

JOB DESCRIPTION

JOB TITLE:	Specialist CAMHS Practitioner – Learning Disabilities Pathway
BAND:	7
Team:	Hillingdon CAMHS Learning Disabilities
Service:	Hillingdon CAMHS
REPORTING TO:	Clinical Team Lead – LD Pathway
ACCOUNTABLE TO:	Service Manager for Hillingdon CAMHS

JOB SUMMARY

The post holder will provide a specialist service within CAMHS to young people with learning disabilities and their families. This is a community-based post, located within the Learning Disabilities Pathway in Hillingdon CAMHS offering flexible, evidence-based episodes of care, assessments and treatments within a Positive Behaviour Support (PBS) framework, the main aim of which will be to enhance the quality of life of the children and their families, and reduce challenging behaviour. The post holder will directly contribute to the positive working environment within the multi-disciplinary team and will be required to deliver assessments and interventions in Brent. The post holder will also deliver training to other professionals and agencies as relevant.

The post holder will provide specialist assessments and interventions to children and young people. This will involve undertaking direct assessment and intervention with the client and indirect assessment, monitoring and intervention with staff and/or carers. Intervention will include working across a variety of settings, including home, school and short break services and will involve working with the multi-disciplinary team. The post holder will work autonomously alongside clients, families, support workers and professionals to enable others to better understand and respond to behaviours that are challenging.

The post holder will require a high degree of professional autonomy and self-management and will be required to account for their professional practice through supervision, appraisal and audit.

KEY RESPONSIBILITIES

1. Clinical Responsibilities

- To provide comprehensive specialist assessments, including risk assessment of children, young people and their families/carers referred with moderate, complex and severe mental health problems/ behaviours that challenge others using the PBS framework.
- To use a range of assessment techniques including observations, standard measures and questionnaires, direct work and interviews with parents and professionals in order to collate information required to complete a functional analysis assessment.
- To formulate and to be responsible for implementing in partnership with other agencies working with the child/young person a positive behaviour plan/ intervention.
- To communicate in a sensitive manner assessment outcomes/ PBS formulations and positive behaviour support plans.
- To co-ordinate and run psycho-educational and therapeutic groups using the PBS framework with support from the assistant psychologist/team lead.
- To evaluate the implementation and impact of the intervention.
- To write confidential behavioural support plans, reports for case conferences, and education that may have wide ranging implications for children, young people and their families.
- To be available to carry out urgent assessments. Assessments and interventions will be conducted in school settings, clinic settings, patients' home and the community.
- To undertake other psychological and/or diagnostic assessments (i.e. Autism Diagnostic Observation Schedule-2, or cognitive assessments) and interventions if required and

appropriate.

- ☐ To provide consultation and appropriate training to other professionals working with the children referred to the service in order to ensure implementation of behavioural support plans and PBS skills.
- ☐ To attend PBS training and to deliver relevant training to families and other agencies in order to support and ensure the implementation of PBS.
- ☐ To liaise with and where appropriate participate in joint work with other members of the Learning Disabilities Pathway in Hillingdon CAMHS Learning Disabilities team.
- ☐ To act as care coordinator for an identified caseload and to be responsible for the coordination of assessment, planning, implementation and evaluation of therapeutic packages of care provided by the multidisciplinary team.
- ☐ To act as care coordinator in accordance with CPA guidelines within the CAMHS community setting.
- ☐ To ensure that the needs of the client group is paramount and be aware of and adhere to NICE Guidelines relating to 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 maintain accurate clinical records in accordance with service standards and to record and maintain patient data in local database systems (System 1) and the trust wide electronic database.

2. Policy and Service Development

- ☐ To assist in the design, implementation and evaluation of the PBS project (collect and analyse data and produce reports).
- ☐ To advise staff in the field of children with emotional and behavioural problems, and specifically LD and ASD.
- ☐ To help to develop standards underpinned by theory and research.

- ☐ To offer supervision to junior staff members.

3. Training and Development

- ☐ To keep up to date with appropriate legislation in line with CAMHS.
- ☐ To attend regular supervision with line manager and clinical supervisor, and other relevant supervisors.
- ☐ To be responsible for personal development and education in line with statutory, mandatory and professional requirements.
- ☐ To deliver PBS training to partner agencies.

4. Research and Service Evaluation

- ☐ To be aware of the up-to-date research and evidence relating to the care and treatment of children and young people with learning disabilities and behaviours that challenge.
- ☐ To undertake or participate in any relevant clinical research, service evaluation and audit.
- ☐ To contribute to planning and implementation of clinical outcome measures.
- ☐ To participate fully in user feedback and user involvement initiatives.

5. Performance Management

- ☐ To ensure documentation and care plans are comprehensive and of the highest standard in line with Trust, and Hillingdon CAMHS policies.
- ☐ To record relevant information as consistent with Hillingdon CAMHS, and Trust record keeping policy.
- ☐ To collate and report on clinical information across a specific area(s).
- ☐ To provide clinical information as required for input into Hillingdon CAMHS Learning disabilities electronic information systems.

- To maintain high standards of clinical practice that adheres to the professional standards and the professional codes of practice of the relevant accrediting professional body.
- To undertake breakaway or other such appropriate training as required, follow safe working guideline and adhere to lone worker policies.

6. Continuing Professional Development

- To receive clinical supervision in accordance with Trust supervision policy.
- To participate in the Trust Appraisal and be committed to ongoing continuing Professional Development including participation in further specialist training as agreed with supervisor/discipline lead.
- To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
- To maintain professional registration. To work within professional and ethical frameworks established by national bodies such as the DOH, UKCP, NMC, HCPC or RCP as relevant

7. Key Relationships

- Children, young people and their families
- Clinical Team Leader-Learning Disabilities Pathway
- MDT within Learning Disabilities team
- Team I Manager Hillingdon CAMHS
- Senior Management Team of Hillingdon CAMHS □ Other professionals working in the PBS pathway.
- Multidisciplinary colleagues in CAMHS in Brent CAMHS, Harrow, Hillingdon and Chelsea and Westminster
- Other professionals working with children and young people in social services, health, education, youth justice system and the voluntary sector
- Trust corporate departments including Human Resources, Training and Development, IM&T etc

JOB DESCRIPTION AGREEMENT

This job description is intended as a guide to the main duties of the post and is not intended to be a prescriptive document. Duties and base of work may change to meet the needs of the service or because of the introduction of new technology. This job description may be reviewed from time to time and changed, after consultation with the postholder.

Statement on Employment Policies

In addition to the requirement of all employees to co-operate in the implementation of Employment related policies, your attention is drawn to the following individual employee responsibilities:-	
Health and Safety	Under the Health & Safety at Work Act 1974 it is the responsibility of individual employees at every level to take care of their own health and safety at work and that of others who may be affected by their acts at work, and to co-operate with management in complying with health and safety obligations, particularly by reporting promptly any defects, risks or potential hazards.
Equal Opportunities	CNWL is committed to equality of opportunity for all employees, job applicants and service users. We are committed to ensuring that no one will be discriminated against on the grounds of race, colour, creed, ethnic or national origin, disability, religion, age, sex, sexual orientation or marital status. The Trust commits itself to promote equal opportunities and value diversity and will keep under review its policies, procedures and practices to ensure that all employees, users and providers of its services are treated according to their needs.
Dealing With Harassment/ Bullying In The Workplace	<p>The Trust believes employees have the right to be treated with respect and to work in a harmonious and supportive working environment free from any form of harassment and / or bullying.</p> <p>The Trust has taken positive steps to ensure that bullying and harassment does not occur in the workplace and that procedures exist to resolve complaints as well as to provide support to staff. It is your responsibility as an employee to abide by and support these steps so all employees can work in a harmonious, friendly and supportive working environment free of any harassment or intimidation based on individual differences.</p> <p>Disciplinary action will be taken against any member of staff found to be transgressing the Dignity at Work Policy.</p>
No Smoking	To refrain from smoking in any of the organisations premises not designated as a smoking area. 'CNWL Mental Health Foundation Trust is a Smokefree Trust – this means that staff must be smokefree when on duty or otherwise in uniform, wearing a badge or identifiable as CNWL staff or undertaking trust business.'
Alcohol	To recognise that even small amounts of alcohol can impair work performance and affect ones' ability to deal with patients and the public in a proper and acceptable manner. Consumption of alcohol during work hours is not permitted.
Confidentiality	<p>As an employee of the Trust the post-holder may have access to confidential information. The postholder must safeguard at all times, the confidentiality of information relating to patients/clients and staff and under no circumstances should they disclose this information to an un-authorised person within or outside the Trust. The post-holder must ensure compliance with the requirements of the Data Protection Act 1998, Caldicott requirements and the Trust's Information and IM&T Security Policy.</p> <p>To safeguard at all times, the confidentiality of information relating to patients/clients and staff.</p>

General Data Protection Regulation (GDPR)	To maintain the confidentiality of all personal data processed by the organisation in line with the provisions of the GDPR.
Safeguarding	As part of your employment with CNWL Mental Health Foundation Trust, we will need to maintain your personal information in relation to work on your personal file. You have a right to request access to your personal file via the People & Culture Department.
Service User and Carer Involvement	All employees must carry out their responsibilities in such a way as to minimise risk of harm to children, young people and adults and to safeguard and promote their welfare in accordance with current legislation, statutory guidance and Trust policies and procedures. Employees should undertake safeguarding training and receive safeguarding supervision appropriate to their role.
Personal Development	CNWL is committed to developing effective user and carer involvement at all stages in the delivery of care. All employees are required to make positive efforts to support and promote successful user and carer participation as part of their day to day work.
Quality Improvement	Each employee's development will be assessed using the Trust's Personal Development Review (PDR) process. You will have the opportunity to discuss your development needs with your Manager on an annual basis, with regular reviews.
Professional Standards	The Trust encourages staff at all levels to engage in the Trust's approach to quality through quality improvement projects and quality assurance.
Risk Management	To maintain standards as set by professional regulatory bodies as appropriate.
Personal and Professional Development/Investors in People	Risk Management involves the culture, processes and structures that are directed towards the effective management of potential opportunities and adverse effects. Every employee must co-operate with the Trust to enable all statutory duties to be applied and work to standards set out in the Risk Management Strategy.
Infection Control	The Trust is accredited as an Investor in People employer and is consequently committed to developing its staff. You will have access to appropriate development opportunities from the Trust's training programme as identified within your knowledge and skills appraisal/personal development plan.
	<p>Infection Control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of all Healthcare Associated Infections including MRSA. In particular, all staff have the following key responsibilities:</p> <p>Staff must observe stringent hand hygiene. Alcohol rub should be used on entry to and exit from all clinical areas. Hands should be washed before and after following all patient contact. Alcohol hand rub before and after patient contact may be used instead of hand washing in some clinical situations.</p> <p>Staff members have a duty to attend infection control training provided for them by the Trust as set in the infection control policy. Staff members who develop an infection that may be transmissible to patients have a duty to contact Occupational Health.</p>

PERSON SPECIFICATION

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TEAM:	Learning Disabilities Hillingdon CAMHS
Service:	Hillingdon CAMHS
REPORTING TO:	Clinical Team Lead – Hillingdon CAMHS Learning Disabilities
ACCOUNTABLE TO:	Team Manager – Hillingdon CAMHS

Clinical Nurse Specialist/ Clinical Psychologist/ Occupational Therapist/ Speech & Language Therapist

Requirements	Essential	Desirable	To be Tested*
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Education, Training and Qualifications	<p>Registered Nurse in Learning Disabilities or Post graduate training in autism and Challenging behaviour (e.g. ABA diploma, IABA extended course, post grad certificate in autism, MSc in Applied Behaviour Analysis)</p> <p>Or Postgraduate Doctorate in Clinical/counselling Psychology (or its equivalent for those trained prior to 1996) & Registration with HCPC</p> <p>Or Bachelor/Post-graduate Diploma/ MSc in Speech & Language Therapy with registration with HCPC and membership of RCSLT</p> <p>Or Art Therapies with registration with HCPC Training in Positive Behaviour Support or Applied Behavioural Analysis</p>		<p>Application Form</p> <p>Interview Proof of Qualifications and professional registration if relevant</p>
Experience	<p>Previous experience of working in CAMHS Or experience in Adult Services for Autism/ Learning Disability with clear evidence of transferrable skills</p>	<p>Specific experience in LD and ASD assessment and treatment protocols</p> <p>Experience in assessment and interventions using</p>	<p>Application form and Interview</p>

	<p>Experience of group-work</p> <p>Experience of working with a wide range of learning disabilities and mental health problems</p> <p>Experience of care planning</p> <p>Experience of working in a culturally diverse Inner-city area</p> <p>Experience of working in a multidisciplinary way</p> <p>Experience in crisis work</p>	<p>the PBS framework/ Applied Behavioural Analysis</p> <p>Training in diagnostic assessments (i.e. ADOS2 and/or 3DI)</p> <p>Experience of specialist assessments and treatments for LD/ ASD and behaviours that challenge</p> <p>Experience in delivering interventions in patients' homes</p> <p>Experience of supervising others.</p>	
Skills and Abilities	<p>Evidence of well developed clinical skills and knowledge in CAMHS</p> <p>Specialist clinical skills for the assessment and treatment of Mental health in Learning Disabilities and ASD</p> <p>Skilled in emergency and crisis assessments</p> <p>Able to manage own time and caseload</p> <p>Excellent verbal and written communication skills</p> <p>Able to work effectively across organisational boundaries</p> <p>Teaching skills, both in clinical setting and education centres</p> <p>Ability to work virtually using trust approved virtual meeting platforms.</p> <p>Computer skills, including Excel</p>	<p>Specific trainings in LD and ASD assessment and treatment protocols</p>	<p>Application form and Interview</p>

Knowledge	<p>A developed knowledge of LD and ASD as well as issues related to assessment and interventions for this population</p> <p>Awareness of current national guidelines and policies in the field of CAMHS</p>		Application form interview
	<p>Knowledge of legislation and its implication for clinical practice in relation to children, young people and their families</p> <p>Knowledge of specific inner-city issues which impact of care delivery</p> <p>An awareness of different research methods</p> <p>A working knowledge of Child Protection Guidelines</p>		
Other Requirements	<p>Ability to work autonomously, setting appropriate goals, in accordance with professional ethics guidelines and Trust policies</p> <p>Understanding of equality of opportunity and related policies and procedures</p> <p>Proven qualities in sustaining the mental, emotional and physical demands of specialized therapeutic work with disturbed and distressed children, adolescents and their families/carer networks.</p> <p>Able to sit in constrained positions for a substantial period of working time and to travel within community (Brent)</p> <p>Respectful approach to children/ adolescents and their families, colleagues and other agencies.</p>		Application form and interview.

* A = Application Form, I = Interview, T =Test.