

## JOB DESCRIPTION

### 1. General information

JOB TITLE: CAMHS Specialist - Greenwich CAMHS Generic Team

GRADE: Band 7

DIRECTORATE: Children and Young Person's Services

HOURS OF WORK: 37.5 hours per week. Flexible working is required.

RESPONSIBLE TO: Generic Team Manager (line manager)

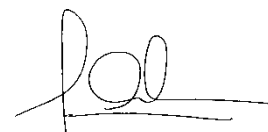
ACCOUNTABLE TO: Greenwich CAMHS Operational Manager

BASE: Greenwich CAMHS, Highpoint House and other community sites

At Oxleas NHS Foundation Trust, we offer a wide range of NHS healthcare services to people living in South-East London and to people in prison across England. Our wide array of services includes community health care, such as district nursing and speech and language therapy, care for people with learning disabilities and mental health such as psychiatry, nursing and therapies.

Oxleas is a great place to work. It has been recognised as one of the Top 10 Best Places to Work 2023 by the Sunday Times amongst very big employers. Our staff survey results show that we are in the Top 5 in England and the highest in London for staff experience amongst similar trusts.

*"We are always delighted to welcome new colleagues to the Oxleas family. We care about making Oxleas a great place to work - it's a big priority in our strategy. Come and join us - it's a place where our values, teamwork, equity, and wellbeing matter and where you can really help to improve people's lives."*



Ify Okocha  
Chief Executive

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care. Our values are very important to us. They help Oxleas to be a great place to work.

## 2. Overview of the Post

The CAMHS specialist role is responsible for supporting the Generic 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 post holder will lead on engagement and working with hard-to-reach adolescents. The post holder must be a good team worker and be able to lead in areas of clinical practice and development and will be responsible for working independently and managing a caseload of clients, ensuring safe and effective clinical practices.

The post holder will work within the multi-disciplinary team developing a mentalisation-based approach to working with Generic with complex mental health presentations. The service operates from 8.30am – 6pm Monday to Thursday and 9am to 5pm on Friday.

## 3. Key Task and Responsibilities:

- To manage a defined caseload of young people and their families and carers.
- To co-ordinate and deliver individualised care packages / programmes for adolescents and their families and evaluate these programmes, ensuring high standards of practice in accordance with national guidelines and trust policy.
- 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, changes in risk status 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 care.
- To involve the young person, and where appropriate, their families/carers in delivering programmes of care.
- To be able to assess and manage high-risk adolescent clients in a variety of settings, conducting risk assessments and formulating safety plans.
- To be an active part of the emergency duty rota weekly, conducting a holistic nursing assessment and developing risk management plans in collaboration with clients who present to A+E in psychiatric emergency.
- To effectively and appropriately communicate these risks often under difficult, highly charged and emotional circumstances to medical staff, other professionals and families involved in the care of the client.
- To act as an autonomous practitioner with an understanding of own limitations and recognition of when to seek support.
- To play an active role in promoting mental health and well-being in young people and their families/carers.
- To take responsibility for the organisation and facilitation of multi-agency meetings. E.g. CPA Meetings, professional meetings, Clinical team discussions.

- To have analytical and judgement skills to consider the wider implications of decisions made in regards to clients care, taking into account the young person's developmental stage.
- To be able to demonstrate the ability to make appropriate decisions under pressure taking into consideration the risks to clients, self and others and to be able to assess the often complex situations of these clients and their families within the context of their social environment. Understanding risk and resilience as well as protective factors.
- To demonstrate the ability to make appropriate decisions with regard to the confidentiality of clients and their families taking into considerations the risks to clients, self and the wider public
- To provide training and consultations in specialist areas to other professionals within the trust and to outside agencies, e.g. Social Care, voluntary sector.
- To participate in individual and group supervision with colleagues in the specialist areas.
- To maintain clinical records in accordance with professional body standards for record keeping and adhere to the NMC Code of Conduct where applicable. As well as Oxleas NHS Foundation Trust policy and procedures on Information Governance
- 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 ensure that own practice remains within legal, ethical and professional parameters and is open to scrutiny from relevant professionals.
- To possess IT skills in order to effectively communicate in writing with colleagues, other professionals and families in accordance with trust policies e.g. writing of comprehensive report.
- 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 participate in the provision of training and information for other professionals as appropriate in order to promote effective practice in the specialist area
- To liaise with other colleagues in CAMHS and participate in different clinical groups in order to share best practice and discuss current and future professional and clinical developments e.g. Adolescent clinical forums.
- To work in close collaboration with the team manager and ensure the health clinic is operating in adherence with good nursing practice guidelines. E.g. wound care, physical health monitoring, and monitoring medication side effects.
- To liaise closely with the head of profession to promote good, effective and safe practice within the CAMHS nursing establishment and participate in the development and promotion of the nursing role within CAMHS

### Management responsibilities

- To record information on RiO, ensuring effective documentation of patient care is consistent with Trust standards.
- To implement and contribute to policy and service development as appropriate.
- To participate in the recruitment, induction, supervision, appraisal and development of staff, and to conduct formal and informal supervision of trainee nurses.
- 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.
- To take responsibility as agreed with the line manager and the service manager for the training and personal development of junior nursing staff.
- To be clinically accountable to CAMHS consultant nurse through line manager
- To represent CAMHS and nursing on Directorate and Trust committees as required and to be able to effectively communicate information relevant to CAMHS

### Leadership

- To take responsibility as agreed with the line manager and the service manager for the training and personal development of junior staff
- Provide liaison and consultation to local services on specialist nursing interventions delivered in the team.

### Clinical

What skills are required to undertake the role?

What responsibilities are required for assessing/planning/implementing and evaluating patient/client care? Supervised or unsupervised

Are you required to supervise staff?

### Research

- To participate in clinical audit meetings and in the planning, development and implementation of audit and research initiatives within the service

### Communication

- To demonstrate the ability to listen and engage in therapeutic practice.
- To demonstrate a high degree of competence in communicating complex information both verbally and in writing.
- The ability to speak in public and address formal and informal meetings with colleagues both internally and externally to the Trust as required.
- To demonstrate the ability to write analytical reports and present these to outside agencies.

- To demonstrate the ability to communicate therapeutically with families from a range of backgrounds.
- To effectively communicate acquired and existing knowledge in order to facilitate the client and carers' understanding of complex issues in relation to their presenting current situation and future treatment.

**On call / unsocial hours**

There will be an expectation to work flexibly within the service to increase service user engagement. This is working between 8.30am-6pm Monday -Thursday and 9am-5pm on Friday.

***The following statements are mandatory for all job descriptions:***

### **Terms and Conditions**

The post holder is subject to the terms and conditions of OXLEAS NHS FOUNDATION TRUST. This Job description gives an outline of the post and is subject to review in consultation with the post holder.

### **Confidentiality**

The Post holder must maintain the confidentiality of information about patients, staff, and other health service business in accordance with Trust Policy.

### **Risk Management**

The Post holder will ensure compliance with the Trust's risk management policies and procedures. These describe the Trust's commitment to risk management, the recognition that our aim is to protect patients, staff and visitors from harm and stress and that all staff have a responsibility to minimise risk.

### **Infection Control**

All staff are required to be familiar with the Trusts infection control policies, and national guidance in relation to infection control. All staff whose normal duties are directly or indirectly concerned with patient care must ensure that they complete mandatory infection control training and are compliant with all measures known to be effective in reducing Healthcare Associated Infections.

### **Equality, Diversity and Human Rights**

Oxleas is an organisation which values difference and promotes equality, diversity, and inclusion. Our Equality and Human Rights Policy and Strategy are designed to ensure that all our staff (including agency, bank, students, volunteers, and contractors) as well our service users, carers and members of the public are treated with dignity and respect. The Trust policies, procedures and practices are reviewed regularly to ensure that everyone who falls under the list of Equality Act 2010 protected characteristics does not suffer discrimination, either directly or indirectly. The current list of protected characteristics includes Age; Disability; Gender Re-Assignment; Marriage and Civil Partnership; Pregnancy & Maternity; Race; Religion and Belief; Sex and Sexual Orientation.

### **Health & Safety**

All staff must be aware of the responsibility placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients, and visitors.

### **Professional and NHS Codes of Conduct**

You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the 'Code of Conduct for NHS Managers' and 'Standards of Business Conduct for NHS Staff'.

**Safeguarding**

It is the responsibility of all staff to safeguard and protect children and adults at risk at all times and staff must report any concerns as per Safeguarding Children and Safeguarding Adults policies, which are available on the Trust's intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.

**Financial Management and Control of Resources**

All staff are responsible for the security and the property of the Trust, avoiding loss or damage and being economical and efficient in the use of resources. Staff are required to act in accordance with the rules and regulations as described in the Trust's Policy relating to the Financial Management and Control of Resources'.

**Customer Care**

It is the aim of the Trust to provide patients and clients with the best possible care. All staff are required to put the patient/client first and do their utmost to meet requests and needs courteously and efficiently.

**Personal/Professional Development Planning/Mandatory Training**

All staff should have a personal development plan and in conjunction with their manager, should actively determine and pursue agreed training and development needs and opportunities. All staff are required to attend mandatory training as designated by the Trust.

**Sustainability**

Demonstrate social and environmental responsibility and help establish Oxleas NHS Foundation Trust as a sustainability leader. Collaborate to contribute to or lead change management towards Oxleas NHS Foundation Trust goal of reaching Net Zero by 2040 as stated in the Green Plan.

**No Smoking**

Oxleas NHS Foundation Trust has a no smoking policy. Staff are not permitted to smoke within or on Trust premises.

### 3. Our Values

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care.

Our values are very important to us. They help Oxleas to be a great place to work. We want everyone who works at Oxleas to live our values and we will expect this of all our new joiners.

Our Values and Behaviours framework describes what it means for every one of us in the Trust to put our values into action. The framework can be found on our Trust Website: [Our values - Oxleas NHS Foundation Trust](#)



Signed by Line Manager

Signed by post holder

Date

Date

Print Name

Print Name

**Note:**

**Please attach an organisational chart alongside, a person specification, and Job Description.**



## PERSON SPECIFICATION

JOB TITLE: CAMHS Clinician

DEPARTMENT: Greenwich CAMHS

GRADE: 7

Education/Qualifications	How measured
UKCP Family & Systemic Psychotherapist, <ul style="list-style-type: none"> <li>Specialist training in a subject/skill relevant to Child &amp; Adolescent Mental Health (0-18 years) together with CYP IAPT Dip in CBT/SFP/IPT-A</li> <li>Registration with relevant Professional body</li> </ul>	Application form
Experience	
<ul style="list-style-type: none"> <li>At least 3 years post registration experience in a setting where mental health is the primary focus.</li> </ul>	
Skills, Ability and Knowledge	
<ul style="list-style-type: none"> <li>Ability to assess, plan, implement and evaluate risk/care plans to meet the needs of clients.</li> <li>Ability to work to standards for quality within the Service.</li> <li>Ability to work as a member of a multi-disciplinary team and demonstrate awareness of MDT functioning.</li> <li>Ability to maintain and manage own caseload and work autonomously within the specialist area</li> <li>Willingness and ability to develop specialist knowledge of clinical aspects of child &amp; adolescent mental health.</li> </ul>	Interview /references  Interview /references Interview  Application /interview  Interview  Interview  Interview

<ul style="list-style-type: none"> <li>• Ability to recognise own limits &amp; seek support re supervision as appropriate.</li> <li>• To have developed computer skills to enable input of relevant data and typing of summaries and reports etc</li> <li>• The ability to supervise, teach and develop the skills of students and junior staff as appropriate</li> <li>• Excellent written &amp; verbal communication skills.</li> <li>• Good interpersonal skills &amp; demonstrable ability to work with others.</li> <li>• Ability to analyse risk and respond appropriately, seeking support as necessary</li> </ul>	<p>Interview Interview</p> <p>Interview</p> <p>Interview</p>
<ul style="list-style-type: none"> <li>• Computer literacy</li> <li>• Communication and relationship skills</li> <li>• Works autonomously</li> <li>• Interpersonal skills</li> <li>• Analytical and judgemental skills</li> <li>• Planning and organisational skills</li> <li>• Admin/clerical skills</li> <li>• Freedom to act</li> <li>• Physical skills</li> </ul>	
<p><b>Effort and Environment</b></p> <ul style="list-style-type: none"> <li>• Demonstrable ability to work under pressure and respond to emergency situations as appropriate</li> <li>• The ability to engage and work with clients in differing environments in line with the needs of the service</li> <li>• A flexible approach to client intervention and to be able to work flexibly to meet client needs</li> <li>•</li> </ul>	<p>Application/ Interview</p> <p>Application/ Interview</p> <p>Application / interview</p>
<p><b>Other Requirements</b></p> <ul style="list-style-type: none"> <li>• Understanding of equality of opportunity &amp; related policies &amp; procedures.</li> <li>• Knowledge of recent legislation affecting the NHS/Social Care and Education</li> <li>• Ability to demonstrate working knowledge of the Mental Health Act 1983 &amp; the Children Act 2004</li> <li>• Flexible working – likely to include some evenings</li> </ul>	<p>Interview</p> <p>Interview Interview</p> <p>Interview</p> <p>Application</p>

AFC Reference Number	
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<ul style="list-style-type: none"><li>• Hold a full driving license and have access to a vehicle</li></ul>	
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*NB These are not definitive lists if there are any others specific to a post, please add to the form which should then be signed by the line manager and post holder alongside the Job description.*

Signed by Line Manager

Signed by post holder

Date

Date

Print Name

Print Name