

### JOB DESCRIPTION

<b>JOB TITLE:</b>	Specialist Sister/Charge Nurse, Child & Adolescent Eating Disorders Service, CAMHS	
<b>DIVISION:</b>	Children's Services	
<b>SALARY BAND:</b>	Band 6, Permanent Contract, 1 WTE (37.5 hours per week)	
<b>RESPONSIBLE TO:</b>	Lead Nurse Specialist Practice, Child & Adolescent Eating Disorders Service, CAMHS	
<b>ACCOUNTABLE TO:</b>	Head of Children's Nursing	
<b>KEY RELATIONSHIPS:</b>	The post holder will be expected to liaise appropriately with all key members of the multi-disciplinary team and service users related to the speciality. In addition, the post holder will be required to liaise with their peers in the division, divisional lead, senior nurses, and appropriate corporate directorates and teams.	
<b>HOURS PER WEEK:</b>	37.5	
<b>LOCATION:</b>	Child & Adolescent Eating Disorders Service, CAMHS	
<b>MANAGES:</b>	<b>Directly:</b>	
	<b>Indirectly:</b>	Band 5 Staff Nurses, Band 4 Therapeutic Care Workers and Trainee Nursing Associates

**JOB SUMMARY:**

The post holder will work as a member of the multidisciplinary team to provide specialist nursing advice, clinical expertise and professional leadership with specific emphasis on child and adolescent eating disorders. The post holder will also contribute to the operational management and strategic development of the Child & Adolescent Eating Disorders Service, which is currently funded by five NCL contracts. The post holder will directly contribute to the positive working environment within the Service and will require a high degree of professional autonomy and self-management. The post holder will be required to account for their professional practice through appraisal and audit, and ensure delivery of clinically safe, high quality care for all service users. The post holder will need to work flexibly to address the unique requirements of the Service.

**Date of the JD review:** January 2024

## MAIN DUTIES AND RESPONSIBILITIES

### Royal Free World Class Values

The post holder will offer World Class Care to service users, staff, colleagues, clients and patients alike so that everyone at the Royal Free can feel:

- **Welcome** all of the time • Confident because we are clearly **communicating**
- **Respected** and cared for • **Reassured** that they are always in safe hands

## CLINICAL PRACTICE

1. To provide comprehensive specialist Eating Disorders nursing assessments including risk assessments of patients, based on having an in-depth knowledge of child development, family transition points and child and adolescent mental health disorders.
2. Ensure good liaison and communication with paediatric medical and nursing colleagues when identifying patients in need of paediatric assessment, treatment, appropriate dietary advice and meal planning, and ensure that investigations are explained to the patient and carers, consent obtained, results identified and care offered as required.
3. Assess, plan and evaluate specialised therapeutic nursing programmes of care for patients and families working in a culturally sensitive way to take into consideration issues of diversity and difference and creating opportunities for user involvement when possible.
4. Be aware of own limitations in accepting direct referrals and management of clinically challenging and complex cases; make safe clinical judgements in often emotive and complex clinical scenarios. Seek advice and work in collaboration with line manager and team to construct clear management plans, advising medical colleagues of safe and effective care.
5. Provide planned and unplanned cover for the liaison CAMHS service and facilitate the admission of patients to the paediatrics ward with self-harming behaviours. Offer advice and support to the multidisciplinary paediatric team regarding safe nursing care. In conjunction with outpatient CAMHS colleagues, ensure liaison with relevant agencies regarding admission, treatment and assist with discharge plans.
6. Use appropriate conceptual frameworks to assess, plan, treat, and evaluate both short and long term therapeutic interventions using appropriate models in an ethical framework to maximise patient care and recovery such as: individual, family, couple or group work.
7. To be able to utilise skills flexibly so that interventions can be creatively considered and provided at clients' homes, schools, clinics or other appropriate settings.

8. Undertake assessment and clinical work in the community (patients' homes) as part of the outreach service. Demonstrate appropriate respect for the family circumstances whilst ensuring safety is paramount at all times for one's self, colleagues, family and client.
9. Work within significant networks, including Health, Social Services, voluntary, private sector and education teams with the aim of promoting a comprehensive approach to improve holistic care for eating disorder patients and their families and professionals.
10. Carry a delegated case load, collaborate with parents/carers in the nursing assessment, implementation of dietary meal plans and plans of care, use expertise in reflecting and analysing upon own clinical practice to identify and contain the complex dynamics and contentious issues involved in eating disorders for self, the team and service users.
11. To liaise with other professional agencies involved with the client and their family, communicate effectively with the referrer both verbally and in writing, ensuring documentation is in accordance with Trust Clinical Nurse Specialist guidelines and bearing in mind consent for information sharing and confidentiality.
12. To communicate regularly, deputise for, and seek advice, from line manager as appropriate. Ensure attendance at Eating Disorders team meetings, undertake joint assessments and work effectively with colleagues, convene professionals meetings or attend/organise CPAs regarding CAMHS eating disorders patients.
13. To recognise Safeguarding Children and Vulnerable Adult situations and have the knowledge and be aware of and adhere to Trust guidelines using Trust Safeguarding staff and social work teams as appropriate.
14. Provide short and long-term specialist packages of care and psycho-education for the young people and their families/carers, taking into account the complexities of family systems and their significant social networks.
15. To manage adolescents and adults who at times may be physically and verbally aggressive towards other members of the family and/or staff. To ensure safety as a paramount consideration and to be aware of different levels of intervention.
16. To be a resource of specialist nursing advice specifically relating to Eating Disorders for colleagues within CAMHS, other professionals and other agencies/organisations working in the field of Child and Adolescent Mental Health.

## **RESEARCH**

1. To be actively involved with regular audit and review of the nursing service in the Eating Disorders team and contribute to the production of outcome data.
2. To ensure evidence-based service, through regular review of literature/ journals/books relevant to CAMHS Eating Disorders and update of Trust guidelines in line with National Service Frameworks and N.I.C.E Guidelines.
3. To develop nursing research skills and aim to carry out nursing research within the Eating Disorder speciality. To contribute to nursing research within the specialty.

## **LEADERSHIP**

1. Act as an appropriate and effective role model providing advice and support to other nurses within and outside the specialty.
2. To work closely alongside other developing practitioners within the Trust.
3. To contribute to Trust Nursing Strategy and goals, by participating in Trust and Divisional initiatives to develop nursing practice.
4. To use an innovative approach, whilst being aware of personal limitations.

## **COLLABORATION**

1. Establish strong working links with other key colleagues in the team by using knowledge in relevant meetings.
2. To promote CAMHS issues within the Trust.

## **EDUCATION**

1. To be responsible for identification of one's own needs for professional development, training, maintaining professional registration, and discuss and plan these with clinical supervisor and line manager.
2. To pursue a programme of continuous education to achieve and maintain expertise for the post. Work with Trust and university colleagues to co-ordinate mental health and child health branch student placements.

3. Ensure clinically focused formal and informal learning opportunities take place, and organise training packages, utilising all disciplines working with the eating disorders and wider generic/liaison/community teams.
4. To provide effective teaching to individual patients and their families specific to their needs in relation to the nature of treatment offered and where they may seek additional advice or support on a local/national level.
5. To seek opportunities to influence local and national policy development aimed at addressing the mental health support needs of children, young people, their families and carers.

## **CONSULTANCY**

1. To develop skills in providing advice and support to other nursing staff throughout the Trust in relation to CAMHS.
2. Work alongside health and allied health care professionals in tiers one and two and teach and advise on health care promotion and secondary preventative work, increasing early identification and treatment for this client group.
3. Provide consultation regarding the suitability and practicality around referral pathways.
4. To seek opportunities to influence local and national policy development aimed at addressing the mental health support needs of children, young people, their families and carers.

## **GENERAL RESPONSIBILITIES**

### **Infection Control**

Infection control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trust's Infection Prevention and Control policies and procedures and the Health Act (2006) Code of Practice for the prevention and control of healthcare associated infections and make every effort to maintain high standards of infection control at all times thereby reducing the risk of healthcare associated infections.

It is the duty of every member of staff to take personal responsibility for the prevention and control of infection, as laid down in the Trust's policies and procedures which reflect the statutory requirements of the Hygiene Code.

- To work in close collaboration with the Infection Control Team.
- To ensure that monitoring of clinical practice is undertaken at the agreed frequency.

- To ensure that the clinical environments are cleaned and maintained to the highest standards, ensuring that shortfalls are rectified, or escalated as necessary.
- To ensure that all relevant monitoring data and issues are provided to the Directorate's Governance structures.
- To ensure that all staff are released to attend infection control-related educational sessions and staff with specialist roles, e.g. link practitioners, are released to undertake their duties.

### **Health and Safety at Work**

The post holder is required to:

- Take reasonable care for the health and safety of himself/herself and other persons who may be affected by their actions or omissions at work.
- Co-operate with the employer in ensuring that all statutory and other requirements are complied with.

### **Confidentiality & Data Protection**

The post holder has a responsibility to comply with the Data Protection Act 1998 and maintain confidentiality of staff, patients and Trust business.

If you are required to process information, you should do so in a fair and lawful way, ensuring accuracy is maintained. You should hold information only for the specific registered purpose and not use or disclose it in any way incompatible with such a purpose.

You should disclose information only to authorised persons or organisations as instructed. Breaches of confidentiality in relation to information will result in disciplinary action, which may include dismissal. Employees are expected to comply with all Trust policies and procedures and to work in accordance of the Data Protection Act 1998. For those posts where there is management or supervision of other staff it is the responsibility of that employee to ensure that their staff receive appropriate training (e.g. HISS induction, organising refresher sessions for staff when necessary).

### **Conflict of Interest**

The Trust is responsible for ensuring that the services for patients in its care meet the highest standards. Equally, it is responsible for ensuring that staff do not abuse their official position, to gain or benefit themselves, their family or friends.

### **Equality and Diversity**

The Trust values equality and diversity in employment and in the services we provide. It is committed to promoting equality and diversity in employment and will keep under review our policies and procedures to ensure that the job-related needs of all staff working in the Trust are recognised. The Trust aims to ensure that all job applicants, employees or clients are treated fairly and valued equally regardless of sex, marital status, domestic circumstances, age, race, colour, disablement, ethnic or national origin, social background or employment status, sexual orientation, religion, beliefs, HIV status, gender reassignment, political affiliation or trade union membership. Selection for training and development and promotion will be on the basis of the individual's ability to meet the requirements for the job.

You are responsible for ensuring that the Trust's policies, procedures and obligation in respect of promoting equality and diversity are adhered to in relation to both staff and service users.

### **Vulnerable Groups**

To ensure the rights of the individual young person prevails and observe best practice in relation to legal requirements.

- To carry out responsibilities in such a way as to minimise risk of harm to children, young people and vulnerable adults and to promote their welfare in accordance with the Children Act 2004, Working Together to Safeguard Children (2006) and No Secrets guidance (DH 2000).
- To demonstrate an understanding of and adhere to the Trust's Safeguarding Children and Vulnerable Adults policies and procedures.

### **No Smoking**

The Trust implemented a No Smoking Policy, which applies to all staff. Staff contravening this policy will be subject to disciplinary procedures.

### **Standards of dress**

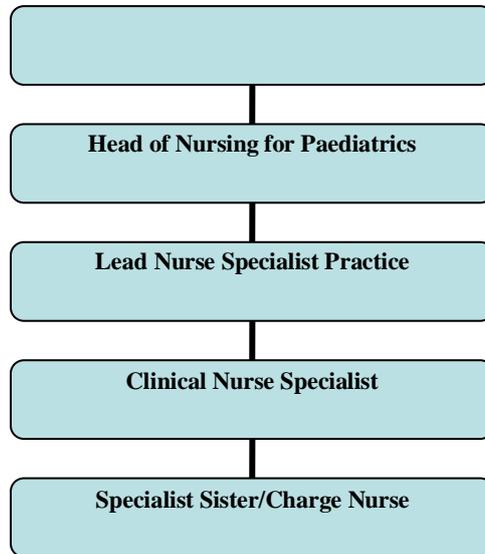
All staff are expected to abide by the Trust's guidance on standards of dress.

## **CONDITIONS OF SERVICE**

Hours:	37.5 hours per week The post requires flexible working.
Contract:	Permanent
Annual Leave:	As per Agenda for Change
Notification of leaving:	As per Trust policy

This job description outlines the current main responsibilities of the post. However, the duties of the post may change and develop over time and may, therefore, be amended in consultation with the post holder. In times of patient need, the post holder may be required to clinically support another area of the paediatric service.

## ORGANISATIONAL CHART



**Date of the JD Review:** January 2024