
JOB DESCRIPTION

DATE: Feb 2024

JOB DETAILS

JOB TITLE:	Specialist CAMHS Mental Health Practitioner – Non-Medical Prescriber
BAND:	7 upon qualification (or retention of Band 7 if currently working at this level)
HOURS:	37.5 (with flexibility)
DEPARTMENT:	BeeU, Child & Adolescent Mental Health Service (CAMHS)
LOCATION:	Shropshire, Telford and Wrekin (flexible base dependent upon candidate)
REPORTS TO:	CAMHS Team Lead

ACCOUNTABLE TO: Head of Children, Young People and Family Services

RESPONSIBLE FOR:

The assessment of need and delivery of safe and effective interventions for CYP and managing complex risks, in accordance with recognised clinical guidance.

Managing and co-ordinating a caseload of CYP with complex MH needs including prescribing and sharing skills within the Multi-Disciplinary Team (MDT).

Supporting and providing clinical leadership on the development of the NMP function within the team.

Working as part of the MDT and in an integrated way with wider teams and services to meet the needs of the CYP & Families.

Offering advice, support and supervision to other healthcare professionals including actual and supervisory prescribing.

WORKING RELATIONSHIPS

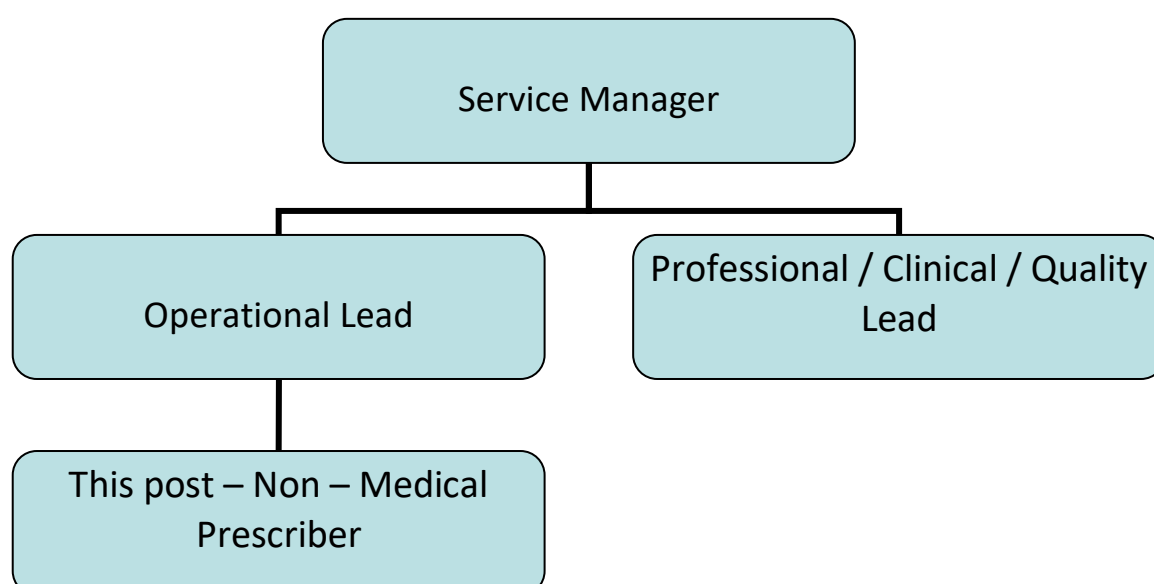
Internal: To communicate confidently and efficiently and to work collaboratively with clinicians and others to deliver high quality needs-led service based on local and national guidance. Actively engages with, listens to and seeks views of the multidisciplinary team. To work collaboratively with other professionals within the multidisciplinary team and pathways within BEEU, Administrators, and maintains support services i.e. Facilities and Estates and HR, other teams and individuals across the Trust

External: Actively engages with patients/carers and key stakeholders to influence, enhance and improve the patients' experience. This includes the Local authority, schools, colleges, other healthcare providers, statutory bodies, voluntary sector, non-healthcare workers building relationships across professional and organisational boundaries, breaking down barriers and enhancing the patient journey

JOB PURPOSE.

The post holder will deliver a high quality, comprehensive mental health service for children and young people with serious and enduring mental health difficulties. The role involves managing a defined caseload with a focus on working with children and young people and their families who experience a complex range of needs and difficulties. The post holder will provide assessments and interventions for CYP as part of the MDT and act as a non-medical prescriber/trainee non-medical prescriber within the team. They will complement the multi-disciplinary working of the team, providing supervision for other team members, as agreed with the Team lead. They will participate in team and service development and evaluation. Liaison, advice and consultation with a wide range of agencies are central to the role.

ORGANISATIONAL STRUCTURE



KEY RESPONSIBILITIES

Main duties and responsibilities

- To provide specialist assessments of children and young people referred to CAMHS based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological & physical health self-report measures, rating scales, outcome measures, direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the CYP's care.
- To take a lead role in the development of clinical services for young people accessing CAMHS, both referred to the team and those identified as requiring additional consultation.
- Be an essential member of the multi-disciplinary team and will be able to facilitate the co-ordination of care on a multi-disciplinary basis to the CYP & Family.
- The post holder will also be a non-medical prescriber with a qualification recorded on the appropriate professional register as an independent / supplementary prescriber or will be starting their training to achieve this. They will work in partnership with CYP, families and medical prescribers to fulfil the role of non-medical prescriber. They will promote CYP well-being via timely access to prescribed medication and review.
- Provide expert assessment, formulation and intervention and support to all children, young people and families referred to the service providing evidence-based specialist interventions.

- Formulate plans of care and negotiate the implementation of such plans and the sharing of complex, sensitive, confidential and at times contentious information e.g. child protection issues.
- To be responsible for implementing a range of clinical interventions for children and young people, their carers, and families, within and across teams employed individually and in synthesis, adjusting and refining formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
- To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group.
- To exercise autonomous professional responsibility for the assessment, treatment and discharge of CYP.
- To provide specialist advice, guidance and consultation to other professionals contributing directly to CYPs' formulation, diagnosis and treatment plan.
- Provide expert Child and Adolescent Mental Health care and support to all children, young people and families referred to the service providing evidence-based specialist child and adolescent mental health interventions.
- To contribute directly and indirectly to improving the understanding of child and adolescent mental health needs to the benefit of all patients of the service, across all settings and agencies serving the patient group.
- To undertake risk assessment and risk management for individual patients and to provide advice to other professionals and biopsychosocial aspects of risk assessment and risk management.
- To act as care coordinator, where appropriate, taking responsibility for initiating planning and review of care plans with CYP, families and carers referring agents and others involved in the network of care.
- To work collaboratively with CYP, families and the wider MDT to provide clinical management plans that support independent prescribing.
- As an independent prescriber to work collaboratively with medical prescribers (or on completion of the course) from the core services, CYP and families to communicate prescribing decisions, clinical rationales, and treatment plans.
- To receive mandatory supervision from the appropriate nurse prescribing forums, including Medical prescribers on completion of the course.
- To maintain and develop clinical and pharmaceutical knowledge relevant to area of practice.
- To review, diagnose and generate treatment options within the role of non-medical prescriber/trainee non-medical prescriber/senior nurse. Using recommended evidence-based assessments and outcome measures to evaluate care
- To produce non-medical prescribing plans (once appropriate) that are timely, relevant, accurate, evaluated, dated, signed, legible and objective and communicate these to other relevant agencies. These must be in keeping with best practice guidance such as NICE
- Demonstrate decision making and problem-solving skills as a non-medical prescriber To communicate in a skilled and sensitive manner
- To receive regular clinical professional supervision from a senior clinician and, where appropriate, other senior professional colleagues.
- To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other MDT staff as appropriate.
- To provide professional and clinical supervision to more junior colleagues, students and trainees.
- To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.
- To access and attend NMP events and forums as per Trust policy and Approval to Practice To comply with the Nursing Midwifery Council Professional Code of Conduct and the NMC Standards for Prescribers
- To be responsible for the safety and security of the FP10 prescription pad once qualified in accordance with trust policies and procedures.
- To maintain and update non-medical prescribing skills.
- Participate in relevant Trust audits including Prescribing audits and evaluations.

- To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes, in consultation with the post holder's professional and service manager(s).
- To maintain the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice and Trust policies and procedures.
- To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
- To advise and contribute to developments on accessible sources of information for CYP and Families and elicit their views on services.
- To participate in the current and any future Duty/hospital rotas.

Systems and equipment

- Maintain timely data collection and regular inputting of information through the use of data collection systems e.g. daily diaries/RIO, Safeguard, ensuring that confidentiality is maintained at all times in accordance with legislation and Trust policy.
- Responsible for ensuring actions are carried out where safety alerts are issued regarding equipment.

Decisions and judgements

- To contribute to the development, evaluation and monitoring of the service's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
- To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
- To positively promote the role of the non-medical prescriber to other agencies / disciplines. To be able to access, critically appraise and apply relevant information/ knowledge in
- clinical practice.
- Ensure that practice is evidence-based paying particular attention to the Trusts guidelines, policies, protocols and pathways.
- Be available for individual supervision with agreed clinical and managerial supervisor in line with Trust policies.
- Implement, review and maintain Trust Policies and Procedures and propose changes to working practices where appropriate

Communication and relationships

- Communicate sensitive diagnosis and treatment related information with CYPs, utilising highly developed communication skills to overcome barriers to understanding.
- Establish therapeutic relationships with CYP and families/carers, and implement evidence based therapeutic interventions with appropriate boundaries in accordance with professional code of conduct.
- Ensure that all members of the multi-disciplinary team, their colleagues, service users and appropriate others are informed/updated of changes involving current care plans, progress, mental state and psychosocial factors in line with best practice.
- Liaise with and advise CYP and families/carers and other, local authority, statutory and third sector agencies.
- To develop and maintain close links with other CAMHS teams and partnership agencies
Communicate sensitive information to parents and carers.
- Use a range of communication styles and channels as appropriate to the task.

Physical demands of the job

- The post holder will be expected on a daily basis to implement highly developed physical skills pertinent to the area of specialism, for example, such as de-escalation skills, driving, manual handling, and skills relevant to professional role.
- Standard keyboard skills required for inputting data onto RiO.

Most challenging/difficult parts of the job

- The nature of the client group is such that the post holder will be required to concentrate when assessing and implementing programmes of care and will need to be able to address interruptions from other service users/staff as necessary.
- Post holder will be frequently exposed to emotionally distressing clinical information and situations.
- The post holder may be exposed to extremely challenging behaviour that may include physical and non-physical assault.
- To work with individuals and carers who may find it difficult to engage with the service or aspects of the service resulting in uncooperative or challenging behaviour that has to be managed.
- Needing to be flexible and responsive to patient requirement, necessitating frequent reorganisation of working schedule at short notice on a daily basis.
- To be aware of possible safety implications of lone working for self and others.
Post holder will be expected to manage crisis information and clinical situations via the telephone, virtually and face to face as part of their daily role.

JOB STATEMENT

Infection Control

Maintain an up to date awareness of the infection control precautions relevant to your area of work and implement these in practice. As a minimum, this must include hand hygiene, the use of personal protective equipment, the use and disposal of sharps and communicating the importance to patients, prison staff and other health care staff you are working with. Details of the precautions and sources of advice and support to assess and manage infection control risks are provided through mandatory training which all staff must attend at intervals defined in the Trust policy on mandatory training and can be found in the Trust's infection control policies and national guidance, such as that published by NICE.

Learning and Development

As an employee of the Trust, you have a responsibility to participate, promote and support others in undertaking learning and development activities. This includes a proactive approach to ensuring you meet the statutory/mandatory training requirements of your role, and engaging in KSF appraisal processes in line with Trust policy and guidance.

Health and Safety

As an employee of the trust you have a responsibility to abide by the safety practices and codes authorised by the trust. You have an equal responsibility with management, for maintaining safe working practices for the health and safety of yourself and others.

Constitution, Competence and Capability

As an employee of the Trust you have a responsibility to promote and abide by the rights and responsibilities outlined in the NHS Constitution. You are additionally expected to adhere to Organisational/National/Regulatory Codes of Practice relevant to the role you are employed to undertake. At all times it is expected that you will limit the scope of your practice to your acquired level of competence and capability.

Dignity at Work Statement

Midlands Partnership NHS Foundation Trust are committed to treating all of our staff with dignity and respect. You are responsible for behaving in a way that is consistent with the aims of our Equality and Diversity Policy. This includes not discriminating unfairly in any area of your work and not harassing or otherwise intimidating other members of staff.

Safeguarding Children and Vulnerable Adults

All Trust employees are required to act in such a way that at all times safeguards (and promotes) the health and well being of children and vulnerable adults. Familiarisation with and adherence to Trust Safeguarding policies is an essential requirement of all employees as is participation in related mandatory/statutory training.

PERSON SPECIFICATION

JOB TITLE: Specialist Mental Health Practitioner – Non-Medical Prescriber	
DEPARTMENT: BeeUCAMHS	BAND: Band 7 upon qualification (or retention of Band 7 if currently working at this level)

Qualifications and training

Essential

- Qualified and Registered (with appropriate professional body) health professional trained to degree level or equivalent
- Non Medical Prescriber (V300) or working towards this
- Training in Child and Adolescent Mental Health

Desirable

- Additional training in therapeutic modality, e.g CBT, Family Therapy, EMDR, Solution Focussed, Motivational Interviewing,
- Appropriate training / qualification in supervision

Experience

Essential

- Experience of providing care and support to children and young people
- Experience of providing care and support in the NHS
- Experience of integrating care across multi disciplinary and multi agency teams
- Experience of assessing and managing complex needs including risk

Desirable

- Experience of working in CAMHS
- Experience of teaching, training, or supervising
- Experience of completing clinical audit

Skill, Knowledge, Ability

Essential

- Knowledge of all relevant legislation i/e Children's Act, Mental Health Act, Mental Capacity Act, DOLS,
- Knowledge of all relevant NICE guidance and clinical evidence base for practice
- Ability to independently prescribe medication to manage and treat common mental health difficulties as part of a care plan
- Excellent interpersonal and communication skills
- Ability to manage own caseload and contribute to MDT and team working
- Ability to establish and maintain meaningful therapeutic relationships with client group and their wider system

Desirable

- Ability to work flexibly and deliver care in patients homes, community venues (i.e café's, parks)
- Skills in conflict resolution
- Knowledge of supporting staff appraisal and performance review
- Supervisory skills and knowledge
- Excellent knowledge of clinical outcome measures
- Able to deliver consultation, training, teaching to other professionals

Personal Attributes, Values, Behaviours

Essential

- Enthusiastic about supporting children and young people
- Committed to service user participation
- Demonstrates trust values and behaviours in every interaction

Desirable