

# PROGRESS *your* CAREER



## SET CAMHS Practitioner Band 6

Job Description and Person Specification

# Job Description

**JOB TITLE: SET CAMHS Practitioner**

**BAND: B6**

**RESPONSIBLE TO: SET CAMHS Senior Practitioner/Crisis Team Manager/SPA Team Manager**

**KEY RELATIONSHIPS:**

| Internal   | External |
|--|----------|
| Own Team<br>Line Manager<br>SET CAMHS Senior Practitioners<br>SET CAMHS Crisis Team Lead<br>SET CAMHS SPA Team Manager<br>SET CAMHS Team Managers<br>SET CAMHS Mental Health Workers |          |

The purpose of this job description is to outline the level of responsibility and accountability of this post. This will ensure that all work undertaken by our staff is clearly identified and carried out under clear lines of accountability.

### Aim of the role:

The expectation of this post holder will be to support their team, department and organisation to achieve the Trust's Values in their day to day work. These are the 5P's:

- Putting people first
- Prioritising quality
- Being progressive, innovative and continually improve
- Being professional and honest
- Promoting what is possible – independence, opportunity and choice

### The post holder will achieve this by:

Being responsible for delivering clinical interventions within individual care pathways within SET CAMHS locality teams/crisis teams or SPA, receiving clinical supervision from the Care Pathway Lead or a senior psychological practitioner within SET CAMHS or from the crisis team lead or SPA team manager.

To routinely measure clinical outcomes and deliver evidence-based clinical interventions, both in-line with the CYP-IAPT programme within SET CAMHS.

The post-holder will be a graduate qualified health care professional (e.g. nurse, social worker, occupational therapist), or will have substantial CAMHS clinical experience, and where appropriate will be fully registered with the appropriate professional or regulatory body (e.g. HCPC, NMC). They will have extensive clinical experience working with children and young people with emotional wellbeing and mental health difficulties.

The post holder will support their peers and be an effective team member whilst working on their own initiative. They will line manage and clinically supervise SET CAMHS Mental Health Workers. They will have a commitment to collaborative working and actively supporting and liaising with other health and social professionals and agencies.

### **Key Responsibilities:**

- To routinely measure clinical outcomes and deliver evidence-based clinical interventions, both in-line with the CYP-IAPT programme within SET CAMHS.
- The post holder will be responsible for delivering clinical interventions within SET CAMHS locality teams/crisis teams or SPA, receiving clinical supervision from the CAMHS senior Practitioner or a senior psychological practitioner within the locality team or from the crisis team lead or SPA Team Manager.
- Promoting the mental and emotional health of children, young people and families in the community through clinical interventions in the locality team /crisis team/SPA
- To improve the knowledge and understanding of emotional and mental wellbeing services among school staff where appropriate
- To undertake initial school based and community-based assessments and to deliver a range of early interventions to children and young people with a range of emotional and psychological difficulties where appropriate.
- To prevent more serious mental health problems in children and young people by early identification of the development of mental health problems in children and young people
- Providing a direct service to children and young people and their families, in an accessible and less stigmatizing environment, based on the best available research evidence, within clinical governance.

### **Clinical Skills**

- To act as an autonomous, registered practitioner who is legally and professionally accountable for own unsupervised actions guided by the professional code of conduct and Trust guidelines and protocols.
- The post-holder will be a graduate qualified health care professional (e.g., nurse, social worker, occupational therapist), or will have substantial CAMHS clinical experience, and where appropriate will be fully registered with the appropriate professional or regulatory

body (e.g., HCPC, NMC). They will have extensive clinical experience working with children and young people with emotional wellbeing and mental health difficulties.

- Further professional knowledge will have been gained through accredited courses workshops, study and in house training programmes (e.g., CYP-IAPT training).
- To be responsible, and accountable, for service delivery to clients/patients, via NICE compliant pathways and in accordance with the crisis care concordat.
- To be able to assess and develop plans of care to meet the complex needs of patients with a variety of conditions. This includes brief and longer-term intervention through talking therapies, recognising own limitations and seeking advice when necessary. This will include continuously evaluating and acting on outcomes and activity.
- To be able to initiate referrals to other health professional specialist services and agencies.
- To provide patients and relatives with information and education thus ensuring they have meaningful choices that promote dignity, independence and quality of life.
- To ensure practice is supported by research, evidence-based practice, literature and peer review.

## **Leadership**

- To provide leadership, and to promote initiative, creativity and motivation in CAMHS Mental Health Workers where appropriate.
- To be part of an effective team and the development of productive working relationships throughout the Trust.
- To actively promote integrated health professional working internally and externally.
- To facilitate the development of a positive and 'supportive' team culture by taking responsibility for dealing effectively with potential conflict.
- To participate in the audit process, linking in with the clinical governance agenda.
- To advise, encourage and share knowledge with SET CAMHS Mental Health Workers utilising the latest research and practice development, through literature and peer reviews.

## **Administration**

- To be computer literate and encourage implementation of the Trust's IM&T Strategy.
- To promote agile working.
- To ensure accurate recording of actions, and updating patient's records, maintaining confidentiality at all times.
- To take part, and assist, in the planning and administration relating to day to day running of the caseload.
- To collect CYP IAPT data routinely.

## **Communication**

- To develop a broad range of relationships with both internal and external colleagues and partner agencies, including the voluntary sector, services users, parents and carers.
- To have a wide range of knowledge in approaches to communicating and managing patient care.
- To be able to effectively communicate with colleagues, peers, senior managers and clinical leads within the Trust.
- To be able to communicate complex patient related information facilitating positive outcomes and ensuring collaborative working.
- Participate in the review and development of clinical policies and identifies improvements to service provision.

## **Training**

- To ensure own continued professional development and support a culture of lifelong learning in self and others.
- To undertake, and assist, in the planning of own mandatory training and workshops.
- To undertake a regular appraisal, developing a personal development plan that includes clinical competencies reflecting the health needs of the local population and relates to Trust strategy.
- To support new staff and their integration within the team.
- To support training as part of the role including changes to professional development and implementation of new policies and guidelines.

## **Specific tasks directly related to the post**

*Please note that this is the only part of the job description that you can add in specific tasks related to the post that are not covered in the above content of the job description. For brevity, please consider whether it is necessary to include additional tasks.*

## **Additional Information**

Additional information about protocols and guidelines while working at NELFT are outlined in [this document](#).

## **Key Performance Indicators (KPI) and Objectives**

Each individual and service will be set KPIs and achievement against these will be regularly reviewed. Performance against individual and service KPI's will be routinely monitored by your manager.

## **Review of this Job Description**

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

## **Other Duties**

There may be a requirement to undertake other duties as may reasonably be required to support the Trust. These may be based at other Trust managed locations.

**Date last reviewed:** Insert date job description approved by panel if recent, otherwise state 'approved historically'

**Date to be reviewed:** Insert date job description to be reviewed by manager (JDs should be reviewed yearly)

**Job evaluation reference number:** Insert job evaluation reference number if post has been through the job evaluation process

# Person Specification

Please note if you do not meet all the criteria listed in the person specification, we encourage you to still apply and development needs can be discussed at the interview.

| Demonstration of Trust Values   | Essential | Desirable | Measurement                                 |
|---|-----------|-----------|---|
| <ul style="list-style-type: none"> <li>• Putting people first</li> <li>• Prioritising quality</li> <li>• Being progressive, innovative, and continually improve</li> <li>• Being professional and honest</li> <li>• Promoting what is possible, independence, opportunity, and choice.</li> </ul> | ✓         |           | Application Form<br>Interview<br>Assessment |

| Qualifications  | Essential | Desirable | Measurement                                    |
|---|-----------|-----------|--|
| NVQ level 2 or equivalent standard of literacy and numeracy.  | ✓         |           | Certificate of training                        |
| Successful completion of a graduate training (e.g. nursing, social work, occupational therapy) or equivalent substantial CAMHS clinical experience.         | ✓         |           | Certificate of training<br>Registration number |
| Further professional knowledge will have been gained through accredited courses workshops, study and in house training programmes (e.g. CYP-IAPT training). | ✓         |           | Certificate of training                        |

|  |  |  |  |
|--|--|--|--|
| To be eligible for registration as a full member of the appropriate professional body (e.g. HCPC NMC). |  |  | Certificate of training<br>Registration number |
|--|--|--|--|

| Experience   | Essential | Desirable | Measurement                                 |
|--|-----------|-----------|---|
| Experience of working with difficult, disturbed or challenging children/young people requiring skilled and complex interventions.  | ✓         |           | Application Form<br>Interview<br>Assessment |
| Experience of working with children and adolescents with co-morbid difficulties and special needs. (i.e. combination of organic and emotional deficits, such as autistic spectrum disorders and trauma). | ✓         |           | Application Form<br>Interview<br>Assessment |
| Experience of working therapeutically with parents/carers/families of children and young people with complex mental health problems.   | ✓         |           | Application Form<br>Interview<br>Assessment |
| Experience of using observation (eg. In school contexts) to contribute to assessments of children.   | ✓         |           | Application Form<br>Interview<br>Assessment |

|  |   |  |   |
|--|---|--|---|
| Experience of carrying out generic assessment with other colleagues in the multi-disciplinary team.  | ✓ |  | Application Form<br>Interview<br>Assessment |
| Experience of assessment carried out autonomously in order to determine the most appropriate treatment plan from a range of options for the child/young person.                        | ✓ |  | Application Form<br>Interview<br>Assessment |
| Experience of providing individual interventions with a wide variety of children and young people, from 3 to 19 years old- presenting problems at the most severe end of the spectrum. | ✓ |  | Application Form<br>Interview<br>Assessment |
| Experience of initiating, organising and planning inter-agency meetings aimed at setting in place a treatment package tailored to the individual needs of a child/young person.        | ✓ |  | Application Form<br>Interview<br>Assessment |
| Experience of providing clinical interventions in different cultural contexts.   | ✓ |  | Application Form<br>Interview<br>Assessment |

| <b>Knowledge</b>   | <b>Essential</b> | <b>Desirable</b> | <b>Measurement</b>                          |
|--|------------------|------------------|---|
| An awareness of NHS priorities.  | ✓                |                  | Application Form<br>Interview<br>Assessment |
| High level knowledge of the theory and practice of short term and long term clinical interventions in CAMHS.                                 | ✓                |                  | Application Form<br>Interview<br>Assessment |
| Knowledge of legislation in relation to children and adolescents and safeguarding procedures and policies.                                   | ✓                |                  | Application Form<br>Interview<br>Assessment |
| Knowledge of NHS, Social Care and Education structures, national policies and frameworks, evidence based practice including NICE Guidelines. | ✓                |                  | Application Form<br>Interview<br>Assessment |
| Knowledge of risk management and ability to monitor and assess risk and act accordingly to ensure safety.                                    | ✓                |                  | Application Form<br>Interview<br>Assessment |

| <b>Skills</b>                        | <b>Essential</b> | <b>Desirable</b> | <b>Measurement</b>                          |
|--------------------------------------|------------------|------------------|---|
| Basic awareness of IT and IT skills. | ✓                |                  | Application Form<br>Interview<br>Assessment |

|  |   |  |                            |
|--|---|--|----------------------------|
| Ability to communicate clearly and effectively highly complex and sensitive matters to patients, which give rise to psychological distress.  | ✓ |  | Application Form Interview |
| Highly developed ability to integrate complex clinical information into a coherent formulation   | ✓ |  | Application Form Interview |
| Skill in the ability to communicate effectively, verbally and in writing complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside CAMHS. | ✓ |  | Application Form Interview |
| Ability to tolerate anxiety without recourse to premature action whilst appreciating the role of the supervisor.   | ✓ |  | Application Form Interview |
| Capacity to work alone, involving colleagues and manger as relevant.   | ✓ |  | Application Form Interview |
| Capacity to write clear records and observe policies, procedures and guidelines.   | ✓ |  | Application Form Interview |

|   |   |  |                            |
|---|---|--|----------------------------|
| Ability to plan and organise own workload and time.         | ✓ |  | Application Form Interview |
| Ability to use outcome monitoring across all clinical work. | ✓ |  | Application Form Interview |

| Other  | Essential | Desirable | Measurement                           |
|--|-----------|-----------|---------------------------------------|
| To be able to travel efficiently throughout the area.  | ✓         |           | Application Form Interview            |
| To be aware and demonstrate the Trust Values.  | ✓         |           | Application Form Interview Assessment |
| To be able to work within the Professional Code of Conduct and Ethics.   | ✓         |           | Application Form Interview Assessment |
| To be able to work autonomously within the overall framework of the Trust's policies and procedures.                                   | ✓         |           | Application Form Interview Assessment |
| Able to form good working relationships with others in multi-disciplinary and inter-agency settings.                                   | ✓         |           | Application Form Interview Assessment |
| Evidence of personal resilience and aptitude for dealing with challenging, potentially distressing and highly emotional clinical work. | ✓         |           | Application Form Interview Assessment |