

## JOB DESCRIPTION

<b>For HR use only</b> <b>Job reference number:</b>
<b>Job Title:</b> Clinical Nurse Specialist/ Senior Specialist Practitioner – CAMHS Crisis / Liaison
<b>Reports to (post title):</b> Operational Team Lead
<b>Evaluated Banding:</b> 7
<p><b>Role Purpose:</b></p> <p>To promote and develop clinical excellence within the Community CAMHS team to enhance the mental and emotional well-being of children and young people within Nottinghamshire through sound evidence-based approaches.</p> <p>Supporting the delivery of high quality and safe patient-centered care.</p> <p>To work as an integral part of the CAMHS Crisis and Home Treatment and CAMHS Liaison Teams under the Urgent Care pathway as a senior member of the team.</p> <p>The postholder will:</p> <p>Provide specialist mental health assessments, formulation, and a wide range of evidence-based clinical interventions for children, young people, and families (up to the age of 18) who present with significant mental health problems/ disorders within a crisis situation.</p> <p>Provide clinical oversight and joint working for the young people presenting with highest risk and most complex difficulties of the CAMHS Crisis and Liaison caseloads.</p> <p>Supporting colleagues by taking an active role in discharge planning for young people presenting in acute mental health crisis either at the acute hospitals or within the community, and transition into community care from inpatient environments.</p> <p>Supporting cases transitioning from community into inpatient care when required.</p> <p>Holding a small caseload of complex cases.</p> <p>Provide clinical supervision and leadership support for junior members of the team.</p> <p>Sharing responsibilities as a safeguarding link practitioner for the team with Clinical and Operational Team Leads.</p> <p>Screen and accept referrals into the urgent care provision.</p> <p>Facilitate team meetings, MDTs and complex case discussions.</p> <p>Provide training to the team and support the team leads in performance, quality improvement and activity measures.</p>

Provide consultation to the team and other CAMHS services.

Developing positive working relationships and creating opportunities for joint working with external and internal agencies such as social care, education, community and city councils, Adult Mental Health Services.

#### **Role Context:**

The post holder will be a member of the urgent care provision, which has two pathways; CAMHS Crisis and Home Treatment and CAMHS Liaison. The role will predominantly be based in one of these pathways however they may be asked to cover both pathways to meet service need. These are part of the Integrated Specialist Services Directorate. The post holder will be responsible for providing specialist mental health assessment, developing formulations, and working diagnoses, and providing intervention for young people who are in a crisis situation either at home or in one of the acute hospitals.

The CAMHS Crisis and Home Treatment role will focus on supporting the co-ordination of shifts and allocation of work alongside the Clinical Lead and the Shift Lead. They will undertake complex assessments and devise appropriate care plans and packages of support for young people at risk of Tier 4 admission. They will co-ordinate a plan of support to minimise Tier 4 admission length and ensure there is a robust discharge package of care. The post holder will liaise with any S136 admissions to ensure that appropriate assessments are undertaken in a timely and sensitive manner.

The CAMHS Liaison role will focus on supporting in complex assessments, undertaking and supporting with Discharge Planning Meetings and ensuring there is appropriate flow through the acute hospitals. They will be involved in training and consultation to acute staff. The post holder will take a lead on any Paediatric Liaison assessments or ensure that there is co-ordination of care. They will provide timely, sensitive and robust plans for onward support and undertake a range evidence based interventions as part of a follow up provision.

The post requires close liaison with a broad range of other disciplines and agencies, including education, social services, voluntary agencies, and care systems. The post holder works autonomously within professional guidelines and the overall framework of the team's policies and procedures. The post holder will receive managerial supervision from the Team lead and modality-specific clinical supervision.

They will be expected to disseminate knowledge and share up to date clinical information with the team.

#### **Trust Values**

All colleagues are expected to demonstrate at interview and throughout employment that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values:

**Trust Honesty Respect Compassion Teamwork**

#### **Key Accountabilities**

##### **Working practice**

To maintain clinical expertise in practice through managing a small caseload and undertake and gain required skills and knowledge to facilitate on-going development of the post.

#### **Performance Measures**

Positive working relationships between health, education and social care are established

<p>To offer and support induction, preceptorship, coaching and mentorship to clinical staff to enhance clinical assessment, formulation, and care planning to promote a learning culture, enabling others to develop their full potential.</p> <p>To maintain an up-to-date knowledge of clinical research findings and make proposals for changes to clinical practice in light of these.</p> <p>To offer clinical supervision and consultation to clinical staff within CAMHS Crisis and Home Treatment Team and the CAMHS Liaison Team.</p> <p>To ensure child and adult safeguarding procedures are followed and best practice sustained.</p> <p>Use analytical thinking, decision-making, leadership and other specialist skills to ensure a high-quality patient experience.</p>	<p>Effective clinical care evident through Routine Outcome Measure data</p> <p>Completion of clinical audit in alignment with the Trust annual audit plan</p> <p>Appropriate recording/reporting of patient care is in place</p> <p>Legislation, policy guidance and legal frameworks are adhered to in practice</p> <p>CQC inspections achieve positive outcomes</p> <p>Service User satisfaction surveys and feedback are promoted</p>
<p><b>Education and Development</b></p> <p><b>A – Self</b></p> <ol style="list-style-type: none"> <li>1. To receive regular clinical professional supervision from a senior clinical professional on a monthly basis.</li> <li>2. To receive regular managerial supervision, on a monthly basis.</li> <li>3. To gain further post-qualification experience and to attend further, highly specialised training courses when appropriate, as identified in the annual professional appraisal and development (PAD) review.</li> <li>4. To participate in regular team meetings, complex case discussions, MDTs.</li> <li>5. To achieve trust essential training requirements.</li> <li>6. Maintenance of professional registration/ accreditation.</li> </ol> <p><b>B - Others</b></p> <ol style="list-style-type: none"> <li>1. To provide highly specialised advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.</li> <li>2. To contribute to pre and post qualification teaching to students, as appropriate.</li> <li>3. To complete CPD in line with Trust policy.</li> <li>4. To receive relevant training in line with Trust Policy.</li> </ol>	<p>PAD</p> <p>Receive regular clinical professional supervision</p> <p>Personal development targets met and demonstrated through the maintenance of an annual PAD review.</p>
<p><b>Health and Safety</b></p> <p>To work within a framework and guidelines of Nottinghamshire Health Care.</p>	<p>Ensure that safe working environment is maintained</p>

<p>Trust and in accordance with national and professional guidelines.</p> <p>To ensure that Health and safety issues, risk assessment and monitoring are effectively maintained.</p>	
<p><b>Policies and Procedures</b></p> <p>The duties and responsibilities of the post will be undertaken in accordance with the policies, procedures, and practices of Nottinghamshire Healthcare NHS Trust, NICE and NMC.</p>	<p>Policies and procedures adhered to.</p>
<p><b>Dimensions</b></p>	
<p>Leadership</p> <p>The postholder will act as a role model and promote high standards of professionalism representing both the Trust and the profession in the exercise of duties.</p> <p>The postholder will be innovative and flexible responding to emerging and developing client/team/partner needs and will develop quality improvement strategies.</p> <p>The postholder will maintain positive working relationships and pathways with partners so to continue to further develop the CAMHS urgent care pathways and the team's clinical practice.</p> <p>To work with Young People up until the age of 18 years, ensuring a continuation of mental health services, between local CAMHS provision and adult mental health provision.</p> <p>To assist in highly specialised multidisciplinary assessments and provide evidence based highly specialised interventions in partnership with other Nottinghamshire Children's Services.</p> <p>The postholder will be required to conduct specialist self-harm assessments, DPMs, CPA and multi-agency meetings and devise treatment/ management plans for the most complex young people on the team caseload.</p> <p>The postholder will offer support, liaison, consultation, and containment to staff within the team, parents and other professionals within the network who may be highly anxious.</p> <p>To work with other CAMHS professionals within the entirety of Comprehensive CAMHS provision (Targeted, community and highly specialist) to coordinate therapeutic packages of care.</p> <p>To assist in the development and implementation of care pathways.</p> <p>A key part of the role will be direct clinical work, but an important part of the role will be to provide specialist consultation and liaison, training, and support to other Specialist and highly specialist CAMHS professionals.</p> <p>To care-coordinate for young people with mental health difficulties, to facilitate individual treatment, group work and participate in multi-disciplinary care provision.</p>	
<p><b>Safeguarding</b></p>	

All employees are responsible for taking all reasonable measures to ensure that the risks of harm to children and vulnerable adults are minimised. They should take all appropriate actions to address concerns, working to agreed local policies and procedures including the guidance on Safeguarding, in partnership with other relevant agencies. This includes accessing appropriate training, advice, and support.

#### **Disclosure and Barring Services**

Where this post relates to the types of work, activity, employment, or profession as set out in The Exceptions Order made under the Rehabilitation of Offender Act 1974; the post will be subject to a DBS Disclosure check at the point of recruitment and thereafter, as the Trust determines appropriate. The level of the check will be determined by the type of activities undertaken and the level of contact the post holder will have with children and/or adults in receipt of health services.

#### **Infection Control**

All employees of Nottinghamshire Healthcare NHS Foundation Trust have an individual responsibility to have knowledge of and employ the basic principles of infection prevention and control practice. All employees must comply with Infection Prevention and control mandatory training requirements specific to their role.

#### **Equality and Diversity**

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation.

#### **Sustainability**

It is the responsibility of all staff to minimise the Trust's environmental impact wherever possible. This will include recycling, switching off lights, computers, monitors and equipment when not in use. Helping to reduce paper waste by minimising printing/copying and reducing water usage, reporting faults and heating/cooling concerns promptly and minimising travel. Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases.

#### **Data Quality Statement**

All staff of Nottinghamshire Healthcare NHS Foundation Trust have a responsibility for data quality; improved data quality leads to better decision-making across the Trust. The more high-quality data, the more confidence the organisation has in decisions. Good data decreases risk and can result in consistent improvements in results. Employees within data roles have a responsibility for inputting high quality data (accurate, valid, timely, complete) and for ensuring that high quality data is maintained.

#### **Communication**

The post holder is required to:

Demonstrate the ability to communicate treatment decisions and processes in an understandable form to

service users/ carers and relevant others, using the best available evidence, through the use of timely and informative reports (record keeping) both internally and externally.

Enable the service user/carer to gain insight and understanding and acceptance of formulation where there may be significant barriers to this. This will require the highest level of interpersonal communication skills required in highly emotive and difficult situations, following diagnosis, prognosis and treatment.

Ensure that clinical standards are cascaded to other relevant staff.

To share professional expertise and knowledge to enhance working relationships with fellow professionals.

Participate in and ensure the ongoing development of staff within the team and networking/developing other professionals/agencies.

To liaise with clinical governance, attending as required and ensuring that clinical standards are cascaded to the team.

Support team members in multi-agency working with complex and challenging cases.

### **Knowledge, Training and Experience**

Appropriate professional registered qualification e.g., RMN, Social Worker or equivalent qualification and membership of a registered statutory body e.g. NMC.

Post basic qualification in Child and Adolescent Mental Health, or equivalent/relevant experience.

Knowledge of safeguarding children's agenda and responsibilities and to have undertaken statutory child safeguarding training.

Qualification in supervision and mentoring of students.

Further qualification/ experience in psychological/psychosocial therapies, i.e. dialectical behavioural therapy/ systemic family practice/ cognitive behavioural therapy is desirable.

Extensive experience of working therapeutically at Band 6 (or equivalent) with children and young people and families within a CAMHS setting using a range of clinical interventions appropriate to the needs of users of the service, which are evidence based.

Extensive experience of working with young people and their families who have experienced a range of mental health problems (depressive disorders, anxiety, obsessive compulsive disorders and neurodevelopmental disorders).

Extensive experience of risk assessment and risk management. To demonstrate ability to carry out highly competent clinical assessments including mental state assessments and risk assessments and develop a formulation of their problems.

An ability to apply a crisis management approach to complex clinical situations.

Substantial experience of MDT and multi agency working.

Experience of providing clinical supervision in relation to complex cases to junior staff and peers.

Delivering consultation within CAMHS and other agencies.

To be involved in audit and research and demonstrate analytical skills.

Demonstrate experience of providing care that is sensitive to the needs of minority groups.

An ability to manage and contain the anxiety of other professionals.

Extensive experience of involvement: communicating with service users/carers to reflect on and develop services.

Understanding and working knowledge of the CAMHS system.

Understanding of attachment and early developmental issues.

Knowledge and experience of the provision of mental health assessment for young people.

Working knowledge and experience of the provision of therapeutic approaches and interventions with children, young people and their families.

Knowledge of other agencies systems e.g., AMH, Social Care.

Working knowledge and experience of relevant legislation regarding young people.

Extensive knowledge of complex mental health difficulties that affect children, young people and the impact on their families/carers.

Working knowledge and experience of safeguarding policies and procedures

Current knowledge and understanding of child and adolescent mental health needs and ability to demonstrate clinical competence.

Knowledge of current of issues and national initiatives regarding the mental health care/emotional development of children and adolescents.

Knowledge of trust policies and local procedures.

Evidence of leadership skills and developmental and project work.

Highly specialised range of interpersonal and communicative skills.

Excellent written and verbal skills.

Ability to organise and prioritise workload.

Case load management.

Basic IT skills.

Demonstrates commitment to the principles of clinical governance and clinical supervision.

### **Analytical and Judgement Skills**

Ability to assess individuals with highly complex mental health needs.

To contribute to the formulation around highly complex clinical conditions requiring specialist treatment plans.

To review highly complex individualised treatment plans using highly specialist knowledge and skills.

To use analytical skills and specialist clinical knowledge to prioritise clinical care, considering risk, complexity and timely delivery for those with enhanced needs.

### **Planning and Organisational Skills**

To function as an integral part of an effective specialist CAMHS Team.

Ability to plan, manage and develop pathways within the urgent care CAMHS teams.

Ability to prioritise, organise and manage own case load and diary.

Co-ordinating plans of care with other professionals and agencies when necessary.

To assess, formulate and initiate treatment plans and review.

Ability to organise work within clinic and community environments.

### **Physical Skills**

To be able to achieve a number of visits per day or contacts within a clinic or community environment, with the use of driving.

### **Responsibility for Patient/Client Care**

The postholder will be responsible for the assessment of mental health needs which require the clinician to develop highly specialised clinical management plans for treatment, requiring the practitioner to make treatment decisions.

They will provide highly specialist information and advice relating to the diagnosis, coordination of care and education of young people and their parent/carers in an expert area of practice.

They will maintain records of care and treatment in accordance with Trust guidelines.

The post holder will liaise with and refer to other professionals in order to ensure appropriate sign posting and the setting up of care packages.

### **Responsibility for Policy/Service Development**

To accurately identify service development issues / themes and develop appropriate protocols which would



<p>impact on other disciplines.</p> <p>The duties and responsibilities of the post will be undertaken in accordance with the policies, procedures and practices of Nottinghamshire Healthcare NHS Trust. It is the post holder's responsibility to ensure they keep up to date with these policies and other policy documents. This includes Infection Control and Health and Safety (and meds management for clinical staff).</p>
<b>Responsibility for Financial and Physical Resources</b>
<p>Personal duty of care to equipment and resources.</p>
<b>Responsibility for HR</b>
<p>Provides specialist training and education.</p> <p>Ensuring that the quality of care provided is safe and of a high quality and is evaluated and communicated to the team, offering supervision and support to other team members as the senior clinician</p>
<b>Responsibility for Information Resources</b>
<p>Records personally generated information.</p> <p>Provide data as per Trust requirements.</p> <p>Updates service user's records.</p> <p>Using Electronic Progress notes and care plans to record changes to treatment programmes requiring prompt actions.</p>
<b>Responsibility for Research and Development</b>
<p>The post holder will undertake R &amp; D activity in the area of children and young people who access the CAMHS Crisis and Liaison teams, plus leading clinical audit in this area.</p> <p>Ensure adherence to Information Governance and record keeping policies.</p>
<b>Freedom to Act</b>
<p>Accountable for own actions, working independently and autonomously.</p> <p>Working within the policies and procedures of Nottinghamshire Healthcare Trust.</p> <p>Clinical practitioner working in a specialised field.</p> <p>Using care and risk management plans within the guidelines of the Trust.</p> <p>Working within NMC code of conduct or equivalent registering body.</p>
<b>Physical Effort</b>
<p>Occasional moderate effort. Involving sitting, standing, walking, and carrying equipment such as weighing, scales, height measures and case notes.</p> <p>Spending periods of time driving to and from hospitals, home visits, schools and training.</p>
<b>Mental Effort</b>

Frequent concentration, participation in duty rota which can cause unpredictable working parameters. Working in a clinical environment requires post holder to use a high level of concentration over several hours in order to carry out detailed assessments and initiate appropriate treatment plans.

Work pattern unpredictable due to Co-ordinating, allocating and management of demand and staff resource to safely meet requirements of young people referred to the team.

### **Emotional Effort**

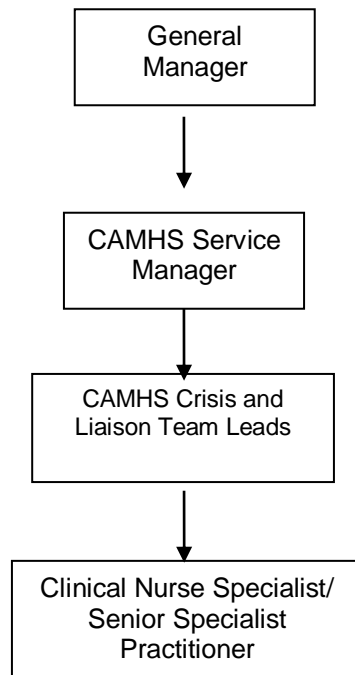
Frequent highly distressing circumstances. Working with young people who have endured significant abuse and/ or who are likely to engage in self harming behaviours and/ or active suicidal ideation. The post holder will have to deal with high levels of distress and disturbance and frequent emotional outbursts, which at times may include anger and aggression. Working with parents and carer's who may be very distressed by the difficulties experienced by their child. Supporting Team Leads in the management of complaints and supporting colleagues with working with challenging families.

At times the post holder may be required to complete ward assessments or urgent community assessments of young people who present as having a high risk of severe self-harm/ suicide.

### **Working Conditions**

Occasional exposure to unpleasant working conditions due to experiences listed above, occasionally highly', i.e., verbal abuse

### **Organisation Chart**



### Our promise to you

We will ensure that you are supported and lead in line with our Trust Values: **Trust**, **Honesty**, **Respect**, **Compassion** & **Teamwork**



Nottinghamshire Healthcare NHS Foundation Trust actively works to fulfil the seven elements of the NHS People Promise.

We will adhere to the promise and support all our colleagues, assuring that we are continuously striving to listen to colleagues, adapting accordingly and striving always to be the best place to work.



### Signatures

Please sign to confirm agreement

Post holder:

Date:

Line Manager:

Date: