

Barnet Enfield Haringey Mental Health NHS Trust

JOB DESCRIPTION

Title:	Senior CAMHS Clinician, CAMHS Home Treatment Team
Band:	7
Directorate:	BEH CAMHS Crisis Pathway
Responsible to:	CAMHS Crisis Service Leads
Accountable to:	HHT Team Manager & OT Lead
Base:	Orchard House St Ann's Hospital, St Ann's Rd, London N15 3TH, with expected travel across the NCL collaborative.

Job Summary:

The post holder will be key in the development of the Home Treatment Team service for children and young people in the NCL collaborative.

The post holder is responsible for the assessment of care needs and the development/implementation of care plans to meet the needs of children and young people who are presenting in a crisis, as an alternative to in-patient treatment.

The post holder will provide direct clinical interventions to children and young people and will also provide support and advice to parents/carers.

The post holder will work collaboratively with service users, parents and carers as well as other relevant professionals such as GP's, pediatric, medical and nursing staff, dieticians, social care and education staff, and other relevant providers.

The post holder will work as an autonomous practitioner, working closely with Tier 3 and Tier 4 services in CAMHS and within the home treatment Team.

Job Responsibilities:

- To liaise with and develop partnerships with other professionals, within the tier 4 in-patient service and other specialist services and Tier 3 teams.
- To participate in the allocation of referrals with the responsible Consultant and Manager for the service

- To provide an intensive, safe and flexible service to children and young people presenting in a crisis, in home settings in the community.
- To plan the provision of care with relevant multi-disciplinary team members across the different parts of the service ensuring that users and carers have sufficient information to make an informed choice regarding treatment options.
- The post holder will work closely with the young person and their family to develop care plans for service users who present in a crisis and support treatment in the home as an alternative to an in-patient admission.
- To participate in devising and delivering therapeutic programs for children and adolescents in accordance with best practice guidelines.
- Report responses to treatment and interventions to the relevant multi-disciplinary team(s) and other care professionals involved to ensure integrated service provisions.
- To work alongside specialist inpatient provision as appropriate to individual cases but also to develop excellent links to ensure admission and discharge is a seamless process for service users.
- To ensure risk assessments regarding physical and psychological safety are undertaken as appropriate.
- To attend care planning meetings at relevant community settings such as pediatric or psychiatric wards, school base or domiciliary setting.
- Maintain accurate and current records for the purpose of statistical returns.
- Develop local networks and provide advice, support, and consultation.
- Contribute to audit and research to evaluate the effectiveness of all aspects of the Home Treatment Team service.
- To ensure YP, parent and carer views are accessed routinely in relation to service review and development.
- To implement regular outcome measurement collection.
- To develop policies relating to Home Treatment team across the CAMHS Tier 4 service and protocols for use across CAMHS services.
- Participate in the agreed system of the staff appraisal and personal development.

Working Relationships and Communication Requirements of the Job:

Working relationships

1. NCEL Patient Flow Team
2. Multi-disciplinary Crisis Team Colleagues and wider CAMHS colleagues.
3. CAMHS Tier 4 inpatient colleagues
4. Safeguarding Leads across the NCL
5. Duty/on call doctors
6. Key stakeholders working with children and young people in social services health, education, youth justice and the voluntary sector.
7. Trust corporate departments including Human resources, Training, and Development, IT etc.

Communication requirements

- Communicate effectively with colleagues in CAMHS in a professional manner and participate in team and professional meetings within the service.

- Communication will be with the multidisciplinary CAMHS Community teams both on an informal and formal basis as well as with team members within NCL Tier 4 services.
- One of the purposes of the communication is to highlight clinical outcomes and inform teams about children, young people and their family's experience of services.
- Pass on highly sensitive information on complex issues, verbally and in reports/ letters to relevant parties.
- Attend meetings such as professional meetings etc to represent the team and client, presenting relevant information and feedback.

Key Responsibilities:

- To effectively triage and accept referrals to the service, liaising with other professionals and providing initial advice as appropriate.
- To provide comprehensive mental health and risk assessments of children, young people and their families/carers referred in crisis.
- To manage risk by putting in place care plans, safety & coping plans and other risk interventions in a community setting.
- To provide brief evidence-based crisis interventions to children, young people and families referred to the service, that aim to prevent the need for admission or facilitate safe early discharge from Tier 4 inpatient units.
- To engage in assertive outreach work with children/young people and their families where appropriate.
- Based on assessments and reports convey sensitive, complex and sometimes unwelcome information to clients and other professionals about risks, both verbally and in written form, and manage this as constructively as possible.
- To liaise with and where appropriate participate in joint work with other members of the Crisis team or other CAMHS clinicians.
- To liaise with the child, young person and families' professional network, keeping them informed of developments, changes in risk status and promoting multi agency collaboration.
- To be responsible for the coordination of assessment, planning, implementation and evaluation of therapeutic packages of care provided by the Home Treatment Team.
- To manage a clinical caseload independently within appropriate clinical/professional guidelines and to seek consultation where necessary with the relevant line manager and lead clinicians of specialist teams.
- To provide packages of care, group-work and psychoeducation for the young people and their families/ carers that takes account of the complexities of family systems and their significant social networks.
- To ensure that the needs of the client group is paramount, and to and adhere to local community and hospital guidelines relating to Safeguarding and Child Protection.
- To ensure acceptable levels of safety (regarding potential verbal and physical aggression from disturbed clients) for self and to advise other colleagues when necessary.
- To adhere to the "lone worker policy "and update training in breakaway techniques when necessary.
- To work jointly and collaboratively with other team members to enhance and develop

work with families by providing highly specialist knowledge and skills. To be responsible for developing and maintaining knowledge of local resources and developing working relationships with relevant statutory, voluntary and community groups and organisations.

- To carry out work demanding intense sustained concentration and analysis, often with time and other pressures.
- To be able to work in emotionally demanding environments.
- To manage exposure to hostile, antagonistic or highly emotional atmospheres and verbal aggression, and to recognise and diffuse any risk of physical aggression.
- To access the available support and supervision to cope with the emotional effects of working with potentially highly distressed and traumatised clients.
- To provide a service to clients, that is collaborative and takes into account their individual, psychological, physical and social needs, including issues to do with disability and beliefs about mental health.
- To work in ways which are sensitive to the needs of families from a wide range of racial, ethnic, cultural, religious and social backgrounds and to develop with colleagues' innovative ways of meeting these needs. This includes an ability to understand and offer therapeutic interventions to a variety of family forms including single parents, extended families, blended families, same sex couples and their wider family networks, accommodated children and their network of care and children who are subject to Child Protection plans.
- To maintain accurate clinical records in accordance with service standards and to record and maintain patient data in local database systems. To ensure all incidents are reported in accordance with Trust policy and learning from SUI's and complaints is proactively managed and used to influence change in clinical practice.
- With the line manager and supervisor, construct a job-plan which contains workload targets in line with service needs and local agreements.
Adhere to the Trusts supervision policy. Participate in clinical supervision, ensuring the Manager is kept informed of professional issues relating to case management.
- Adhere to the Trusts reporting arrangements relating to incidents, accidents and near misses.

Leadership and Staff Management Responsibility

Provide placements for students accessing practice experience within the Home treatment Team service and wider tier4 service.

Financial responsibility

This post has no direct responsibility for financial resources but is responsible for the safekeeping of equipment used.

Service Development and Improvement

- Adhere to continued professional development standards regarding development issues and keep up to date relating to developments in Tier 4 services.
- To keep up to date with all development and policies at Trust, regional and national level.

Planning and Organisational Skills

- To adhere to the Trusts policies on records management including creation use storing and retention and disposal of records.
- As services develop and change, the post holder may be required to undertake other responsibilities within the Trust.
- To comply with the Data protection act 1998 freedom of information act 2000 and department of health code of confidentiality in line with Trust procedures.
- The post holder must be competent in using IT.

Physical Working Conditions and Environment

The post holder will work from a base in BEH and will be expected to work across Barnet, Enfield and Haringey include Camden and Islington.

Information Resources

Adhere to Trusts corporate identity (using the standard templates).

Additional Information:

Knowledge and Skills Framework:

The post holder will be expected to meet the requirements of the NHS Knowledge and Skills Framework (KSF) appropriate outline for the post.

Health and Safety

The post holder has a duty of care to themselves and to others with whom they come into contact in the course of their work as laid down in the Health and Safety at Work Act 1974 and any subsequent amendment or legislation.

Infection Control

All Trust staff will:

Act as a role model and champion for the highest standard of all aspects of infection prevention and control and implementation of all Infection Prevention and Control Trust policies and guidelines.

Demonstrate respect for the roles and endeavours of others, in implementing good standards of hand hygiene.

Value and recognise the ideas and contributions of colleagues in their endeavours to reduce the incidence of healthcare associated infection.

Equality and Diversity

Barnet Enfield and Haringey Trust is committed to providing an environment where all staff,

service users and carers enjoy equality of opportunity.

The Trust works to eliminate all forms of discrimination and recognise that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities.

Providing equality of opportunity means understanding and appreciating the diversity of our staff, service users and carers and ensuring a supportive environment free from harassment. Because of this, Hertfordshire Partnership Trust actively encourages its staff to challenge discrimination and promote equality of opportunity for all.

Confidentiality

All staff must be aware of the Data Protection Act 1984, and its subsequent amendments, which is now in force. This means that protection of data about individuals is a requirement of the law and if any employee is found to have permitted unauthorised disclosure, the Trust and the individual may be prosecuted.

Standards of Business Conduct and Conflicts of Interest

The Trust has adopted a Standards of Conduct Policy, which reflects NHS Management Executive Guidelines. It is the responsibility of staff to ensure that they do not abuse their official position for personal gain or seek to advantage or further private business or other interests in the course of their official duties. Staff should be informing their line manager if they are working for any other organisation to ensure that this Trust complies with the Working Time Regulations.

Information and Records Management

The post holder must be competent in using IT and have the relevant skills to carry out the activities required for the post.

To comply with the Data Protection Act 1998, Freedom of Information Act 2000 and Department of Health Code of Confidentiality in line with Trust procedures.

To adhere to the Trust's policies on records management including creation, use, storing and retention and disposal of records.

Adhere to the Trust's Corporate Identity using the standard templates available.

Safeguarding Adults and Children

The Trust is committed to ensuring adults and children are protected and come to no harm from abuse. All employees have a responsibility to be aware of national and local policies, their individual responsibilities with regards to the protection and safeguarding of both adults and children and must adhere to them at all times.

Organisational Change

As services develop and change, the post holder may be required to undertake other responsibilities within the Trust.

Review:

This job description is an outline, which reflects the present requirements of the post and is not intended to be an inflexible or finite list of duties and responsibilities. As these duties and responsibilities change and develop the job description will be amended from time to time in consultation with the post holder.

Management Responsibilities

- Provide formal, on-going clinical supervision and caseload management and supervision to staff and students including annual appraisals and documentation to support Trainee's and Assessed and Supported Year Social Workers.
- Support the team manager to ensure the efficient use of human resources ensuring safe levels of staffing, which reflect the necessary and appropriate skill mix across the team as identified by senior managers.
- Deputise for the Team Manager as required.
- Participate in recruitment, selection and interviewing staff and undertake the induction of new staff.
- Contribute towards the development of effective training plans and lead on team building, when requested, as part of the change management process, to promote an open, honest, supportive, forward and outward looking working environment, facilitating new ideas, suggestions or debate in relation to the service requirements.
- Facilitate service user and carer involvement in the on-going development and evaluation of the service.
- To undertake Quality Improvement projects under the guidance of the team manager
- Ensure systems are in place to respond promptly, appropriately and in an open manner to complaints and queries and undertake investigations and provide Management Reports in relation to complaints and SUIs.

Educational Responsibilities

- Undertake teaching of qualified and unqualified staff, including students. Develop links with the universities to ensure that students are well supported during their placements and learning objectives are met.
- Leads on clinical audit within HCLT and undertake surveys or audits as necessary to and participate in clinical trials/R&D activity as required.
- Initiate and/or collaborate in service/clinical developments based on appropriate research evidence. Set, monitor and ensure maintenance of standards of care and clinical outcomes.

- Promote health and provide specialist advice/education regarding mental health to professionals, service users and the public in general.
- Receive regular, on-going clinical and case management supervision; attend staff development training as required. The post holder will be subject to periodic appraisal for their work performance and objectives will be set on an annual basis between the post holder and their manager.
- To keep up-to-date with changes in Mental Health and Social CARE policies and practice developments and to embrace the nature of the duties and responsibilities in the post accordingly.
- To undertake appropriate training according to the needs of the service.
- To take responsibility to progress one's own professional development, through supervision and training, which will be supported by the Trusts Performance Appraisal system, and in order to maintain professional registration with the profession's ruling body.
- Monitor training and continuing professional psychosocial intervention skills development needs of supervisees through appraisal and personal development plans within the knowledge and skills framework.
- Promote health and provide specialist advice/education regarding mental health to professionals, clients and the public in general.

Other Duties

- The post holder is required to undertake the duties and responsibilities of the post with due regard to confidentiality and the Trust policies on Data Protection, Equal Opportunities, Health and Safety and Smoking.
- The post holder may be required to work at alternative locations within the Mental Health Services of this Trust.
- The post holder will work effectively under Service Integration with Social Care colleagues employed by the Local Authority, who will be employed under different terms and conditions of employment.

This Job Description is intended as a general guide to the duties and not as an inflexible specification. This Job Description may, in consultation with the post holder, be amended from time to time to take into account new developments and any changes in working arrangements.

Equal Opportunities Statement

The Trust acknowledges the right of all people to equality of opportunity. It is the policy of the Trust to ensure that no users of its services, its employees or job applicants are unfairly discriminated against on the grounds of their race, creed, colour, ethnic origin, marital status, HIV status, disability, age, sexual orientation, religion or belief or criminal record nor disadvantaged by any conditions or requirements that cannot be shown to be justified.

The Trust is committed to providing high quality and accessible services to the population served and will work hard to ensure that the different needs and expectations of its diverse communities are met.

We welcome people of all backgrounds and encourage groups that are under-represented in our workforce. We regularly monitor the diversity of our workforce and have a strategy in place to ensure we have a workforce that reflects the community we serve and publish employment monitoring data each year as part of our Race Equality Scheme.

The Trust recruitment and selection standards require each post to have a current job description and person specification which have been evaluated to ensure staff receive the same rate of pay for performing similar tasks. All selection requirements and assessment exercises must be related to the person specification for that vacancy. Recruitment advertisements and literature will be written to avoid any form of discrimination and will be consistent with the job description. All applicants that meet the essential criteria on the person specification will be shortlisted.

We are proud to hold 'Positive About Disabled People' status, which is awarded by the Job Centre Plus to employers who demonstrate a commitment to recruiting and retaining disabled people.

Core Additional Information

Mobility

As an employee of Barnet, Enfield and Haringey Mental Health Trust (hereafter referred to as the Trust) you may be asked to carry out duties at any of its establishments, at any time throughout the duration of your contract.

Health and Safety

It is the duty of all Trust employees to ensure that a safe working environment and safe working practices are maintained at all times. It is also the responsibility of management to do so.

Infection Control

As an employee of the Trust you will be always expected to practice in accordance with the infection control standard specified in the Trust policies.

Risk Management

All staff have a responsibility to manage risk within their sphere of responsibility. It is a statutory duty to take reasonable care of their own safety and the safety of others who may be affected by acts or omissions.

Data Protection

In line with national legislation, and Trust policy, all data will be processed in a fair and lawful way, for the specific registered purpose and not disclosed in any way incompatible with such

purpose or to any unauthorised persons or organisations.

Health Promotion

The Trust is committed to helping people live a healthier life. All staff are encouraged to make healthier choices and to be aware of the range of health promotion information and local policies that support the promotion of health and the prevention of ill health eg. food and nutrition, stress management etc.

All clinical staff are reminded of their individual professional responsibilities for the promotion of health, by providing up to date and relevant best practice advice, in supporting their patients/clients to live a healthy life.

Smoking

As part of its responsibility for the promotion of health and prevention of ill-health the Trust is a non-smoking organisation. Staff are not permitted to smoke within or on Trust premises and are strongly urged not to smoke outside Trust premises in areas where they may be seen by patients and visitors.

Equal Opportunities

In line with our Equal Opportunities Statement, the Trust is committed to ensuring and promoting the rights of all people to equality of opportunity and all staff are required to abide by and promote this.

Policies and Procedures

All employees, at all times are subject to the policies and procedures of the Trust.

Safeguarding Children and Vulnerable Adults

Safeguarding is everyone's responsibility and all employees are required to act in such a way that always safeguards the health and wellbeing of children and vulnerable adults. Familiarisation with, and adherence to, the appropriate organisational Safeguarding Policies and any associated guidance is an essential requirement of all employees as is participation in related mandatory/statutory training. All employees must ensure that they understand and act in accordance with this clause. If you do not understand exactly how this clause relates to you personally then you must ensure that you seek clarification from your immediate manager as a matter of urgency. Equally, all managers have a responsibility to ensure that their team members understand their individual responsibility with regard to Safeguarding Children and Vulnerable Adults.

Flexible Working

The Trust is committed to offering flexible, modern employment practices which recognise that all staff need to strike a sensible balance between home and work life. All requests to work flexibly will be considered.

Confidentiality

The Trust attaches the greatest importance to patient confidentiality and to the confidentiality

of personal health data, and other data held and processed by the Trust. All data should be treated as confidential and should only be disclosed on a need to know basis. Some data may be especially sensitive and is the subject of a specific Trust policy, including information relating to the diagnosis, treatment and/or care of patients, individual staff records and details of contract prices and terms. Under no circumstances should any data be divulged or passed on to any third party who is not specifically authorised to receive such data. Due to the importance that the Trust attaches to confidentiality disciplinary action will be taken for any breach of confidentiality. All members of staff are expected to comply with national legislation and local policy in respect of confidentiality and data protection.

All employees should be mindful of the six information management Caldicott principles when dealing with Trust data and person identifiable information.

1. Justify the purposes of using confidential information.
2. Only use it when absolutely necessary
3. Use the minimum that is required.
4. Access should be on a strict need to know basis.
5. Everyone must understand his or her responsibilities.
6. Understand and comply with the law.

If there is any doubt whether or not someone has legitimate access to information, always check before you disclose.

STANDARDS OF BUSINESS CONDUCT FOR NHS STAFF & 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. All staff are required to act in accordance with the rules and regulations as described in the Trust's Standing Orders and Standing Financial Instructions.

The Trust reserves the right to report any activity, incident, or suspicion of behaviour likely to be deemed a breach of a professional code of conduct to the appropriate professional body. This decision as to whether such a report will be made will only be taken by the appropriate service Director after giving full consideration to the available facts. At all times, the safety of the public, Trust staff and the reputation of the Trust and the wider NHS will be key points for consideration before any report is made.

Mandatory Training

All staff are required to attend any training designated by the Trust and/or service as mandatory (compulsory) for the position held or to provide evidence of previous, recent equivalent training at a level appropriate to the post held.

Satisfactory Clearances

For all posts where the appointment is subject to satisfactory clearance via the Criminal Records Bureau or Independent Safeguarding Authority, or any other successor agency, it should be clearly understood that the postholder must maintain satisfactory clearance status throughout his/her employment in the post.

Professional Registration

With respect to any post for which the appointment is subject to holding a specific professional registration, as set out in the person specification for the post, it should be clearly understood that the postholder must maintain satisfactory registration status throughout his/her employment in the post.

ADDITIONAL CLAUSE FOR ALL MANAGERS

RISK MANAGEMENT

All managers throughout the organisation have a responsibility to ensure that policies and procedures are followed and that staff receives appropriate training, that a local risk register is developed and regularly monitored and reviewed. Significant level risk must be reported through the Quality Improvement and Risk Committee (QIRC) network. Risk registers need to be submitted to the Support Services Manager or other nominated officer, on an annual basis.

ADDITIONAL INFORMATION FOR ALL STAFF

Where relevant, further information regarding these core clauses can be found in each employee's written statement of terms and condition of employment (contract documentation).

As part of a three-year project to transform mental healthcare across North Central London, we are investing £25 million to ensure everyone who experiences mental illness can access the care they need, when they need it, close to where they live. This role is integral to the success of this programme with the post-holder needing to be flexible and willing to adapt to possible changes to their role as the project evolves. In return, we offer a once-in-a-career opportunity to be part of a major transformation programme that will radically improve care and quality of life for thousands of people in our community.

BEH-MHT VISION AND VALUES

Our vision

Our vision is embedded within our clinical strategy. We want to help people live, love, do.

- Live - A safe and secure place to call home.
- Love - Re-building relationships which may have broken down during a period of illness.

- Do - Help people to find a meaningful activity - that may be getting back into employment or further education.

Our values

The Trust's values are:

- Compassion
- Respect
- Being Positive
- Working together

NHS VALUES

It is recommended that where possible the NHS values below are reflected in job descriptions. Please go to the NHS Confederation website for further information www.nhsconfed.org

RESPECT AND DIGNITY

We value each person as an individual, respect their aspirations and commitments in life, and seek to understand their priorities, needs, abilities and limits. We take what others have to say seriously. We are honest about our point of view and what we can and cannot do.

COMMITMENT TO QUALITY OF CARE

We earn the trust that is placed in us by insisting on quality and striving to get the basics right every time – safety, confidentiality, professional and managerial integrity, accountability, dependable service and good communication. We welcome feedback, learn from our mistakes and build on our success.

COMPASSION

We find the time to listen and talk when it is needed, make the effort to understand and get on and do the small things that mean so much – not because we are asked to but because we care.

Improving lives

We strive to improve health and well-being and people's experiences of the NHS. We value excellence and professionalism wherever we find it – in the everyday things that make people's lives better as much as in clinical practice, service improvements and innovation.

WORKING TOGETHER FOR PATIENTS

We put patients first in everything we do, by reaching out to staff, patients, carers, families, communities and professionals outside the NHS. We put the needs of patients and

communities before organisational boundaries.

EVERYONE COUNTS

We use our resources for the benefit of the whole community, and make sure that nobody is excluded or left behind. We accept that some people need more help, that difficult decisions have to be taken – and that when we waste resources we waste other's opportunities. We recognise that we all have a part to play in making ourselves and our communities healthier.

DIGNITY AT WORK STATEMENT

Barnet, Enfield & Haringey Mental Health NHS Trust is committed to treating all our staff and patients with dignity and respect. You are responsible for behaving in a way that is consistent with these aims. This includes not discriminating unfairly in any area of your work and not harassing or otherwise intimidating other member of staff.

PERSON SPECIFICATION

Job Title: Senior CAMHS Clinician

Band: Band 7

Department: NCL CAMHS Home Treatment Team

REQUIREMENTS	ESSENTIAL	DESIRABLE	Assessment Type Interview (I) /Test (T) /Application (A)
EDUCATION AND QUALIFICATIONS	RMN, RNLD, SW or OT equivalent first level registration Relevant degree or post graduate diploma/equivalent level of experience		A A
EXPERIENCE AND KNOWLEDGE	<p>Minimum 3 years clinical experience in the community and / or hospital based services.</p> <p>Demonstrable experience at Band 6 or equivalent.</p> <p>Evidence of ability to effectively manage a community service.</p> <p>Experience of delivering training to different disciplines and professions.</p> <p>Experience of the Supervision process and ability to offer effective supervision to staff at different levels.</p>		<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>

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<p>OTHER REQUIREMENTS</p>	<p>Knowledge of and ability to work as part of a multi-professional team as a lead clinician and role model.</p> <p>Ability to work effectively in crisis situations in order to maintain the safety of both staff and client.</p> <p>Ability to teach staff and provide advice and support.</p> <p>Understanding of and ability to develop, promote and maintain equal opportunities in all areas of work.</p> <p>Ability to work flexibly Ability to travel across a geographical area and various locations within the Trust.</p> <p>Ability to drive and have a vehicle for work.</p>		<p>A/I</p> <p>A/I</p> <p>I</p>
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