

JOB DESCRIPTION

JOB DETAILS

Job Title:	Community Mental Health Practitioner S-CAMHS
Pay Band:	6
Directorate:	Mental Health & Learning Disabilities
Department:	Specialist Child and Adolescent Mental Health (S-CAMHS)

ORGANISATIONAL ARRANGEMENTS

Managerial Accountable to:	Head Specialist S-CAMHS & Psychological Therapies
Reports to:	S-CAMHS Service Manager
Professional Accountability:	Head of Nursing
Responsible For:	Student Nurses
Organisation chart:	Head S-CAMHS & Psychological Therapies S-CAMHS Service Manager Team Lead

JOB SUMMARY / PURPOSE

The post holder will have responsibility for working within the multi disciplinary team, Specialist CAMHS as a Community Mental Health Practitioner providing community mental health interventions.

The Post Holder will undertake Mental Health Assessments / WARRN Risk Assessment with children and young people referred to the service in line with the Choice and Partnership Approach(CAPA) which is the SCAMHS service model.

The post holder will have responsibility for implementing innovative evidence based

practice, monitoring and evaluating practice and undertaking specialist Mental Health Assessments with children and adolescents referred to the service in line with the agreed protocols.

The post holder will post holder will act as a Care Coordinator for Care and Treatment Planning (CTP) in line with the Mental Health Measure ensuring CTPs are regularly reviewed and updated.

The post holder will also work as part of the multidisciplinary Specialist CAMHS (S-CAMHS) Service undertaking specialist mental health assessments and therapeutic interventions to a wide range of clinical presentations.

The post holder will directly contribute to the positive working environment within the multidisciplinary team and ensure the Health Board values are integrated into all nursing practice.

The post holder will have the responsibility for the provision of a responsive community outreach service for those children who need an integrated and flexible approach ensuring engagement and a needs led service.

The post holder will be effective in robust communication and attendance at multiagency meetings. The post holder will require a degree of professional autonomy and will be required to account for their professional practice through appraisal and audit.

MAIN DUTIES AND RESPONSIBILITIES

To undertake a holistic mental health assessment of children and young people referred to the team using evidence based assessments in order to make a professional assessment and identify mental health problems early in their development

To promote the emotional and mental health needs of children and young people within SCAMHS

Plan, organize and disseminate complex facts and situations, interpret information and give informed judgments on possible options to care.

To promote early identification and intervention for those children with psychological and emotional health in line with the S-CAMHS Service model - Choice and Partnership Approach (CAPA).

To be active in implementing a multi-agency working relationships that ensures integration of care.

To plan and collaborate with other professionals and agencies within the localities in the development of a range of evidence based strategies and interventions to promote the psychological and emotional health of children and young people.

Undertake case management and act as a Care Coordinator and provide evidence based

interventions for those assessed to have mental health problems.

Work across agencies and boundaries to develop a coordinated response to children's mental health

To work within the SCAMHS systems to promote early intervention , prevention and promote the development of positive emotional and mental health

To convey the outcomes of assessments to children, young people and their families/carers where there may be barriers and limitations to understanding and acceptance of recommendations made.

To conduct comprehensive risk assessments of children/young people and formulate risk management plans including liaison with appropriate agencies regarding risk issues

To provide evidence based interventions for those children and their carers/ parents identified with mental health needs that meet the criteria for S-CAMHS and achieve positive outcomes for children and young people.

To act as a Care Co-ordinator in accordance with The Mental Health (Wales) Measure 2012 for an identified caseload of individuals.

Provide evidence based therapy in a specialist area with young people who may present with complex difficulties due to trauma, disrupted patterns of attachment and emotional and mental health needs.

To plan, formulate and provide individual packages of care and psycho-education for children/young people and their families/carers that takes into account the complexities of family systems, and their professional and significant social networks where there may be resistance to acceptance of outcomes and recommendations.

To contribute a nursing perspective , practices and safeguarding expertise to care planning alongside the multi-disciplinary team and wider clinical team.

To provide a consultation function to other professionals for children and young people referred into S-CAMHS to ensure their emotional and mental health needs are prioritised following assessment.

To support and strengthening S-CAMHS provision across all Children services by attending multi agency meetings and ensuring robust communication between all agencies.

To build strong relationships with both internal and external agencies through effective and systemically informed practice.

To build professional relationships with children and young people, their families/carers and to use that relationship to promote their mental health and safeguarding needs.

Provides advice and support to families/carers as and when required.

To ensure that the needs of the client group is paramount, and be aware of and adhere to Safe Guarding and Child Protection and support appropriate referral to SafeGuarding services in collaboration with the lead S-CAMHS Clinician

To maintain continuous professional development, professional registration and an awareness of any change in legislation and related policies and practice in addition to sharing this knowledge with other colleagues.

To provide specialist advice and consultation, as well as clinical supervision and teaching/training to other professionals, students and individuals and groups.

Service Management

The post holder has a key role in providing specialist health advice and knowledge to the multi agency care assessment and operational planning of young persons in S CAMHS

Interpret complex and sensitive health information and reach conclusions based on clinical judgement, research evidence and management of risk in order to promote and improve individual health outcomes.

Ensure the specialist assessments take place within the statutory time scale and that accurate health care plans are written.

Ensure compliance with Record keeping Policy, maintain health records as per Care Partner policy

Provide highly specialist advice to young people, whilst jointly agreeing with the young person a specialist care plan which meets their complex health care needs.

Promote the improvement of health outcomes for LAC and to ensure that the health process is effective and child focused.

Service Improvement

Be an active member of the S-CAMHS team. Highlight, share and disseminate best practice and play an active role in contributing to service development.

To contribute to the development of the service by being up to date with research knowledge and to maintain contemporary working knowledge of legislation, statutory frameworks and codes of practice.

Contribute to and understand the importance of data collection and monitoring and evaluation of the service.

Assist line manager to undertake audit and service reviews in line with service developments.

To support and implement changes in methods and approaches to work as may be required.

To undertake such other duties and responsibilities commensurate to the post and band, as may be reasonably required by the Service Manager

Participate in the development of business cases, operational policies and reports as appropriate.

Communications

Support and empower the child or young person to contribute to decisions about their own health at the appropriate stage of development.

The post holder will receive information on a daily basis with children and families who have experienced deterioration in mental health, child abuse and neglect and who have significant emotional and physical health needs.

The post holder will be expected to interpret and analyse the highly complex emotive information and make professional judgements/formulate solutions and make decisions about the best course of action for the child's treatment/care in order to improve health outcomes.

To develop positive working relationship with Children and Adult's Social Services, other local authority services and health services including drug and alcohol services, education and services delivered by the Third Sector.

Attend interagency meetings and provide verbal/written feedback on assessments undertaken to referring professionals.

To record relevant information as consistent with the Health Boards record keeping policy

Keep accurate contemporaneous records in accordance with the relevant standards

Respect the rules of confidentiality and adhere to information sharing protocols

To make clinical decisions and work autonomously having an understanding of a range of clinical practice requiring expertise and experience within S-CAMHS

Communicate sensitively with children and young people, dealing with interruptions, lack of attention or aggressive behaviour appropriately.

Use highly developed clinical and communication skills to provide age appropriate information regarding highly complex, sensitive and contentious information.

Sharing information with the child or young person highly distressing information acknowledging the impact and anxiety that this may cause them.

Using motivational and persuasive techniques to encourage behavioural and lifestyle changes which could improve health outcomes for the vulnerable child.

Establish and maintain highly effective multi-agency communication processes and relationships in order to contribute to the holistic care plan for vulnerable children and young people.

Utilise active listening skills when undertaking health assessments in order to interpret complex sensitive personal history and information and make an assessment of a child's health needs or risks to health.

Liaise with GP's, Pediatricians and other health care professionals, as appropriate to ensure that individual health care plans are met both in and out of county.

Use highly developed communication skills to manage and resolve professional differences of opinion.

Work with the County Leads for Safeguarding Children to ensure the needs of vulnerable children are addressed and seek advice if safeguarding becomes a concern.

Develop and deliver specialist training programmes to health professionals, social workers and foster carers in order to enhance their understanding of the health needs of vulnerable children.

Work closely with families and other professionals/agencies to develop and agree tailored health promotional activities for optimal health gain.

The post holder will be expected to deal with highly complex, sensitive information such as disclosures and allegations of abuse for which they will need to follow through the Safeguarding Procedures.

Initiate specific referrals to the Specialist services within child and adult mental health and where appropriate attend referral meetings

Attend business meetings and participate in regular training within Specialist CAMHS

Communicate via a variety of process which includes written, verbal electronic and information sharing in line with local /national policies

Finance and Resources

The post holder is responsible for using resources and equipment in a safe and effective manner.

The post holder will play a key role in identifying gaps in service, training need and advising management on priorities for training within the budget allocation.

Act within the Health Boards Standing Financial instruction

Personal and People Development and People Management

Prepares for and participates in the PADR process in accordance with organisational policy and identifies opportunities to develop own competence/skills in order to achieve objectives.

Identify own training needs as part of the appraisal and personal development process and participate in regular CPD to ensure that a specialist level of knowledge and understanding of child protection is maintained.

Maintain clinical competency and registration with the Nursing and Midwifery Council and fulfil the Council's requirement for practice and continuous professional development. The post holder will be expected to manage and organise their own time effectively and ensure that deadlines are met.

Participate in regular personal supervision both individually and as part of the Nursing Team in S CAMHS.

Provide specialist supervision and support to parents and staff in managing sensitive and distressing situations in relation to children who have become looked after.

Provides appropriate support to others to improve their knowledge and understanding and shares own knowledge, skills and experience with others through the delivery of specialist training programmes.

Ensure the maintenance of standards of practice according to the employer and any regulating, professional and accrediting bodies, and keep up to date on relevant new recommendations/guidelines set by the Welsh Assembly Government and the Department of Health.

To be responsible for personal development and education in line with mandatory and professional requirements

To attend regular individual, group and peer supervision with the Nurse Lead

To be committed to personal development and training as required

Information Processing.

Utilise a range of assessment methods that are appropriate to individual need, context and culture, based on evidence of good practice.

Ensure that information sharing protocols are implemented and that relevant information is communicated to other health professionals involved in the care of the child/young person.

Ensure that appropriate clinical records are maintained and stored securely in line with Data Protection requirements.

To ensure documentation and care plans are comprehensive and of the highest standard in line with Health Board policy

To be computer literate and hold the necessary skills to work with information management systems and produce good quality data in a variety of formats.

Regularly required to produce clinical reports and structured assessments.

Responsible for the handling of sensitive verbal and written information.

Participate and increase accessibility in relation to service user involvement and client satisfaction surveys.

To seek out knowledge pertinent to practice and apply evidence based practice to clinical work.

Assist in the collection of data within own area which may be used to identify service need and gaps across agencies in relation to emotional and mental health needs.

Ensure that appropriate clinical records are maintained and stored securely in line with Data Protection requirements

Health, Safety and Security

Work within the Clinical Governance Framework for the directorate and Health Board..

Participate as required in the investigation of complaints related to child protection or the delivery of services to young people.

Ensure that appropriate records are maintained of child protection concerns and action taken.

Work in line with requirements of the Health Board's Lone Worker Policy.

The post holder will be required to travel throughout the geographical area to rural home locations as well as health service premises.

Deliver specialist training to carers and young people.

The post holder will be aware of potential risks within the clinical or other environment and ensure good adherence to good health and safety practice in accordance with the Health Boards requirements reporting any issues of concern to the line manager.

Identify any potential risks to self, service users, colleagues and all others following the risk assessment process and report any potential risks to the line manager suggesting ways that these risks may be reduced

Will support and encourage individuals to dispose of hazardous materials and equipment in a safe manner and place immediately after use

Be fully conversant with legislation relation to children's health including the Children Act, Gillick competence and LSCB, Mental Health Act and Capacity.

Attend mandatory training in relation to Health and safety, Infection control and Safe Holding for children.

Develop work plans consistent with the team's philosophy and service objectives.

Quality

Contribute to the evaluation and monitoring the quality of health care plans produced by other professionals and play a key role in the quality assurance process.

Contribute to ensuring the implementation of, and auditing compliance against National Service Framework Standards through the Implementation of processes to monitor and

audit the movement of vulnerable young people between placements to ensure their safety and wellbeing.

Maintain up to date knowledge of key legislative issues and research findings concerning the health and well-being of children and young people looked after.

The post holder will maintain high quality in all areas of work and practice including effective team working. Will support quality using a range of different approaches including codes of conduct, evidence based practice, guidelines and legislation and protocols, policies and procedures.

Provide audit within own area of speciality to assess and improve service delivery.

To work within the Clinical Governance Framework of the Directorate and Health Board.

Will work within limits of own competence and levels of responsibility and accountability within the team and be an effective and responsible team member

Support others effectively during times of change and work with others to overcome problems and tensions as they arise and ensure that own work load is managed effectively

Equality and Diversity

To ensure that equality and diversity issues are recognised and addressed in accordance with legislation, policies and procedures.

Actively promote equality of opportunity and diversity in own area of responsibility. It is intended to go beyond compliance with equality legislation and move towards a situation where there is awareness in your area of and active commitment to the need to ensure equality of opportunity and the benefits of diversity.

Promote a greater understanding of the needs of looked after children and care leavers throughout the Health Board.

Effort and Environmental

Use of computer for clinical record keeping

Frequently required to concentrate and sit for long periods of long time whilst undertaking assessments and providing therapies.

Prepare detailed reports on a monthly basis

Dealing with young people with early years trauma, and abuse, and with moderate, complex and severe mental health problems implementing restraint procedures when required following formal training.

General

The post holder will need to ensure they are familiar with their terms and conditions of service

PERSON SPECIFICATION

ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications and Knowledge	<p>Registered Mental Health Nurse or Registered Nurse Learning Disability or equivalent qualification with NMC</p> <p>Good record of Continuing Professional Development to postgraduate diploma level</p> <p>Knowledge of Local and National developments in relation to Specialist CAMHS</p> <p>Knowledge of child protection, Children Act issues and other relevant legislation.</p> <p>Knowledge of legislation and national developments in respect of Children Looked after</p>	<p>To hold a post qualifying award in child care or therapeutic practice</p> <p>Recognised therapeutic qualification and accreditation (ie Family Therapy/ CBT/ CAT)</p> <p>knowledge of and experience of working in mental health, including with children and young people with serious mental health problems.</p> <p>Knowledge of and experience of working with the Choice and Partnership approach (CAPA)</p> <p>Knowledge of Mental Health (Wales) Measure and WARRN</p>	Application form and interview
Experience	<p>Demonstrable experience of utilising a range of social work skills at post qualifying level in a statutory children and families social work setting and / or Children and Adolescents Mental Health.</p> <p>Experience working as a Registered Nurse / Practitioner within A Child and Adolescent Mental Health Service and demonstrating the competences as required.</p>	<p>Experience of working in a multi-disciplinary setting and working with different professional disciplines involved in the provision of children and young people's health, education and social care</p> <p>Experience of</p>	Application form and interview.

	<p>Experience of safeguarding practice, working with children subject to a child protection plan, identifying and managing risk.</p> <p>Experience of having worked therapeutically with children and young people, with complex and traumatic early life experiences.</p> <p>Ability to meet agreed/specified service targets</p> <p>Ability to manage own caseload and time.</p> <p>Demonstrate high standards in written communication.</p> <p>Able to write clear reports and letters to referrers.</p> <p>Experience with routine outcome monitoring</p>	teaching and liaising with other professional groups.	
Language Skills		<p>Welsh Speaker (Level 1)</p> <p><i>Full details around the expectations associated with level 1 may be found at the bottom of this page</i></p>	Interview
Aptitude and Abilities	<p>High level of enthusiasm and motivation.</p> <p>Advanced communication skills</p> <p>Ability to work within a team and foster good working relationships.</p> <p>Ability to use clinical supervision and personal development positively and effectively.</p> <p>A high degree of self-awareness and ability to</p>		Application form and Interview

	<p>reflect on personal and professional attitudes and accept feedback.</p> <p>Commitment to the achievement of the highest possible standards of professional practice through co-working, consultations and the provision of advice, guidance and assistance.</p> <p>Ability to work under pressure, using personal and emotional resources in dealing with distressing circumstances.</p> <p>Ability to keep calm in urgent and unpredictable situations. Ability to de-escalate/calm situations when faced with verbal +/- physical aggression.</p> <p>Commitment to equal opportunities.</p> <p>Regard for others and respect for individual rights of autonomy and confidentiality.</p> <p>Computer literate with keyboard skills.</p> <p>Well developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.</p> <p>Has received training (either formal or through experience) and carried out risk assessments within scope of practice</p>		
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Values	<p>Ability to embrace the following personal values and behaviours on a daily basis -</p> <ul style="list-style-type: none"> • Dignity, Respect and Fairness • Integrity, Openness and Honesty • Caring, Kindness and Compassion <p>Ability to demonstrate a commitment to our organisational values -</p> <ul style="list-style-type: none"> • Working together to be the best we can be • Striving to develop and deliver excellent services • Putting people at the heart of everything we do 		
Other	<p>Ability to travel to locations throughout the health board in a timely manner.</p> <p>Able to work hours flexibly to the needs of the service.</p>		Interview

Level 1 Welsh

(Please note that for this particular post level 1 in spoken Welsh is desirable but not essential)

Listening/Speaking: Pronounce Welsh words, place names, department names, etc. Greet and understand a greeting. Use basic every day words and phrases, e.g. thank you, please, excuse me, etc. Understand / pass on simple verbal requests of a routine / familiar / predictable kind using simple language, e.g. 'May I speak to...'. State simple requests and follow up with extra questions / requests in a limited way.

Reading/Understanding: Understand simple key words and sentences on familiar / predictable matters relating to own job area, e.g. on signs, in letters.

Writing: Fill in simple forms, note down simple information, e.g. date and venue of a meeting, Welsh address, etc.

GENERIC STATEMENTS

NHS CODE OF CONDUCT FOR MANAGERS

**** For Managers only:**

The post holder will be expected to adhere to the standards laid down in the NHS Code of Conduct for Managers and at all times act in a manner that reflects and promotes the values of the HB. The post holder must ensure all activity and service objectives are effectively met in compliance with HBs standing orders and SFIs, scheme of delegated authority and employment legislation.

REGISTERED HEALTH PROFESSIONAL

**** For Registered Health Professionals only:**

All staff who are members of a regulatory body must comply with standards of professional practice/conduct. It is the post holders responsibility to ensure they are both familiar with and adhere to these requirements.

HEALTHCARE SUPPORT WORKERS

**** For Healthcare Support Workers only:**

All healthcare support workers should be familiar with and must comply with the Code of Conduct for Healthcare Support Workers in Wales.

COMPETENCE

The post holder is required to participate in the Hywel Dda PDR process and work towards meeting identified development needs. The post holder is required to demonstrate on-going continuous professional development. At no time should the post holder work outside their defined level of competence. If the post holder has concerns regarding this they should immediately discuss this with their Manager/Supervisor/Consultant. The post holder has the responsibility to inform those supervising their duties if they are not competent to perform a duty.

OUR VALUES

Hywel Dda University Health Board is a values driven organisation. The post holder is expected to uphold our values of dignity, respect, fairness, integrity, honesty, openness and caring, kindness & compassion underpin a behaviour framework which are supported by our organisational values of

- Putting people at the heart of everything we do
- Working together to be the best we can be
- Striving to deliver & develop excellent services

TEAM BRIEF

The post holder is required to actively participate in Hywel Dda Team Briefing in order to aid communication within the Health Board. Managers and supervisors will regularly deliver the Team Brief verbally to their own staff teams by means of a Core Brief and additional departmental information.

RISK MANAGEMENT/HEALTH & SAFETY

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the Hywel Dda. All staff have a responsibility to access occupational health, other staff support services and/or any relevant others in times of need and advice. The postholder has the responsibility for monitoring the progress on action plans in relation to risk, health

and safety. The post holder has the responsibility for the development of risk profiles and a risk register within their area of responsibility. The postholder has the responsibility for developing systems to monitor performance against agreed performance indicators.

HARRASSMENT & BULLYING

The HB condemns all forms of harassment and bullying and is actively seeking to promote a workplace where employees are treated with dignity, respect and without bias. All staff is requested to report any form of harassment and bullying to their line manager or to any Director of the HB.

RECORDS MANAGEMENT

The post holder has the responsibility for timely and accurate record keeping and where appropriate in accordance with professional guidelines. The post holder has the responsibility for the creation and maintenance of records in accordance with Hywel Dda policy and the data protection act.

FLEXIBILITY STATEMENT

The developing and rapidly changing nature of the organisation will require considerable flexibility from the post holder. This job description indicates the main functions and responsibilities for the post and is not intended to be a fully inclusive list and the duties and responsibilities specified in this job description are subject to change as the needs of the HB evolve. On agreement with the post holder, this job description will be amended, as necessary, in the event of future organisational and professional changes and/or personal development.

CONFIDENTIALITY

All staff may have access to confidential information about patients, staff or health service business. On no account must such information be divulged to anyone who is not authorised to receive it. Confidentiality of information must be preserved at all times whether at or away from work. Any breach of such confidentiality is considered a serious disciplinary offence, which is liable to dismissal and /or prosecution under current statutory legislation (Data Protection Act) and the HB Disciplinary Policy.

EQUAL OPPORTUNITIES

Hywel Dda University Health Board is committed to ensuring that, as far as is reasonably practicable, the way we provide services to the public and the way we treat our staff, patients and others reflects their individual needs and that individuals or groups will not face discrimination, harassment or victimisation, or be treated less favourably on the basis of sex, pregnancy and maternity, gender reassignment, disability, race, age, sexual orientation, religion and belief, family circumstances including marriage and civil partnership. To this end, the UHB has an Equality and Diversity Policy and Equality Impact Assessment Policy and Procedure and it is for each employee to contribute to enacting these policies.

OUTSIDE EMPLOYMENT/OUTSIDE INTERESTS

Any other work or outside interests must not conflict with the duties and responsibilities of your attendance for work as an employee of the HB.

ENVIRONMENTAL

The Hywel Dda Health Board is committed to its environmental responsibilities. The Board recognizes that its activities, including energy consumption, waste generation, transportation emissions, water use and resource consumption, have a significant impact

on the environment. As an integral part of its commitment to ensure high quality patient care, all staff have a responsibility to adhere to environmental policy and procedure at both an organisational level and within their own area of work to ensure legal compliance. Staff will do their utmost to minimize the environmental impacts of Health Board activities and services, and seek to continually improve operations to minimize their environmental effects. Staff should take note of relevant communications and attend mandatory training when required.

SMOKE FREE POLICY

All Health Board sites and premises and grounds are designated as smoke free areas. This policy applies to all staff, contractors/service providers, patients, visitors and the public.

SAFEGUARDING ADULTS AND CHILDREN

Every employee of the Health Board, whatever their job, role, profession, status or place of work, paid or voluntary, has a responsibility for Safeguarding both adults and children. Staff must:

- Understand the nature of abuse and how children and adults might be at risk of harm and neglect.
- Understand their own safeguarding responsibilities and what actions they may need to take.
- Know where they can access local policies and procedures in relation to Safeguarding Children and Safeguarding Adults.
- Report allegations or suspicions of abuse to their line manager, including suspicions about a colleague or manager, irrespective of their status, profession or authority. This includes whistle-blowing
- Know how to make a Safeguarding referral to Social Services and/or the Police for both adults and children to report allegations or if they have concerns.
- Know what services, advice and support are available locally to vulnerable children and adults and how to access help needed.

INFECTION CONTROL

"The document Commitment to Purpose: Eliminating Preventable Healthcare Associated Infection: A Framework of actions for healthcare organisations in Wales stipulates that all staff must understand their responsibility and accountability for Infection Prevention & Control and the Health Board must be assured of this on an ongoing basis". IP&C is the personal and individual responsibility of all Health Board staff. All staff have a responsibility to protect and safeguard patients, service users, visitors and employees against the risk of acquiring healthcare associated infections. This responsibility includes being aware of the content of and consistently observing, Health Board Infection Prevention & Control Policies and procedures; and best practice guidance in order to maintain high standards of Infection Prevention & control.

GENERAL

The postholder needs to ensure they are familiar with their terms and conditions of service.