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## **JOB DESCRIPTION**

### **Oxford Health NHS FT**

<b>Job Title:</b>	<b>CAMHS Senior Community Nurse</b>
<b>Band:</b>	<b>6</b>
<b>Responsible to:</b>	Modern Matron, team
<b>Responsible for:</b>	Junior staff
<b>Accountable to:</b>	Modern Matron
<b>Place of work:</b>	various sites across the Thames valley area, some hybrid working from home and office base in the Meadow unit.

## **JOB PURPOSE**

Oxford Health is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

*Learning Disability and Autism Hospital @ Home (LDA H@H) is an innovative new service being developed under the Thames Valley Provider Collaborative. The Hospital at Home team will focus on young people with moderate to severe learning disabilities AND/OR a severe degree of functional impairment associated with an autism diagnosis who are at risk of home or placement breakdown and who could meet the threshold for inpatient care.*

*In some cases, the team will help prevent unnecessary admissions and in others, young people will be stepped down from tier 4 care through the LDA Hospital at Home team, shortening their inpatient admission. LDA Hospital at Home maximizes the use of new technology, provides care close to home, reduces admission, length of stay, waiting times and provides earlier discharge from inpatient care.*

*By managing the care pathway, we will be able to ensure that children and young people are cared for in an inpatient setting or via an 'out of hospital' service as close to home as possible.*

*This will:*

- *Reduce the burden on families to travel long distances*
- *Enhance continued engagement with community clinical teams*
- *Encourage early therapeutic home leave*
- *Minimise Length of Stay*
- *Avoid admission*

*The Provider Collaborative will ensure that community and inpatient provision continue to work as an integrated pathway ensuring children and young people's care is seamless, timely and appropriate to meet needs. This multiagency approach through the Provider Collaborative supports developments to provide alternatives to admission and admission prevention.*

*The LDA H@H service will roll out over 3 phases:*

- *Phase 1: initial network engagement and empowerment*

*The team will go live by April 2024 and offer additional consultation services to services working with patients that meet criteria. This may involve some planned visits to assess young people across the T4 geographical footprint and virtual working.*

- *Phase 2: Pilot*

*Once the MDT is recruited to fully and prepared, the team will offer a limited number of pilot cases to test the full proposed clinical model and review the outcomes.*

- *Phase 3: Implementation*

*Following the pilot, the team will gradually expand to the full capacity of the team in order to meet demand.*

As part of the nursing team, you will have a wide range of knowledge across the fields of nursing, providing holistic and person-centred care and support for young people and their families/carers within a variety of settings. You will have experience of working with clients with a learning disability and/or Autism. You will work independently under the leadership of senior nurses, working within the sphere of nursing and care and within all aspects of the nursing process. You will also be part of a larger senior nursing and MDT working directly with the young people and families within the service.

During Phase 1; the senior team will be offering consultations to the network and contributing to individual cases. They will be preparing for the training and preparation for the rest of the team.

During Phase 2; you will be part of discussions for planned implementation of agreed interventions, on a small number of agreed pilot cases. You will be part of the team to put the agreed interventions in place, working collaboratively with the young person, family and other relevant professionals in the network for that individual. You will have an identified supervisor and attend both 1-1 and group supervision/ debriefs for these complex cases.

During Phase 3; You will continue to be part of the MDT as the team expands, continuing to contribute to the team process' and development.

You will be based in our new office spaces above the Meadow unit on the Warneford site, some planned visits in various settings across the Thames Valley collaborative area and some home working.

## **DUTIES AND RESPONSIBILITIES**

### **Clinical Practice**

- To be part of the team undertaking specialist nursing assessments in collaboration with the service user and their families/carers and presenting back to the wider MDT. This will include clear risk assessments and add to the formulation of presenting needs for the young person and family.
- To work in partnership with service users and their families/carers to ensure the development of a treatment plan to facilitate their safety, promote their well-being and support their independence and inclusion in the community. This may include working closely with partner agencies, local services or other relevant networks around the young person and family.
- To delivery evidence-based interventions following NICE guidelines to promote recovery and relapse prevention in a variety of settings.
- To regularly review care and outcomes, supporting service users to complete clinical outcome measures and monitoring progress and adapting treatment options as required.

- Knowledge of common physical health conditions and their management, and an ability to complete basic physical health checks. .
- Extensive knowledge of medications including side effects and management, of medications within the NMC guidelines and Trusts policies.

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#### **Education and the facilitation of learning**

- To support and participate in a team based learning culture, engaging in practice development initiatives, supervision, and reflective practice forums.
- Demonstrate initiative and are creative in finding solutions to problems.
- To maintain own competency to practice through Continuous Personal Development and maintain a portfolio which reflects this in line with the requirements for the NMC
- To actively participate and lead on clinical education and support for students, non-registered staff and other members of the team.

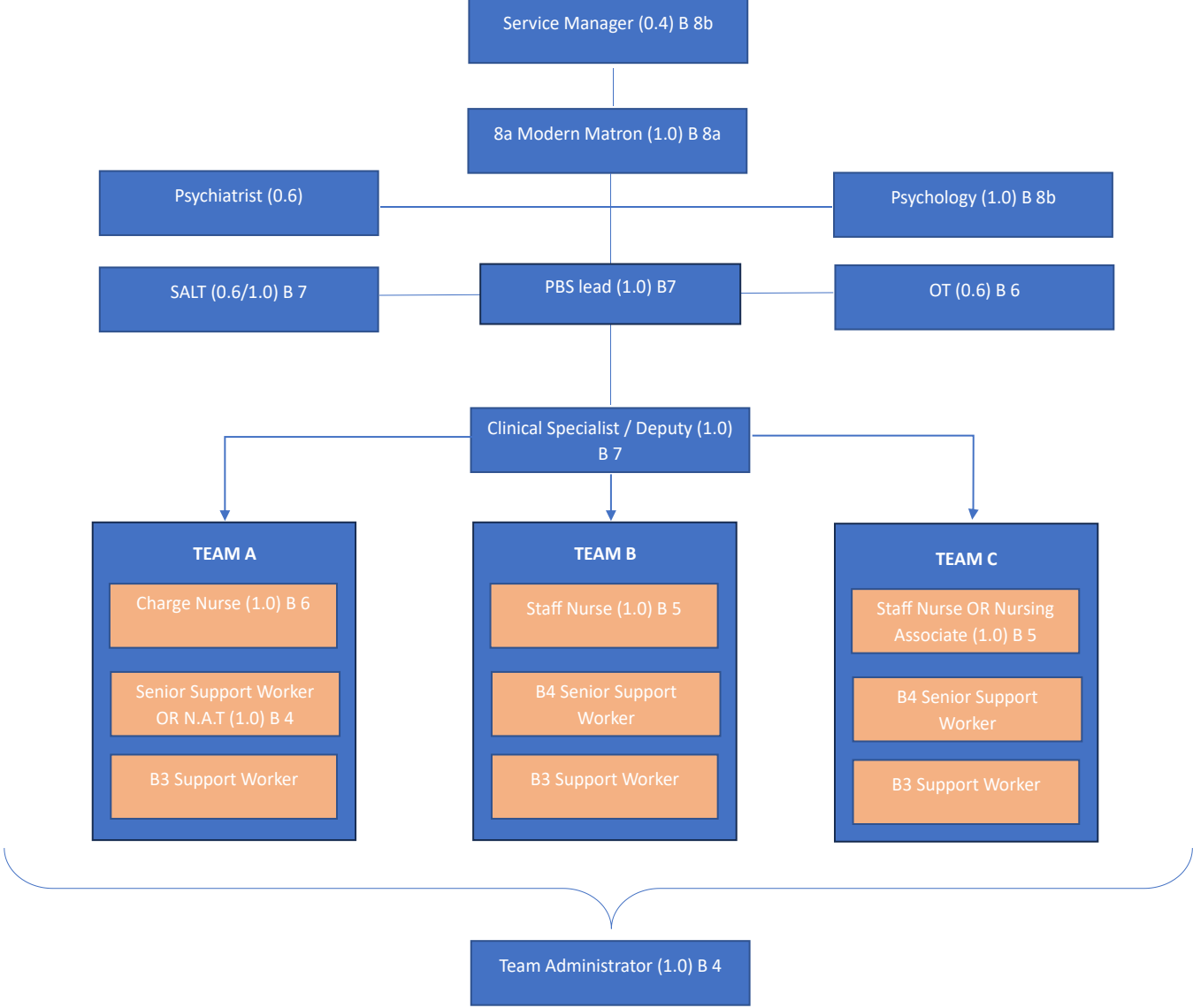
#### **Leadership and development**

- To support and supervise junior members of the team and to act as a mentor/preceptor to student nurses/trainees.
- To promote awareness of the professional role within the team.
- To deputise for deputy team manager/team manager as appropriate
- To contribute and support the Trust Nursing Strategy.

#### **Research, evidence, and development**

- To participate in the operational planning, implementation of policy and service development within the team, leading on delegated projects.
- To undertake research and/or audit projects relevant to the service area.
- To support and engage in QI projects relevant to role
- To promote the importance of co-production within teams

STRUCTURE CHART





**Oxford Health**  
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## **CODE OF CONDUCT**

All staff are required to work in accordance with their professional group's code of conduct (e.g. NMC, GMC, DoH Code of Conduct for Senior Managers).

This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.

In addition to undertaking the duties as outlined above, the post-holder will be expected to fully adhere to the following:

### **Personal Development**

- To actively participate in an annual performance review (appraisal) and the development and implementation of a personal development plan.
- To take responsibility for their own professional development ensuring professional standards are maintained and statutory and mandatory training is in date.
- To attend any training as requested.

### **Code of Conduct**

- To adhere to the Professional Code of Conduct relating to your profession (if applicable).
- To uphold the principles and values set out in the NHS Code of Conduct for Managers.
- To support the organisation in developing an effective work/life balance for employees that meets the needs of the organisation.
- To ensure that the health and wellbeing of patients is at the centre of all activities and that all staff engage and communicate with patients as appropriate.
- To always promote quality and safety of patients, visitors and staff thus enabling the Trust to meet its regulation requirements (Care Quality Commission Registration – Regulations and Outcomes) that relate most directly to patients and also strive for continuous quality improvement.

### **Equal Opportunities/Diversity**

- To observe Oxford Health NHS Foundation Trust's Equal Opportunities Policy providing equality of treatment and opportunity to employees, service users and service providers irrespective of sex, sexuality, age, marital status, ethnic origin or disability.

### **Health & Safety**

- To take responsibility for the health & safety of themselves and other persons who may be affected by their omissions or actions at work.
- To promote the Trust's Health and Safety Policy and ensure matters are managed in accordance with it.
- To co-operate with the Trust to ensure that statutory and departmental regulations are adhered to.
- Report accidents, incidents and near misses, implementing corrective action where necessary.

### **Infection Control**

- To comply with Trust policies for infection control and hand hygiene such as hand hygiene, decontamination Policy, uniform and workwear code and standard precautions Policy to reduce the spread of healthcare-associated infections (HCAIs).
- Employees with clinical responsibilities must incorporate into their clinical activities up to date evidence that supports safe infection control practices and procedures, such as the use of aseptic techniques and the safe disposal of sharps.
- In line with the Health and Social Care Act all staff have a responsibility for maintaining high standards of environmental cleanliness, which includes escalating and addressing any concerns.

### **Confidentiality and Data Security**

- To comply fully with the duties and responsibilities outlined in the Trust's Information Governance Policy.
- To comply with the Data Protection Act 2018 and General Data Protection Regulations (GDPR), National Data Security Standards and any professional code of practice on Confidentiality and Data Protection as accepted by the Trust. Departmental codes of practice and procedures for confidentiality are available from the head of department.
- To ensure that all information collected, stored and used is done so in compliance with the above Act and any relevant Trust Policy.
- To preserve the confidentiality of any information regarding patients, staff records in your area (in connection with their employment) and the Trust business. This obligation shall continue in perpetuity.
- To raise any matters of concern with your Manager/Director

### **Safeguarding**

- To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and supervision as appropriate to the role.
- To support the organisation in ensuring service users are protected from abuse or the risk of abuse and their human rights are respected and upheld.
- To ensure concerns are responded to appropriately in line with the Trust's Safeguarding Adults Policy and the Child Protection Policy and interagency safeguarding procedures.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

### **Other**

- To be aware of and work in line with all Trust policies and procedures.
- To carry out any other tasks as reasonably directed.



## PERSON SPECIFICATION

Band 6 CAMHS Senior community Nurse		
Criteria for Selection	Essential Requirements	Desirable Requirements
Knowledge Requirements	<p>Good knowledge and interest in community care and have specific clinical expertise in mental health.</p> <p>Experience of working with clients with a learning disability and/or Autism</p> <p>Understand and have experience of Risk Management including within the identified client group for the LDA H@H team.</p> <p>Good understanding of Clinical Governance</p> <p>Understand the legal responsibilities of the profession.</p> <p>Have an understanding of CMHTs and interdisciplinary working.</p>	<p>Good knowledge of community services</p> <p>Awareness of National and local issues concerning mental health and clients with a learning disability/ Autism.</p> <p>Knowledge of LEAPS and CETR's</p> <p>Knowledge of DOLS</p>
Qualifications – Academic/Skills/Professional	<p>Professional Qualification RNM or RNC or RNLD (Degree or equivalent)</p> <p>Experience of working with clients with a learning disability and/or Autism.</p> <p>Evidence of Continuing Professional Development (CPD) portfolio</p>	<p>Post graduate education specifically relating to client group</p>

<p>Further Training or Job Related Aptitude and Skills</p>	<p>Be IT literate.</p> <p>Have excellent English verbal and written communication skills.</p> <p>Ability to prioritise effectively.</p> <p>Evidence of sound problem solving skills</p> <p>Evidence of further study in evidenced based therapeutic interventions such as functional assessment, ABA or PBS.</p> <p>Ability to work well in a team, to maintain high standards of care and be a good role model.</p>	
<p>Experience</p>	<p>Appropriate significant experience post qualification experience.</p> <p>Experience of working within a multidisciplinary team</p> <p>Ability to at times manage in a stressful/challenging working environment.</p> <p>Experience of supervising other staff</p> <p>Adaptable and flexible</p> <p>Able to use own initiative when appropriate.</p> <p>Keen to learn.</p> <p>Team player</p> <p>Reliable</p>	<p>Community work with people with mental health needs.</p> <p>Experience of audit</p> <p>Experience of supervising student placements.</p>

	<p>Able to challenge and be challenged.</p> <p>Able to build rapport</p>	
Personal Qualities	<p>Comprehend and work within the Trust policies of data protection, equal opportunities, Health &amp; Safety and to meet the diverse needs of patients.</p> <p>Able to travel to undertake work and have the capacity to carry equipment relative to your post.</p> <p>Able to comply with Manual Handling policies and guidelines.</p>	
Contractual Requirements or other requirements	<ul style="list-style-type: none"> <li>• Ability to travel independently for work purposes.</li> </ul> <p>Flexible working arrangement across the Thames Valley collaborative area and some home working.</p> <p>Able to undertake planned visits across patch.</p>	