

JOB DESCRIPTION

Post Title:	Senior Adolescent Outreach Case Worker –Adolescent Outreach Team [Adolescent Resource Centre]
Band:	7
Hours:	37.5 hours per week
Accountable to:	Service Director - CAMHS
Responsible to:	Team Manager – AOT, Associate Director of Nursing/ CAMHS Head of Psychology and Psychotherapy, CAMHS Modern Matron
Base:	Springfield University Hospital
Liaises with:	Aquarius Ward and other inpatient units, Tier 3 CAMHS, CAMHS Emergency Care Service, AMHPs, Acute Care Co- ordination Centre, external agencies, Carers and Parents

Job Summary:

- To act as a Care Co-ordinator within AOT, delivering timely and accessible assessment and treatment to young people aged 12-18, who have serious mental illness and who are in crisis.
- To work with these highly complex young people and their families, making appropriate useful formulations and providing interventions or making recommendations.
- The post holder will enable the effective management of these high risk cases within the community, co-working with Tier 3 where appropriate and avoiding in-patient admissions wherever possible and appropriate.
- The post holder will play a key role in assessing the needs and the risk of young people referred into the service and in making clinical decisions about suitability for intensive community based work or need for inpatient admission, liaising with AOT colleagues or on-call medical clinicians and AMHPs, as necessary, to facilitate admission or to devise appropriate crisis management plans to meet safety and treatment needs in the community.

- The post holder will work closely with inpatient colleagues to ensure that length of any admission is kept to a minimum and repatriating as soon as possible any young person who may have needed to be admitted to an inpatient bed that is out of area.
- There is also a need to liaise with colleagues in Adult Mental Health Services and Early Intervention Services to ensure that effective transition arrangements exist for clients who are likely to require ongoing support after the age of 18.

Key Result Areas:

Clinical

- To act as a Care Coordinator within AOT, exercising autonomous professional responsibility within the service model for the assessment, treatment and discharge of a defined caseload of complex cases and involving clients, their carers, referrers and others involved in the network of care.
- To prepare reports for, initiate, attend and contribute to or chair CPA meetings.
- To participate in the referral and allocation process, advising on the appropriateness of referrals for outreach or inpatient intervention and providing telephone consultation to referrers.
- To be available to undertake and lead urgent assessments, with a Tier 4 or Tier 3 colleague, responding rapidly where necessary. Outside of normal working hours, this may involve joint working with on call medical colleagues and CAMHS Emergency Care colleagues to assess and make appropriate clinical decisions regarding referral for inpatient admission or appropriate crisis management plans to discharge from A&E/ Acute Hospital settings. This may also involve assessment of capacity to make decisions regarding treatment and liaising with AMHPs regarding legal framework for admission.
- Able to undertake risk assessments and risk management; to analyse, make judgements and decisions about treatment plans and provide specialist advice for other professionals on aspects of risk assessment and management. To include assessment of how this responsibility might be safely shared with and communicated to the young person, parents and other carers/agencies, as appropriate. This might involve communicating highly sensitive information in an a highly emotive or hostile setting, whilst always adhering to Trust Policy and Safeguarding Legislation.
- To identify and respond to safeguarding concerns, complying with London Child Protection Procedures on the management of child protection issues and those of South West London and St George's Mental Health NHS Trust, making appropriate referrals and liaising closely with colleagues within Children's Services as required.

- To attend the Team's Care Plan Review Meetings in order to ensure the safe running of services and adherence to complex Care Plans. To ensure effective communication within the team and share relevant information as required. To share the task of chairing/taking minutes with other members of the team as appropriate.
- To communicate highly emotive and complex information in a skilled and sensitive manner, concerning the assessment, formulation and treatment components of clients' care plans and monitor progress.
- Ability to provide individual and family and group work.
- To undertake consultation to colleagues in other agencies relevant to the work of the service, including, Education, Social Care, Health and others in the network as appropriate, in order to benefit their work with the young person and their family.
- Ability to provide crisis intervention, individual and family interventions, and group work.
- To plan and prioritise own workload and to be efficient administratively and in convening and conducting client sessions and co-ordinating services.
- To be responsible for maintaining high standards in clinical record keeping, including using computer based data entry systems. Responsible for communicating effectively with clients, referrers and other agencies, verbally and in writing, adhering to Trust Policy regarding confidentiality and data protection.
- To be responsible for providing reports as required. These will include assessment and discharge summaries, letters to GPs, referrals to other specialist services where needed and contribution to the service's quarterly and annual reports for commissioners.
- When visiting clients alone at their homes or in the community to adhere with the Trust and Team Lone Working Policies.
- To work in ways that are sensitive to the needs of young people and families from varied racial, cultural and religious backgrounds, showing understanding of the impact that race, culture, gender, sexual orientation, religion, age, disability and social difference may have on the young person and their family/systems.
- To work within policy, professional and legal frameworks at all times and have a clear understanding of one's Code of Professional Conduct, risk assessment and child protection protocols, Mental Health Act and CPA, and Trust clinical policies.

Professional

- To maintain and improve own professional, clinical, managerial, knowledge and skills by promoting self-growth and development through the in-service training program and other educational program/materials as agreed by the Team Manager and Modern Matron for CAMHS.
- To maintain high standards of professional practice and competence in keeping with the relevant professional body code of conduct and the scope of professional practice.

- To maintain a record of professional development by use of a personal profile and meet the requirements for continued registration. Identifying needs/goals through supervision, appraisal and development reviews.
- To participate in research and disseminate the knowledge and results from such research to colleagues.
- To be conversant in and contribute to local initiatives on Clinical Governance, ie; Risk Management, Clinical Effectiveness and Local Clinical improvement Groups.
- To be fully conversant with legislation relevant to current practice.
- To initiate/participate in developments and innovations within the Mental Health Directorate.

Teaching, Training, and Supervision

- To participate in individual and team-based clinical supervision as required within AOT.
- To develop skills in the area of professional post-graduate teaching, training and supervision and to provide peer supervision to other MDT staff, as appropriate.
- To contribute to pre- and post-qualification teaching as appropriate.
- To provide specialist training, consultation and advice to other team members and other relevant professionals across a range of agencies and settings.
- To undertake mandatory and statutory training as required by Trust policy.
- To contribute and commit to undertaking an annual Development Review/appraisal.
- To participate in the development of junior staff, acting as a mentor for students and a preceptor to newly qualified staff, ensuring appropriate teaching, support and supervision.

Management, Recruitment, Policy and Service Development

- To lead on the creation, evaluation and monitoring of the required policies and processes, through the deployment of professional skills in research, service evaluation and audit.
- To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
- To be involved, as appropriate, in the shortlisting and interviewing of members of ARC as required.

Research and Service Evaluation

- To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
- To contribute to audit, research and service evaluation with colleagues to help develop service provision and to be responsible for proposing and implementing changes.
- To contribute to clinical governance and quality assurance and to ensure that high standards of practice are maintained and service improvements made.
- To be responsible, as appropriate, for representing the AOT and/or ARC team, or the discipline in local initiatives across the CAMHS Service Line, CAMHS or Trust-wide development groups.

Other

- 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 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
- Ability to cope with the physical demands of daily travel across the 5 boroughs within the Trust.
- The post holder needs to work flexibly over 7 days, including evenings and weekends.

- **GENERAL:**
 - This is not an exhaustive list of duties and responsibilities, and the postholder may be required to undertake other duties which fall within the grade of the job, in discussion with the manager.
 - This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the postholder.
 - The postholder is expected to comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities and Confidentiality of Information.
 - The postholder is responsible for ensuring that the work that they undertake is conducted in a manner which is safe to themselves and others, and for adhering to the advice and instructions on Health and Safety matters given by Manager(s). If postholders consider that a hazard to Health and Safety exists, it is their responsibility to report this to their manager(s).
 - The postholder is expected to comply with the appropriate Code(s) of Conduct associated with this post.
 - South West London and St George's Mental Health NHS Trust operates a no smoking policy. The Trust has been smoke free since 01 January 2006.

Date: 14/07/2017

Person Specification

Job Title: Senior Outreach Case Worker, Adolescent Outreach Team – Band 7

	ESSENTIAL	DESIRABLE	HOW TESTED
Training and Qualifications	<ul style="list-style-type: none"> • Masters Degree in relevant clinical subject or equivalent experience. • Current professional registration in relevant clinical subject/practice e.g. RMN, OT, Social Work, Clinical Psychologist. • Evidence of continuing Professional Development • Mentorship qualification or equivalent 	<ul style="list-style-type: none"> • Diploma/BSC in relevant clinical areas • Additional qualification in a treatment modality eg CBT, DBT, Systemic Psychotherapy • Full and current UK driving licence • Family Therapy/Family Work training 	<ul style="list-style-type: none"> • Application Form • Interview • References • Proof of qualifications and professional registration

Experience	<ul style="list-style-type: none"> • Minimum two years post registration experience, including post qualification and registration experience of working with young people. • Experience of specialist assessment and treatment of young people with serious mental health problems who are in crisis. • Experience of working with adolescents and families with highly complex mental health needs, high levels of emotional distress and risk-taking behaviours. • Experience of working with young people who self-harm and attempt suicide. • Experience of undertaking risk assessment and risk management, with the ability to analyse and make judgements and decisions about treatment plans. • Experience of providing specialist advice to other professionals. • Experience of maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse. • Experience of the application of therapeutic interventions within a multicultural framework. • Experience of teaching, training and/or supervision 	<ul style="list-style-type: none"> • Experience in the delivery of psychological therapy, (i.e. DBT/CBT/MBT/FT) particularly for adolescents and families with complex needs and high levels of distress and risk-taking behaviours. • Experience of working with young people with emerging personality disorder. • Experience of working within both inpatient and outpatient/community CAMHS. • Experience of contributing to policy and procedure development and implementation. 	<ul style="list-style-type: none"> • Application form • Interview • References • Assessed at interview after at least 18 months in specialist post and by supervision record, references, annual appraisal and CPD log
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	<ul style="list-style-type: none"> • Experience of working in a multidisciplinary team 		
Knowledge and Skills	<ul style="list-style-type: none"> • Knowledge of developmental models of mental health. Sound understanding of child, adolescent and family dynamics and development. • Excellent written and oral communication skills • Skills in assessment, care planning and case management. • Ability to work under pressure and to assess clinical situations quickly and use initiative. • Knowledge of counselling skills, group skills, cognitive skills, and behavioral skills • Ability to work as an active member of the multidisciplinary team and ability to work independently. • Knowledge of recent initiatives in CAMHS and within relevant professional group. <ul style="list-style-type: none"> • Effective leadership skills and time management skills.. • Advanced clinical reasoning including ability to reflect on own performance • Ability to organise complex information and prioritise workload. • Computer literacy and ability to maintain clinical record keeping to the required standard. • Detailed knowledge of mental health legislation and current practice and experience of its application. 	<ul style="list-style-type: none"> • Audit and Research skills • Knowledge of the theory and practice of specialised interventions in specific difficult to treat groups (e.g. personality disorder, dual diagnoses, people with additional disabilities etc) • High level knowledge of the theory and practice of at least two specialised psychological therapies • Knowledge of legislation in relation to the client group and mental health • Ability to interpret research and apply to practice • Understanding of the organisational framework in which the service operates. • Ability to consider differences and equalities both in therapy and professional relationships. This includes age, disability, culture and race, sexual orientation and religion/belief systems. • Plan education/academic forums. • Presentation skills 	<ul style="list-style-type: none"> • Application form • Interview • References

	<ul style="list-style-type: none"> • Detailed knowledge of the principles of clinical governance and its application. • Good knowledge of risk assessment and management procedures and skills to make significant clinical decisions based on this knowledge. • Skills in providing consultation to other professional and non-professional groups and liaising appropriately with other professionals. • Ability to maintain confidentiality and understand appropriate information sharing. • Proven ability to engage young people and their families. • Knowledge of Child Protection principles and awareness. • Knowledge of psychotropic medications, medication management and monitoring and awareness of medication effects and side effects. 		
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Other	<ul style="list-style-type: none"> • Capacity to monitor and assess own emotional, psychological and physical conditions in order to increase clinical efficiency and reduce clinical and personal risk, to reflect on own performance and to use supervision and support. • Ability to work flexibly with colleagues from a range of disciplines. • Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings • Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour. • Ability to travel effectively between locations across SW London on a daily basis. 	<ul style="list-style-type: none"> • Personal experience of mental health problems • Valid driving licence and access to own vehicle for business use. 	<ul style="list-style-type: none"> • Interview • References
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