

Job Description

Post: CAMHS Mental Health Practitioner

Band: 6

Responsible to: Operational Coordinator

Main Contacts: Internal or external contacts

Job Summary

The post holder will be a member of the multi-disciplinary CAMHS.

The post holder is responsible for providing mental health assessments and psychotherapeutic interventions for children, adolescents and families using evidence based interventions.

In addition, the post holder is encouraged to develop a specific therapeutic modality as a speciality for the service.

Main Duties and Responsibilities

- To ensure high quality CAMHS assessment of children and families referred to the Tier 3 service.
- To provide access to a range of quality psychotherapeutic interventions in accordance with individual assessed need. This will include the assessment planning implementation and evaluation of a variety of therapeutic approaches either alone or as a member of the MDT.
- To deliver therapeutic input to children and young people referred to the team.
- Work as a co-therapist where appropriate with other members of the MDT.
- To be responsible for and manage a defined caseload and undertake case management responsibilities within the caseload.
- To identify and develop strategies to manage risk to the child and others in line with Pennine care and CAMHS procedures and protocols.
- To liaise closely with a wide range of agencies regarding individual care packages and to promote awareness of child and adolescent mental health issues within these agencies.
- Undertake liaison and joint work with other professionals outside of the MDT
- To provide consultation and training on a wide range of children's emotional health and well-being issues to professionals from a range of services including GP's, Early Help and Primary Care Services, Adult Mental Health Services, Youth Offending Services and Education Services.

- To engage in/deliver managerial and clinical supervision, including with appropriate consent, recording and reviewing of live clinical work.
- Ensure collection of relevant information required by Pennine Care NHS Foundation Trust
- To routinely monitor effectiveness of clinical work by use of Routine Outcome Measures (ROM) and where outcomes are not improving for children and families to engage in clinical review via peer review meetings and supervision.
- To take part in the CAMHS emergency duty rota in order to provide urgent mental health assessment of children including those admitted following self-harm and in line with Pennine care protocols to both advise other professionals regarding risk and work with them to develop a plan of care for the child. This involves occasional weekend working.

Managerial and Administrative

- To attend team, clinical, business and other meetings as required.
- To manage own workload and time effectively.
- To undertake accurate record keeping.
- To provide and enter data for local information management systems.
- To contribute to peer supervision within CAMHS and within community CAMHS
- To be responsible for the supervision of other staff as appropriate including junior staff and students.
- To give and receive regular clinical management supervision and to participate in appraisal.
- To contribute to the provision of expert CBT supervision for team and external professionals.
- To participate in the development of education and training programmes.
- To maintain own education and awareness of current developments within CAMHS.
- In conjunction with the operational co-ordinator ensure that appropriate supervision is available and attended for any specialist psychotherapeutic treatment intervention offered by the post holder such as CBT or family therapy.

Development

- Maintain a current professional portfolio and participate on programmes of personal development and training, which will be identified as part of the individual performance and development review.
- Undertake personal development in line with Pennine policy.
- Maintain professional registration requirement.

This job description is not exhaustive, but is intended to give an overall picture of the role. Other duties within the general scope of the post may be required from time to

time. The duties of the post and job description can be reviewed through the agreed process

General Duties of all post holders

- To undertake any other reasonable duty, which is appropriate to the band, when requested by Senior Staff.
- To be familiar with and comply with all Trust and departmental policies, procedures, protocols and guidelines.
- To be aware of and work towards the Trusts strategic goals.

Standards of Business Conduct

- The post holder will be required to comply with the organisations standing order and standing financial instructions and at all times, deal honestly with the organisation with colleagues and all those who have dealing with the organisation including patients, relative and suppliers.
- The post holder must ensure that their behaviour and interests inside and outside work do not conflict with their Trust position, duties and/or responsibilities.
- The post holder must comply with and support the development of the performance standards within the service/department to ensure the service is responsive to and meets the needs of its customers.
- The post holder will be required to develop and maintain good working relationships with all patients, service users, staff, contractors and where appropriate, members of the public.
- The Trust aims to maintain the good will and confidence of its own staff, patients, service users, NHS contractors and the general public. To assist in achieving this objective it is essential that at all times, the post holder carries out their duties in a courteous, sympathetic and professional manner.
- All post holders who are members of a professional body must comply with standards of professional practice / conduct. It is the post holders' responsibilities to ensure they are both familiar with and adhere to these requirements and maintain their professional membership to the relevant body.

Equality and Diversity and Equal Opportunities

- The post holder must carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies, avoiding unlawful discriminatory behaviour and actions when dealing with colleagues, service users, members of the public and all other stakeholders.
- The post holder must promote awareness of and respect for equality and diversity in accordance with Trust policies and procedures.
- The post holder is responsible for treating all staff, patients, service users, NHS contractors and the general public with dignity and respect at all times.

Safeguarding

- Appointments to regulated and controlled activities require an enhanced DBS disclosure.
- Pennine Care NHS Foundation Trust (PCFT) employees have a statutory duty to promote the welfare of children and young people and to protect adults; enabling them to live free from harm, abuse and neglect.
- Engagement with safeguarding training, in line with responsibilities, is mandatory for all PCFT employees. PCFT employees must familiarise themselves with policies and procedures and adhere to these.
- It is the responsibility of all staff to report safeguarding concerns and familiarise themselves with who to contact in order to do this or seek further guidance.

Professional and Personal Development

- The post holder must ensure that they are aware of their responsibilities by attending the Trust Mandatory Training and Induction Programme.
- The post holder will be involved in a formal appraisal and yearly conversations review with their manager at least every 12 months. Once performance / training objectives have been set, the staff member's progress will be reviewed on a regular basis, so that new objectives can be agreed and set, in order to maintain progress in the service delivery.
- The post holder will be expected to take responsibility for their own professional development and will be supported by the Trust to achieve development opportunities as appropriate.

Confidentiality and Information Governance

- Confidentiality is of prime importance. In the normal course of duties, the post holder will have access to confidential documents and information relating to patients, service users, staff and contractors, as well as information of a commercially sensitive nature. Such information should not be communicated to anyone outside or inside the NHS unless done in the normal course of carrying out the duties of the post. Disciplinary action will be considered where a breach of confidence has been established.
- All information obtained or held during the post-holders period of employment that relates to the business of the Trust and its service users and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust's discretion and in line with national rules on exemption.
- The post holder must maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately, appropriately and kept up to date. The post holder must only access information, whether paper, electronic or in other media, which is authorised to them as part of their duties.

- The post holder must work to the requirements of data protection laws as applicable to the UK, which includes the General Data Protection Regulations (GDPR).

Health and Safety at Work

- The post holder is required to take reasonable care of the health and safety of themselves and other persons who may be affected by their acts or omissions at work and to co-operate with the Trust in adhering to statutory and departmental safety regulations.
- The post holder is responsible for ensuring that they do not intentionally or recklessly misuse or interfere with anything provided in the interests of health safety or welfare e.g. misuse of equipment.
- The post holder is required to contribute to the control of risk and must report immediately, using the Trust Incident reporting system, any incident, accident or near miss involving patients, service users, carers, staff, contractors or members of the public.
- All Trust sites have been designated a no smoking area. The post holder is therefore advised smoking is not permitted within the hospital premises or grounds or whilst representing the Trust in the course of their duty. While the Trust will not discriminate against employing smokers, all prospective employees should be aware of this policy.

Infection Control

- Infection Prevention and Control is the responsibility of all Trust staff.
- All staff members have a responsibility to protect service users, visitors and employees against the risk of acquiring health care associated infections by consistently observing Trust Infection Prevention and Control Policies and procedures and best practice guidance in order to maintain high standards of Infection Prevention and Control.

Sustainability / Net Zero Carbon

Pennine Care are committed to sustainable development, social value and achieving the NHS Net Zero Carbon reduction targets. All employees must play their part and adhere to the principals in the Green Plan, this will ensure our services are efficient, sustainable and carbon emissions are reduced. As an employee you will be expected to conserve energy / water, minimise wastage in all formats, actively promote biodiversity and use sustainable transport whenever possible.

- **Energy:** Switch off non-essential electrical equipment / lighting when not in use. Report heating issues, building too hot / too cold to the Estates Team.
- **Water:** Do not leave taps running and report all drips, leaks, and condensation issues to the Estates Team.

- **Waste:** Follow the Trust waste policy – Reduce – Reuse – Recycle do not overorder equipment / medicines. Healthcare waste must be disposed of in line with the Trust’s waste management policy.
- **Biodiversity:** Enhancing biodiversity has a wealth of positive outcomes for our colleagues, services users and the environment. Think of your site, can an area be improved to have a quality green space, specific planting for habitat improvement or the installation of a couple of bird boxes? Contact the estate team for further details
- **Transport & Travel:** Where possible lift share, cycle, walk or use public transport