City</p> <p>To enhance transition between child and adult mental health services #</p> <p>To reduce mental health stigma</p> <p>Observe Trust policy & procedure and that of the registering/statutory body</p> <p>Enhance professional working relationships</p>	
Safeguarding	
<p>All employees are responsible for taking all reasonable measures to ensure that the risks of harm to children and vulnerable adults are minimised. They should take all appropriate actions to address concerns, working to agreed local policies and procedures including the guidance on</p>	

Safeguarding, in partnership with other relevant agencies. This includes accessing appropriate training, advice, and support.

Disclosure and Barring Services

Where this post relates to the types of work, activity, employment, or profession as set out in The Exceptions Order made under the Rehabilitation of Offender Act 1974; the post will be subject to a DBS Disclosure check at the point of recruitment and thereafter, as the Trust determines appropriate. The level of the check will be determined by the type of activities undertaken and the level of contact the post holder will have with children and/or adults in receipt of health services.

Infection Control

All employees of Nottinghamshire Healthcare NHS Foundation Trust have an individual responsibility to have knowledge of and employ the basic principles of infection prevention and control practice. All employees must comply with infection prevention and control mandatory training requirements specific to their role.

Equality and Diversity

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation.

Sustainability and Net Zero – Supporting Our Green Plan

The Trust places great importance on reducing its carbon footprint and maximising the positive social, economic, and environmental outcomes of Trust actions and activities on its patients and the planet. It is the responsibility of all staff to support the delivery of the Trust's Green Plan and contribute to achieving Net Zero Carbon. This will include using energy and water efficiently, reducing the consumption of materials, reducing waste, and increasing recycling, printing less, reporting faults or heating/cooling concerns promptly and minimising travel.

Data Quality Statement

All staff of Nottinghamshire Healthcare NHS Foundation Trust have a responsibility for data quality, improved data quality leads to better decision-making across the Trust. The more high-quality data, the more confidence the organisation has in decisions. Good data decreases risk and can result in consistent improvements in results. Employees within data roles have a responsibility for inputting high quality data (accurate, valid, timely, complete) and for ensuring that high quality data is maintained.

Communication

Providing and receiving complex, sensitive and confidential information, where there is a requirement to communicate in a professional manner with patients, carers, other healthcare professionals and agencies where there are limitations/barriers to understanding with regards to comprehension, concentration, capability and communication.

An ability to demonstrate empathy persuasion and reassurance to vulnerable patients and their carers

To work with the Operational Lead and Clinical Lead to initiate, maintain and strengthen positive working relationships with all young people and their families that are referred to the service

To demonstrate excellent and effective communication skills, applicable primarily when working with young people and their families, and also when engaged with other professionals

Ability to communicate sensitive and pertinent information to children, families, relatives and other professionals

Demonstrate empathy and reassurance and be clear and concise in delivery

Knowledge, Training and Experience

Appropriate and relevant professional qualification to degree level, plus further specialist knowledge/post registration experience to Diploma level equivalent

Holds current registration with the NMC and adheres to their Code of Conduct

Experience of doing a holistic emotional health and wellbeing assessments within a community setting.

Ability to plan, implement and evaluate a package of interventions for children and their families

Post registration experience in mental health or learning disability

Awareness of legislation, policy and guidance relating to Children and young people and emotional and mental health

Knowledge of child and adult safeguarding

Ability to work on own initiative and to manage own time well, by prioritising own workload.

Knowledge and experience of team work, ability to be integral member of the team.

Excellent health skills, knowledge and experience

Ability to provide training, teaching and consultation to universal services

Collaboration and liaison skills

Experience offering expert advice to a range of health and social care professionals

Analytical and Judgement Skills

Judgements involving complex facts or situations, which require the analysis, interpretation and comparison of a range of options.

Demonstrate an ability to carry out a comprehensive assessment of specialist health and wellbeing needs

To develop and modify care bundles and where appropriate involve other services

<p>To be able to identify and manage crises and to make judgments related risk</p> <p>Required to obtain and analyse information to inform assessment, formulation and intervention/packages of care</p>
Planning and Organisational Skills
<p>Able to work on own initiative; prioritise and manage own caseload.</p> <p>Carry out new/comprehensive assessments in a wide variety of community settings.</p> <p>Co-ordinating plans of care with other professionals and agencies when required.</p> <p>Ability to assess, formulate and initiate packages of care.</p> <p>Co-ordinate and facilitate an appropriate discharge plan</p>
Physical Skills
<p>There is a requirement for the post holder to use physical skills obtained through practice such as breakaway techniques. Travelling across Trust sites and to patients' homes</p>
Responsibility for Patient/Client Care
<p>Develop programmes of care/care packages and provide specialist advice</p> <p>To assess, design, implement and evaluate safe creative and effective treatment plans in collaboration with the patient's needs, their carers and other professionals</p> <p>The post holder will be required to initiate treatment decisions and regularly review packages of care</p> <p>Liaise with and refer to other professionals as appropriate</p>
Responsibility for Policy/Service Development
<p>Implementation of policies/procedures for own work area and proposes changes which may be clinically/research indicated</p> <p>Participates in the development of evidence based effective practices in the service</p> <p>The duties and responsibilities of the post will be undertaken in accordance with the Policies, Procedures and practices of Nottinghamshire Healthcare NHS Foundation Trust. It is the post holder's responsibility to ensure they keep up to date with these policies and other policy documents.</p>
Responsibility for Financial and Physical Resources
<p>To maintain a personal duty of care for financial and physical resources.</p>

Responsibility for HR
<p>Provides advice and demonstrates own activities to new or less experienced staff i.e. new starters, trainees.</p> <p>To participate in appropriate training courses or updates in accordance with mandatory requirements and/or individual</p> <p>Personal Development plans. Regularly responsible for operational and clinical supervision of non-registered staff and supervision of students</p>
Responsibility for Information Resources
<p>Input and retrieve patient data in a timely manner to assist in ensuring that Trust and CQUIN targets are met</p> <p>Undertake accurate record keeping</p> <p>Maintaining clinical records in accordance with trust policy</p> <p>Validation of data/records submitted by non-registered staff</p>
Responsibility for Research and Development
<p>To undertake surveys and audits as necessary in own area of work.</p> <p>To undertake/participate in research activities, and disseminate information to benefit vulnerable children.</p>
Freedom to Act
<p>Expected results are defined but the post holder decides how these are best achieved. Accountable for own actions, and not directly supervised.</p> <p>Works within codes of practice and professional guidelines in accordance with Trust policy and procedures, managing their own defined caseload and accountable for their own practice</p>
Physical Effort
<p>Frequent requirement for moderate physical effort for several short periods during a shift when manoeuvring patients for treatment</p> <p>Requirement to travel to patients' for home visits on a regular basis</p>
Mental Effort
<p>Frequent concentration where the work pattern is unpredictable. Frequent requirement to undertake patient/environmental observations and risk assessment of patients conditions</p>

Emotional Effort

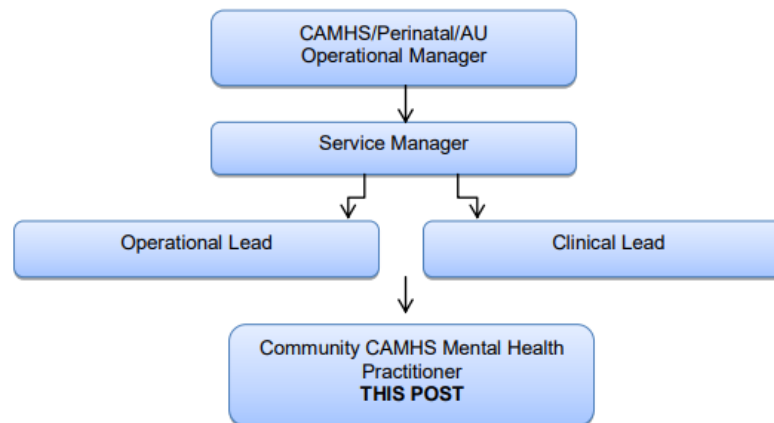
Frequent exposure to distressing or emotional circumstances, occasionally highly distressing due to the patient group involved and the unpredictable, varying and intensive nature of their illness and associated risks.

Working Conditions

Frequent exposure to unpleasant working conditions, occasional highly which may be due to the unkempt home environment of some patients, verbal abuse and exposure to body fluids.

Some exposure to hazards where personal alarms will be required

Organisation Chart



Our promise to you

We will ensure that you are supported and lead in line with our Trust Values: **Trust**, **Honesty**, **Respect**, **Compassion** & **Teamwork**



Nottinghamshire Healthcare NHS Foundation Trust actively works to fulfil the seven elements of the NHS People Promise.

We will adhere to the promise and support all our colleagues, assuring that we are continuously striving to listen to colleagues, adapting accordingly and striving always to be the best place to work.



Signatures

After reviewing the document, please sign to confirm agreement

Post holder:

Date:

Line Manager:

Date:

Next level Manager:

Date:

EMPLOYEE SPECIFICATION FOR THE POST OF COMMUNITY CAMHS MENTAL HEALTH PRACTITIONER

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation

Attribute	Essential	Weight	Desirable	Weight	How Identified
Values	All colleagues are expected to demonstrate at interview that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: Trust Honesty Respect Compassion Teamwork	2			I
	All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation	2			
Physical Requirements	Has the ability to perform the full range of duties	2			
Qualifications - Academic / Craft / Professional	Relevant Professional qualification eg RMN. RN, HV, OT, clinical psychology, Social Worker at degree level or higher; teaching qualification	2	Educated to Degree level	2	A
	Registration with relevant professional body	2	Qualification in therapeutic approaches with children and families eg CBT systemic, solution focused, play therapy	2	
Experience	Significant proven post registration experience	2	Experience providing clinical supervision and mentoring	2	A/I
	Experience of providing mental health assessment and intervention to service users presenting with a wide range of different emotional & mental health needs.	2	Community experience	2	
	Proven ability to engage and develop therapeutic relationships with service users	2	Experience in delivering group interventions/treatments	2	
	Experience of Multi agency & multi-disciplinary working	2	Experience in providing evidence based treatments and interventions to children, young people and their families/carers	2	

	Experience in provision of evidence-based treatments and interventions	2	Experience engaging children& young people therapeutically	2	
	Experience in the meaningful use of Routine Outcome Measures (ROMS) in clinical practice	2	Experience in using ROMS with children & young people	2	
	Proven ability to undertake accurate risk assessments and management plans	2			
	Proven ability to recognise and respond to identified safeguarding concerns	2			
	Ability to manage a defined caseload and organise diary schedule	2			
	Ability to maintain accurate, contemporaneous case records in line with Trust policies and procedure	2			
	Ability to be an autonomous practitioner whilst also being an integral part of a multi-disciplinary team	2			
	Experience of using clinical supervision effectively to enhance practice and client outcomes	2			
Knowledge	Knowledge of relevant legislation and documents pertaining to children (eg Children's Act, Mental Health Act, Future in Mind, Delivering With Delivering Well, NHS Long Term Plan, CYP IAPT)	2	Knowledge and application of behaviour programmes and support for parents of children with emotional health problems	2	A/I
	Knowledge and experience of provision of a holistic emotional/mental health assessment	2			
	Knowledge of and commitment to anti discriminatory/ anti oppressive practice and equal opportunity	2			
Contractual Requirements	To work flexibly with regard to location and hours	2			

	A full UK driving licence and vehicle for business use is required for this post; however reasonable adjustments will be made for disabled individuals in line with the Equality Act 2010.				
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PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT 2010