

Job Title	CAMHS Band 6 Nurse (N&S OPD MCCAED Outreach)
Grade	Agenda for Change Band 6
Hours per week	37.5 (full-time) (This may include working early mornings, later evenings or Saturdays as part of the core working hours/working pattern for this post)
Department	CAMHS Community Eating Disorders Service
Location	Michael Rutter Centre, Maudsley Hospital
Reports to	Band 7 & 8a Clinician in IOT
Responsible for	Supervisor, Team Manager and Eating Disorders Integrated Outreach Service Lead

About the team:

The newly established Eating Disorders Integrated Outreach Team (IOT) offers a service to children and young people aged 2-17 years with all eating disorders or eating difficulties that put them at risk of admission to inpatient eating disorder units.

Clinicians within the team will be embedded within one of the two existing CAMHS Community Eating Disorders teams, at SWLSTG and MCCAED. This integrated approach will enable them to access the collective resources and expertise of the larger teams, whilst also enabling staff to connect with the other outreach clinicians regularly. This post will be based at MCCAED at The Maudsley.

Key aims of the IOT include preventing admissions, reducing bed days in general hospitals and inpatient units, and improving outcomes of community eating disorder treatment, by offering brief (max 4 weeks), targeted, evidence-based, intensive, support for young people and their parents.

Clinicians will see young people and families in a range of different settings, depending on client need: on Pediatric / medical wards, in the eating disorder clinic, in general adolescent or eating disorder units, client homes, local community and schools.

Key interventions will include parent coaching, meal support, consultation and training for professionals. The service will run 9am – 5pm, Mon-Fri. Clinicians will have small caseloads to allow for the possibility to offer brief intensive treatment. The role offers exciting and plentiful opportunities for training and career development. These include participation in clinical, research, and training initiatives within the community eating disorder teams.

About the role:

- To contribute to specialist multi-disciplinary eating disorder assessment and treatment.
- To directly provide therapy, assessment, consultation and treatment, taking responsibility for managing own caseload, while sharing case responsibility and treatment care with professionals from within CAMHS and across partnership agencies such as Children's Services.
- To liaise and provide consultation to professionals working with children and adolescents with eating disorders.
- To contribute to audit and research programmes to evaluate and improve therapy and eating disorder service provision to children and adolescents and their families.
- The Eating Disorder Nurse is responsible for supporting the clinical team in implementing Directorate and Trust initiatives at service level and for playing a key role in monitoring and evaluating the quality of care delivered locally.
- The Eating Disorder Nurse must be a good team worker and be able to lead in areas of clinical practice and development.
- The Eating Disorder Nurse will be responsible for working independently and managing a caseload of clients, ensuring safe and effective clinical practices.

Our values and commitments:



Key Responsibilities

KR 1 Clinical and Client Care

- To act as care coordinator to caseload of young people assessing, planning, implementing and evaluating their care needs.
- To develop and maintain therapeutic relationships with young people and their families/carers.
- To liaise with the young person's professional network, keeping them informed of developments and promoting multi agency collaboration. Liaison with Children's Specialist Services, Educational services, independent sector mental health providers, counsellors and any other professional related to the child's care.
- To involve the young person, and where appropriate, their families/carers in delivering programmes of care.
- To play an active role in promoting mental health and wellbeing in young people and their families/carers.
- To ensure that work is in keeping with both the Service and Trust policies and protocols.
- To collect and process relevant statistical data as required by the service.

KR 2 Professional

- To maintain and improve own professional and clinical, knowledge and skills by participating in all trust mandatory training programmes and further training and professional development identified through the appraisal process.
- To maintain high standards of professional practice and competence in keeping with the NMC 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 of PREP for continued registration. Identifying needs/goals through supervision, appraisal and development reviews.

- To participate in nursing research and disseminate the knowledge and results from such research to colleagues.
- To be fully conversant with legislation relevant to current practice.
- To initiate/participate in developments and innovations within the Mental Health Directorate.
- To maintain an up to date knowledge of mental health care issues, safeguarding children practices, procedures and legislation.

KR 3 Policy and service development

- To follow policies and procedures in own area of work
- To participate in the consultation and engagement of service users in planning and delivering services which meet the needs of local communities.

KR 4 Care or management of resources

- To take care of, and use carefully, the Trust's equipment and physical resources.
- To ensure that the post-holder has sufficient resources by estimating future needs and requesting supplies as needed.

KR 5 Teaching and Training

- To actively contribute to the team's positive learning environment
- To promote and develop research and innovation within nursing practice, ensuring that the team are kept abreast of developments within the specialty.
- To undertake mandatory and statutory training as required by Trust policy, identifying individual and team training needs.
- To assist in provision of induction training to all new nursing staff.
- To participate in the training and supervision of Student Nurses and act as a mentor.
- To provide monthly supervision to junior nursing staff and ensure all staff receive a Development Review, if required.
- To contribute and commit to undertaking an annual Development Review/appraisal.
- To undertake mandatory and statutory training, supervision and annual appraisal as required by Trust policy.
- Contribute to the teaching programme for medical students

KR 6 Record-keeping and Information Governance

- To ensure that all information generated by own work is recorded as required by Trust policies and local procedures.
- To maintain clinical records in accordance with the NMC standards for record keeping and adhere to the NMC Code of Conduct. To record information on electronic patient record systems, ensuring effective documentation of patient care is consistent with Trust standards.

KR 7 Contributing to team or service clinical functioning

- To attend and actively participate in clinical meetings as part of the multidisciplinary team such as referrals meetings, case conferences, care reviews, network meetings.
- To participate in the team or service's delivery of accessible and acceptable services to diverse local communities.
- To participate in the recruitment, induction, supervision, appraisal and development of staff, and to conduct formal and informal supervision of trainee nurses.
- To implement and contribute to policy and service development as appropriate.

KR 8 Maintaining professional standards and continuing professional development

- To receive regular clinical and professional supervision in accordance with professional practice guidelines

- To be aware of the statutory requirements of both the Children Act and Mental Health Act and use these to inform good nursing practice.
- To deliver evidence-based interventions and undertake routine outcome measures to monitor the quality of care provided, in keeping with the national CYPIAPT framework.
- To develop skills and competencies that assist in the delivery of current duties.
- To undertake personal training relevant to the post in agreement with the supervising manager.

KR 9 General

- To travel to locations as appropriate and across the Trust geography, when required.
- To be aware of risk relating to aggressive and challenging behaviour amongst the client group, and follow trust policies relating to its management
- To respond appropriately and professionally to emotionally distressing situations and to support others involved in such situations.

KR10 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.
- It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computer monitors and equipment when not in use, minimising water usage and reporting faults promptly.

Person Specification:

Qualifications	
<p><u>Essential Requirements</u></p> <ul style="list-style-type: none"> • RMN (current NMC registration). • ENB 998 or equivalent. • Evidence of continued professional development. 	<p><u>Desirable Requirements</u></p> <ul style="list-style-type: none"> • Additional specialist training specific to adolescent mental health
Experience	
<p><u>Essential Requirements</u></p> <ul style="list-style-type: none"> • Demonstrable experience of working at Band 5 level in a child and young people setting. • Experience of working in a multi-disciplinary team. 	<p><u>Desirable Requirements</u></p> <ul style="list-style-type: none"> • Additional specialist training specific to adolescent mental health
Understanding and Knowledge	
<p><u>Essential Requirements</u></p> <ul style="list-style-type: none"> • Specialist clinical knowledge relevant to the service including evidence-based practice • Working knowledge of all relevant legislation related to CAMHS • Knowledge of counselling skills, group skills, cognitive skills and behavioural skills • Ability to assess risk, and manage suicidal, violent and challenging behaviour in a hospital setting • Understanding of the 1983 Mental Health Act and subsequent mental health legislation as they pertain to nurses • Understanding of the role and function of other organisations providing services to young people • Good time management skills and ability to prioritise • Effective leadership skills • Excellent written and verbal communication skills • Clinical audit and research skills • Skills in family work • Ability to manage conflict effectively • Group facilitation skills • Report writing skills • Ability to interpret research and apply to practice 	<p><u>Desirable Requirements</u></p> <ul style="list-style-type: none"> • Skills in family work • Ability to manage conflict effectively • Group facilitation skills • Report writing skills

<ul style="list-style-type: none"> • Ability to establish recording systems and to provide necessary reports on activity and performance • Ability to work effectively as a member of the multidisciplinary team • Ability to supervise, teach and develop the skills of junior staff • Ability to deal with a wide range of complex needs • Ability to manage own and team anxiety • Basic IT skills • Knowledge of our business and how it supports patient care. 	
<p>Skills and Abilities</p>	
<p><u>Essential Requirements</u></p> <ul style="list-style-type: none"> • Ability to adapt to changing environments, needs and demands • Act as a positive role model, dynamic, motivated caring and supportive • Ability to work closely and form good working relationships with a wide range of people • Full driving UK licence 	<p><u>Desirable Requirements</u></p> <ul style="list-style-type: none"> • Ability to work flexibly and change hours at short notice.

About South London and Maudsley:

South London and Maudsley NHS Foundation Trust (SLaM) provide the widest range of NHS mental health services in the UK as well as substance misuse services for people who are addicted to drugs and alcohol. We work closely with the Institute of Psychiatry, Psychology and Neuroscience (IoPPN), King's College London and are part of King's Health Partners Academic Health Sciences Centre. There are very few organisations in the world that have such wide-ranging capabilities working with mental illness. Our scope is unique because it is built on three major foundations: care and treatment, science and research, and training.

SLaM employ around 5000 staff and serve a local population of 1.1 million people. We have more than 230 services including inpatient wards, outpatient and community services. Currently, provide inpatient care for approximately 5,300 people each year and treat more than 45,000 patients in the community in Croydon, Lambeth, Lewisham and Southwark; as well as substance misuse services for residents of Bexley, Bromley and Greenwich.

By coming to work at SLaM, you will gain experience of being part of an organisation with a rich history and international reputation in mental health care. You will have access to professional development and learning opportunities and have the chance to work alongside people who are world leaders in their field. SLaM delivered more than 14,000 training experiences in 2014; providing an extensive range of learning opportunities for staff at all levels. In addition, our working relationship with King's Health Partners allows those working at the Trust to get involved in academic research.

Trust Policy and Procedures:

Confidentiality:

Confidentiality/data protection regarding all personal information and Trust activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as the Data Protection Act. The post holder should ensure that they are familiar with and adhere to all Trust Information governance policies and procedures. Any breach of confidentiality will be taken seriously, and appropriate disciplinary action may be taken.

Equal Opportunities:

Promote the concepts of equality of opportunity and managing diversity Trust wide.

Health and Safety:

Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors and employees.

Infection Prevention and Control:

Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with Trust policy.

Professional standards and performance review:

Maintain consistently high professional standards and act in accordance with the relevant professional code of conduct. Employees are expected to participate in the performance review process.

Service/Department standards:

Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.

Finance:

All Trust staff will comply with the financial processes and procedures.

Safeguarding Children & Vulnerable Adults:

Employees must be aware of the responsibilities placed on them under the Children Act 1989, 2004 and the trusts safeguarding vulnerable adults policy.

Code of Conduct:

The post holder is required to adhere to the standards of conduct expected of all NHS managers set out in the Code of Conduct for NHS managers.

This job description will be subject to regular review and adjustment.

SUMMARY:

This job description is an outline of the key tasks and responsibilities of the post and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing needs of the Trust and its services, as well as the personal development of the post holder.