



Candidate information pack

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Welcome

Thank you for your interest in this exciting new opportunity at West London NHS Trust.

This candidate pack contains all you need to apply for the post.

Due to on-going investment and a structure review and subsequent expansion of the West London CAMHS Nursing Team, we are extremely pleased to offer a number of new nursing positions within our 3 Borough CAMH Service. We are currently seeking to recruit the following;

- Band 8b Lead Clinical Nurse Specialists
- Band 8a Senior Clinical Nurse Specialists
- Band 7 Clinical Nurse Specialists
- Band 6 Nurses to undertake the CAMHS Band 6 to Band 7 Training and Progression Pathway
- Band 6 CAMH Nurses
- Band 5 CAMH Nurses

We are offering an exciting opportunity for a Registered Mental Health Nurse to work and train to become a Clinical Nurse Specialist in Child and Adolescent Mental Health through our innovative and comprehensive training programme which includes formal teaching, experiential learning and supervision.

The successful applicant will join the West London CAMHS Eating Disorder Service is based at in Ealing CAMHS, 1 Armstrong Way, Southall UB2 4SA.

The CAMH Nurse will join the multidisciplinary team in the delivery of clinical assessment and provision of therapy to young people (0-18) and their families and/or carers within the Eating Disorder Service. The role will include providing outreach work to patients who may find it hard to attend clinics and in-reach work into Tier 4 Services. The CAMH Nurse will manage physical health clinics with the support and consultation of medical staff as required. With supervision and support the CAMH Nurse will provide individual therapy to identified patients, as well as short term therapy (individual, family, groups) to patients presenting with sub-threshold disorders. He /she will also contribute towards Multi Family Therapy Groups.

West London CAMHS employs nurses across all specialties including generic CAMHS, Crisis Care, Eating Disorders, Neuro-developmental Conditions and Learning Disabilities. This means there is ample opportunity for networking with colleagues and sharing expertise.

The successful applicant will join a thriving team of supportive, committed and skilled nurses who are dedicated to changing the future outcomes for children and young people who present to mental health services. You will receive regular clinical, professional and management supervision from a Clinical Nurse Specialist and you will be encouraged to join our monthly 3 Borough Nurses Forum. The CAMH Nurse will participate in the CAMHS Development Programme which supports participants to develop the core knowledge, skills and competencies as set out in the Competence Framework for Child and Adolescent Mental

Health Services, which will allow them to progress and practice as Band 7 Clinical Nurse Specialists within CAMHS. West London CAMHS also has good relationships with local training providers and offers specialist placements to student nurses. As a CAMH Nurse you will have the opportunity to act as a Supervisor student nurses on specialist placement in CAMHS.

We are looking to appoint an enthusiastic and highly motivated Registered Mental Health Nurses with demonstrable post registration experience working in child and adolescent in-patient and/or community services or adult community services and who have an interest in developing their skills in working with young people, their families/carers and networks who are struggling with eating disorders.

Due to the COVID-19 Pandemic West London CAMHS has had to develop new and innovative ways of working. Our staff are currently providing a combination of face to face clinical contact as well as clinical contact via virtual platforms, resulting in a combination of onsite and remote working. All staff are provided with a laptop and mobile phone to support this way of agile working.

About West London NHS Trust

West London NHS Trust is one of the most diverse healthcare providers in the UK, delivering a range of mental health, physical healthcare and community services commissioned locally and nationally. The Trust runs Broadmoor Hospital, one of only three high secure hospitals in the country and one of the highest profile mental healthcare settings in the world.

Our medium-secure and forensic services care for patients from across the South of England. The Trust also provides mental and physical healthcare in three London boroughs – Ealing, Hammersmith & Fulham and Hounslow. The Trust employs 3,770 staff, of which 47% are from Black and Asian Minority Ethnic (BAME) background. Our turnover in 2019/20 was £314m.

In recent years there has been a trust-wide step change in culture, performance and ambition. The Trust is now rated as 'Good' overall by the CQC, and the rating for our Forensic services has improved from 'Requires improvement' to 'Outstanding'. Rigorous financial management has been central to our ability to deliver service improvements. The Trust has delivered consistent surpluses since 2009, totalling more than £77m. In parallel, we have also improved efficiencies by reducing length of stays and improving patient flow, with almost no out of area placements in recent years.

The Trust is an established key partner and contributor in the development of the evolving North West London Integrated Care System (ICS). The Chief Executive leads for mental health, equalities and engagement across the sector, mirroring her commitment to these issues.

In direct response to the Covid-19 crisis, and in partnership with Central and North West London NHS Foundation Trust (CNWL), the Trust set up a new psychological support service for NHS staff, residential homes, care facilities and the London Ambulance Service. [The Keeping Well service](#), received over 800 referrals in its first 9 months, 54% of which are from Black and Asian Minority Ethnic (BAME) staff.

Collaboration has been the key to our success in recent years, and the launch of Ealing Community Providers (ECP) in July 2019 exemplifies our ambition. ECP is led by West London NHS Trust and brings together 14 organisations, including NHS, Ealing Council and the voluntary sector to deliver community health and care services to local residents. The

partnership even extends to a GP practice supporting care homes in Ealing. This is the Trust's first foray into providing physical healthcare services on a large scale, alongside our traditional roots in mental healthcare.

Our staff rate us highly and in the 2020 staff survey, the Trust received the top score nationally in two categories: immediate managers and quality of care. The Trust has won national awards for its workforce programmes and link Black and Asian Minority Ethnic (BAME) staff development programmes and a new system for a fairer allocation of shifts. More recently, the Trust received an award for workforce innovation to improve staff recognition and was shortlisted for 'Mental Health Trust of the Year' 2020 by the Health Service Journal.

Our Trust Values

Togetherness: Ensure teamwork, mutual respect and trust sit at the heart of everything we do here. Our service users and their carers are an integral part of the team

Responsibility: Ensure when we say we're going to do something, we do it. We don't leave it to someone else to do. Our service users are responsible for engaging in their treatment.

Excellence: Ensure we strive for excellence in everything we do. 'Good enough' is simply not good enough. Excellent is better. The safety of our service users and our team is our number one priority.

Caring: Ensure caring means more than showing compassion to our service users and each other. It's also about having a can-do attitude, stepping up and caring to be the best we can. Because we care, we give praise when it's due.

Job Description

Post Title:	Clinical Nurse Specialist
Department:	West London CAMHS Eating Disorder Service Intensive treatment community pathway
Responsible to:	Lead Clinical Nurse Specialist Eating Disorders
Accountable to:	Head of Nursing CAMHS
Key Relationships:	Colleagues within the 3 Borough CAMH Service. Members of all agencies and services responsible for service user's and their families care and support as appropriate
Grade:	Band 7

Hours 37.5
Duration: Permanent

Job Summary:

The CAMH Nurse will join the multidisciplinary team in the delivery of clinical assessment and provision of therapy to young people (0-18) and their families and/or carers within the Eating Disorder Service.

The CAMH Nurse will work within the intensive treatment community pathway. This is an exciting new development within the team to support young people to remain in the community or to provide consistent support on paediatric wards to support discharge. This role will provide outreach into the young person's home to and local wards to provide meal and more generalised therapeutic support.

The CAMH Nurse will support the provision of highly specialist nursing services to young people and their families and/or carers within CAMHS. This will include providing outreach work to patients who may find it hard to attend clinics and in-reach work into Tier 4 Services.

The CAMH Nurse will manage physical health clinics with the support and consultation of medical staff as required.

With supervision and support the CAMH Nurse will provide individual therapy to identified patients, as well as short term therapy (individual, family, groups) to patients presenting with sub-threshold disorders. He /she will also contribute towards Multi Family Therapy Groups.

The CAMH Nurse will provide consultation and advice to CAMHS colleagues of nursing and other disciplines and other agencies with respect to eating disorder/ disordered eating presentations.

With supervision and support the CAMH Nurse will undertake complex multi-agency work with external agencies (e.g. education, social services) and with colleagues within West London NHS Trust with respect to eating disorder/ disordered eating presentations.

The CAMH Nurse will work autonomously within professional guidelines and exercise responsibility for the nursing governance of nursing practice within the Eating Disorder Service.

The CAMH Nurse will have responsibility for contributing to the clinical governance agenda of the service, which will include teaching, training, audit, professional development and service development.

The CAMH Nurse will support the provision of specialist advisory knowledge, training and mentorship to other professionals and will also assist in leading and monitoring the performance and work of the nursing staff; supervising the work of other nursing staff and student nurses.

Key Clinical Tasks:

The post holder will adopt a flexible approach to working with young people, their families and networks, taking account of changing needs during the course of intervention and attending to issues of risk.

With supervision and support the post holder will be part of a duty system and undertake specialist assessments on behalf of the multidisciplinary team, incorporating different models of understanding of the young person's difficulties and reflecting the team's multi-modal approach to intervention.

Within their scope of competency the post holder will take case manager responsibility in the treatment of cases, attending to risk and arranging network/professional reviews, where clinically appropriate. This will include liaison with other appropriate services and managing planned transitions, including admissions into Inpatient, when required.

Where indicated, the post holder will work individually with young people, and drawing on evidence based treatment models as appropriate.

The post holder will work independently and on their own initiative, co-ordinating with the Clinical Nurse Specialist, multidisciplinary team and the Consultant Team Lead as appropriate and recognising when to draw on the resources of other disciplines.

To contribute to the formulation and implementation of plans for the treatment of eating disorders in line with research findings and evidence-based practice.

During the process of treatment, to continuously evaluate treatment/therapy options taking into account both developmental, theoretical and therapeutic models.

To monitor and evaluate progress through responding effectively to feedback from members of the client and professional system. This will include the use of appropriate CYP IAPT measures.

To communicate and discuss information concerning the assessment, formulation and treatment plans of clients in a skilled and sensitive manner, communicating risk issues at all times.

To liaise with other agencies such as education, social care and paediatric departments and work jointly with such agencies when required.

To apply knowledge and skills of cross-cultural therapeutic work effectively and sensitively with clients from a wide range of racial, cultural and religious backgrounds.

To work effectively and sensitively with issues of gender, sexuality, disability, class and age.

To apply a sound knowledge of child protection issues and child development to work with young people and families referred to CAMHS and identify when to refer to other agencies.

Teaching, training and supervision:

To actively participate in regular clinical and professional supervision with the Clinical Nurse Specialist and where appropriate, other senior professional colleagues.

To identify own needs through personal development process and ensure that these are met by ensuring attendance at relevant courses, seminars, etc. as approved by the Senior Clinical Nurse Specialist and where appropriate the Lead Clinical Nurse Specialist.

To maintain a training and development portfolio to evidence development of knowledge, skills and competencies and support career progression.

To provide clinical and professional supervision and operational line management where appropriate for Band 5 and 6 nurses and provide assurance that these staff partake in this requirement.

To contribute to the development of best practice in nursing across the service and where appropriate present in CAMHS academic meetings.

To take an active part in nursing professional discipline meetings across CAMHS and take responsibility for maintaining up to date knowledge and skills.

Policy and service development:

To contribute to policy and service development and improvement.

To actively participate and contribute to CAMHS clinical governance and business meetings and other service meetings as appropriate.

To be actively involved in clinical improvement groups and the Quality Improvement Strategy for the Service.

Research and service evaluation:

To utilise theory, evidence-based literature and research to support evidence based practice in clinical work which will include the use of appropriate CYP- IAPT measures.

To be involved in audit and research in line with evidence based practice and provide research advice to other staff undertaking research, as and when required.

General:

To work within all latest relevant clinical frameworks and guidelines including (but not limited to) NICE, Future in Mind, Eating Disorders Commissioning Guide etc.

To maintain an active engagement with current developments in the field of nursing and take responsibility for nursing revalidation.

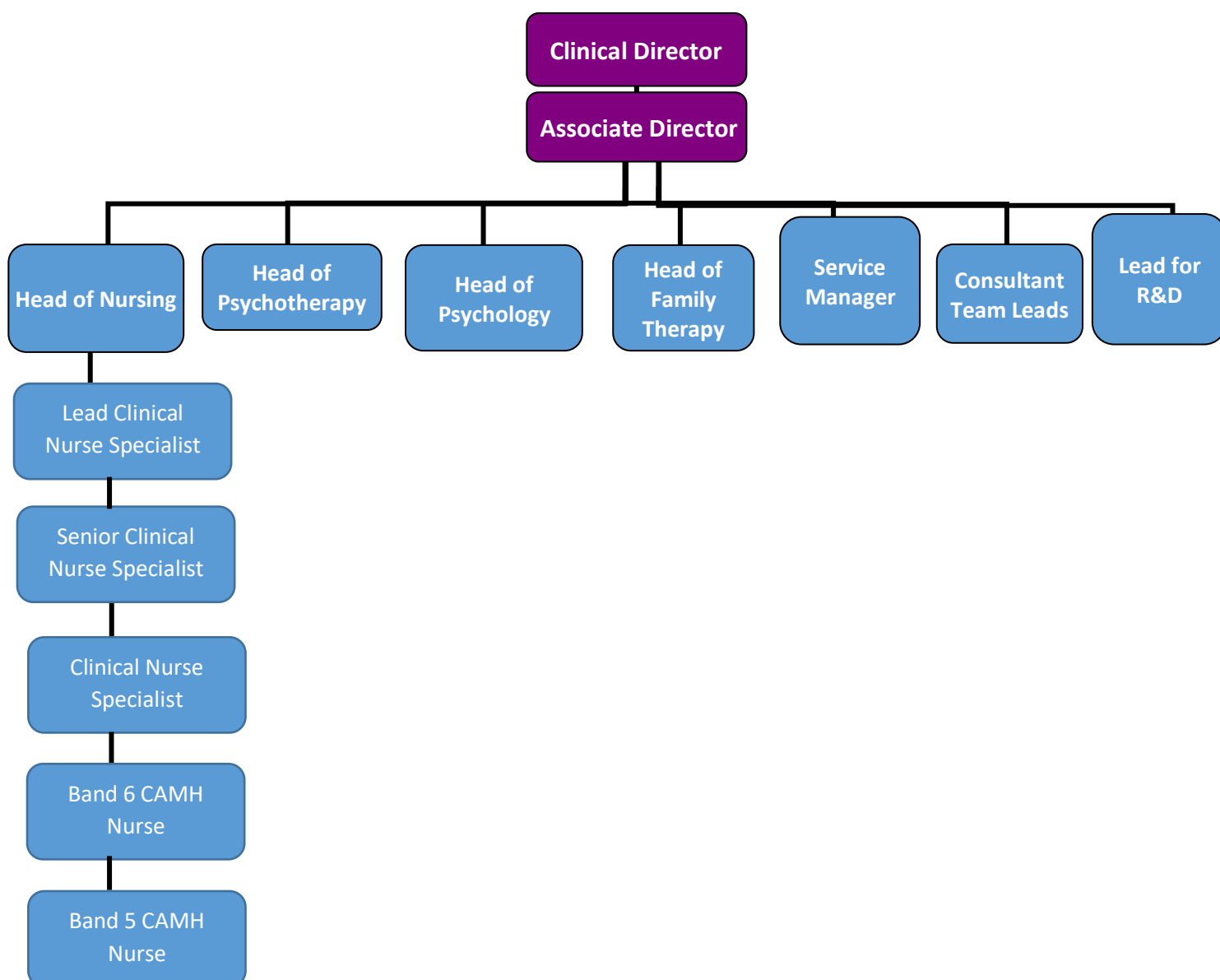
To maintain the highest standards of clinical record keeping including electronic data entry and recording, report writing, ensuring that contemporaneous and accurate clinical records are created in line with the Trust policy on record keeping standards and the NMC standards for record keeping.

To exercise professional self-governance in accordance with professional codes of practice adhering to Trust policies and procedures in relation to clinical governance and research guidelines.

To maintain up to date knowledge of legislation, national and local policies and issues in the field of child and family health, taking up training opportunities as they arise.

The Service is a Trust-wide tri-borough provision based at Ealing CAMHS. Although the post is mainly based in Ealing, travel to other sites including Hammersmith & Fulham and Hounslow is required as a routine part of the job.

Structure chart



General

Review of this job description

This job description is intended as an outline indicator of general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder on a regular basis. You may be required to work at other locations within the Trust as determined by the duties of your post. You may be required to undertake any other duties at the request of the line manager which are commensurate with the role, including project work, internal job rotation and absence cover.

General

- The post holder may be required to work at any of the Trust's sites in line with the service needs.
- The post holder must at all times carry out his/her responsibilities with due regard to the Trust's Equal Opportunities Policy.
- This job description describes responsibilities, as they are currently required. It is anticipated duties will change over time and the job description may need to be reviewed in the future.
- All staff has a responsibility to participate in the Trust's Performance Appraisal Scheme and to contribute to their own development and the development of any staff that they are responsible for appraising.

Confidentiality

The post holder must ensure that personal information for patients, members of staff and all other individuals is accurate, up-to-date, kept secure and confidential at all times in compliance with the Data Protection Act 1998, the Caldicott principles and the common law duty of confidentiality. The post holder must follow the record keeping guidelines established by the Trust to ensure compliance with the Freedom of Information Act 2000.

Data Protection Act

All staff who contributes to patients' care records are expected to be familiar with, and adhere to, the Trust's Standards of Records Keeping. Staff should be aware that patients' care records throughout the Trust will be subject to regular audit.

All staff who have access to patients' care records have a responsibility to ensure that these are maintained efficiently and that confidentiality is protected in line with the Trust's Code of Confidentiality.

All staff has an obligation to ensure that care records are maintained efficiently and that confidentiality is protected. Staff are also subject to this obligation both on an implied basis and also on the basis that, on accepting their job description, they agree to maintain both patient / client and staff confidentiality.

In addition, all health professionals are advised to compile records on the assumption that they are accessible to patients in line with the Data Protection Act.

Continuous Improvement

The Trust has adopted a strategy for Continuous Improvement and all members of staff employed by the Trust are expected to play an active role in development and improving services to the benefit of service users.

All employees are required to participate in the annual Personal Development Review activities and any associated training and/or learning opportunities.

Systems and IT skills requirements

All Trust staff needs to have the essential IT skills in order to use the Trust Clinical Information System as well as other required IT related applications in their jobs. Initial and on-going IT applications and IT skills training will be provided to underpin this requirement.

Health & safety

All staff must comply with all Trust Health & Safety Policies and Procedures. Staff must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974), and to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors.

Employees must contribute to a healthy and safe working environment by adhering to health and safety regulations and Trust policies. Employees must act in a responsible manner to ensure the care of their own health and safety and that of others who may be affected by their omissions at work.

Employees must co-operate with the employer insofar as is necessary to enable Health and Safety duties or requirements to be performed and complied with. Employees must not intentionally or recklessly interfere with, or misuse anything that is provided in the interest of the health, safety and welfare of staff, patients and the general public.

Professional registration

- i) If you are employed in an area of work which requires membership of a professional body in order to practice (e.g. Health Care Professions Council for Psychologists). It is a condition precedent of your employment to maintain membership of such a professional body. It is also your responsibility to comply with the relevant body's code of practice. Your manager will be able to advise you on which, if any, professional body of which you must be a member.
- ii) You are required to advise the Trust if your professional body in any way limits or changes the terms of your registration.
- iii) Failure to remain registered or to comply with the relevant code of practice may result in temporary downgrading, suspension from duty and/or disciplinary action, which may result in the termination of your employment.
- iv) If you are required to have registration with a particular professional body or to have specific qualifications you must notify your manager on appointment of such fact and provide him or her with documentary evidence of them before your employment commences or, at the latest, on your first day of employment. Furthermore, throughout your employment with the Trust, you are required on demand by your manager to

provide him or her with documentary evidence of your registration with any particular professional body or in respect of any required qualifications.

Risk management

All Trust employees are accountable, through the terms and conditions of their employment, professional regulations, clinical governance and statutory health and safety regulations, and are responsible for reporting incidents, being aware of the risk management strategy and emergency procedures and attendance at training as required.

All staff has 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.

All managers throughout the organisation have a responsibility to ensure that policies and procedures are followed, that staff receives appropriate training that a local risk register is developed and monitored on a quarterly basis and any changes reported to the Clinical Risk Management Group and Strategic Risk Management Committee.

Managers are responsible for implementing and monitoring any identified risk management control measures within their designated area/s and scope of responsibility. In situations where significant risks have been identified and where local control measures are considered to be potentially inadequate, managers are responsible for bringing these risks to the attention of the Clinical Risk Management Group and Strategic Risk Management Committee if resolution has not been satisfactorily achieved.

Infection Control

All Trust staff are responsible for protecting themselves and others against infection risks. All staff regardless of whether clinical or not are expected to comply with current infection control policies and procedures and to report any problems with regard to this to their managers. All staff undertaking patient care activities must attend infection control training and updates as required by the Trust.

Financial Regulations

All staff are responsible for the security of the property of the Trust, avoiding loss or damage of property, and being economical and efficient in the use of resources. Staff should conform to the requirements of the Standing Orders, Standing Financial Instructions or other financial procedures including the Code of Conduct and Accountability and the Fraud and Corruption Policy.

Safeguarding & Duty of Candour

All staff must be familiar with and adhere to the Trust's safeguarding procedures and guidelines.

All Trust staff have a Duty of Candour to inform their line manager as soon as practicable, when they believe or suspect that treatment or care it provided has caused death or serious injury to a patient. It is a criminal offence for any registered medical practitioner, or nurse or allied health professional or director of an authorised or registered healthcare organisation to knowingly obstruct another in the performance of these statutory duties, provide information to a patient or nearest relative with the intent to mislead them about such an incident or dishonestly make an untruthful statement to a commissioner or regulator, knowing or believing that they are likely to rely on the statement in the performance of their duties.

Standards of Business Conduct

The post holder will be required to comply with the Trust's Standing Orders and Standing Financial Instructions and, at all times, deal honestly with the Trust, with colleagues and all those who have dealing with the Trust including patients, relatives and suppliers.

Valuing Diversity & Human Rights

It is the aim of the Trust to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, sexual orientation, marital/partnership status, race, religion, age, creed, colour, ethnic origin, disability, part time working status and real or suspected HIV/AIDS status and is not placed at a disadvantage by conditions or requirements which cannot be shown to be justifiable.

All employees have responsibility to ensure their practice adheres with both legislation and policies. West London Mental Health Trust and its staff have legal duties under the Human Rights Act 1998. All public authorities have a legal duty to uphold and promote human rights in everything they do. It is unlawful for a public authority to perform any act which constitutes discrimination.

No smoking policy

There is a smoke free policy in operation in the Trust. In accordance with this policy smoking is positively discouraged and is not permitted anywhere within the buildings, on the premises or grounds.

Designated smoking areas or smoking rooms are not permitted. Support is provided for staff members who wish to stop smoking.

Waste disposal

All staff must ensure that waste produced within the Trust is segregated and disposed of in such ways that control risk to health, or safety of staff and the public alike in accordance with relevant legislation and procedures contained within the Trust policy

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATIONS AND TRAINING	<ul style="list-style-type: none"> Registered on the NMC register, parts RN3, RNMH or RN4 Mentorship/ teaching and assessing qualification 	<ul style="list-style-type: none"> First or higher degree in appropriate subject area Post registration training in CAMHS Evidence of accredited courses in child and adolescent mental health practice

EXPERIENCE	<ul style="list-style-type: none"> • Demonstrable post registration experience in mental health • Experience of assessment and working therapeutically with children, young people and their families within a mental health setting • Experience working with young people with eating disorder/ disordered eating presentations • Experience of working in a number of ways i.e. assertive outreach, clinic based settings, home, school or other appropriate environments • Experience of using therapeutic skills, such as CBT, Solution Focused Therapy, Family Work ▪ Experience of interagency and multidisciplinary working ▪ Experience of assessing risk and formulating safe and effective risk management plans ▪ Experience of teaching other professionals 	<ul style="list-style-type: none"> ▪ Experience of management of child protection emergencies ▪ Experience of therapeutic work with children and families where abuse or neglect has occurred ▪ Experience of audit and/or research ▪ Experience of contributing to and implementing new service developments
KNOWLEDGE / SKILLS	<ul style="list-style-type: none"> • Evidence of on-going professional development • Excellent communication skills • The ability to present and communicate complex information • A thorough understanding of the mental health needs of children and young people • Ability to communicate and relate well to children, young people parents and carers • Knowledge of relevant legislation guidance and good practice • Knowledge and understanding of child development • An understanding of local and national issues relating to children's development and mental health • Understanding of the dynamics of multi-disciplinary and multi-agency team working • Understanding of the value of service user involvement and participation in all aspects of care and in the planning and the development of services 	<ul style="list-style-type: none"> • Skills and sensitivity in working with difficult to engage families

	<ul style="list-style-type: none"> • Ability to work autonomously as well as part of a team • A good understanding of and ability to uses clinical supervision and reflective practice • Ability to identify and manage risk effectively • Skills and sensitivity in working with difficult to engage children, young people and families 	
PERSONAL QUALITIES	<ul style="list-style-type: none"> • Able to build constructive relationships with warmth and empathy, using good communication skills • Treats service users with respect and dignity at all times • Enthusiastic, flexible and confident approach to working • Able to prioritise and manage own workload • Willingness and ability to learn new skills and adapt to change • Honesty, enthusiasm and a sense of loyalty • Conducts self in a professional, courteous manner at all times and able to maintain professionalism 	
OTHER REQUIREMENTS	Evidence of continuing professional development as expected by the NMC.	

Essential Requirements

You will need to be a Registered Mental Health Nurses with demonstrable post registration experience working in child and adolescent in-patient and/or community services or adult community services and who have an interest in developing their skills in working with young people, their families/carers and networks who are struggling with eating disorders.

How to Apply

Applications should be made via TRAC

Closing Date:

Shortlisting:

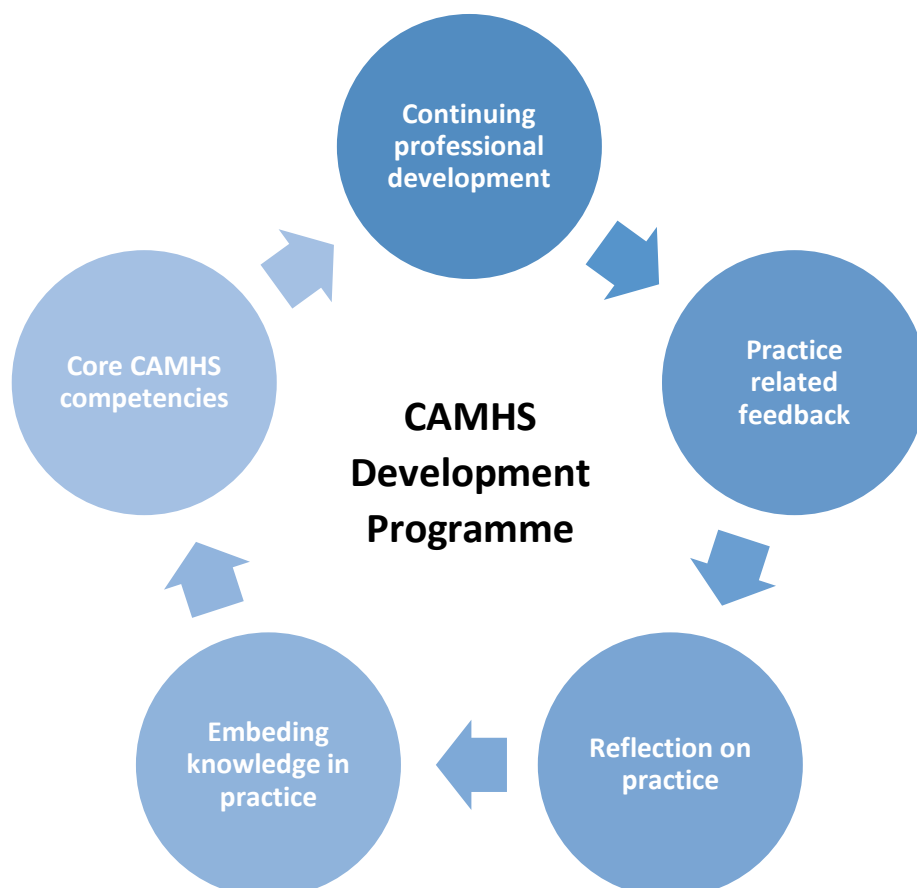
Interviews: TBC

For more information and/or an informal chat please contact
hayley.samson@westlondon.nhs.uk

CAMHS Development Programme Overview

Aim:

The aim of the programme is to support development of Band 6 Nurses and Band 6 Mental Health Practitioners to develop the core knowledge, skills and competencies as set out in the Competence Framework for Child and Adolescent Mental Health Services which will allow them to progress and practice as Band 7 Clinical Nurse Specialists or Specialist Mental



Health Practitioners within CAMHS. The programme will also support the development of Band 7 Clinical Nurse Specialists and Specialist Mental Health Practitioners, who have no or limited experience working in CAMHS but who have transferable training, skills and experience, to build on their existing knowledge and skills to develop the full set of competencies as set out in the Competence Framework for Child and Adolescent Mental Health Services.

Programme Outline:

The programme is based around meeting evidence based CAMH competencies in the following areas:

- Core knowledge competencies
 - Knowledge of development in children and young people and of family development and transitions
 - Knowledge and understanding of mental health problems in children/young people and adults
 - Ability to work within and across agencies
 - Ability to recognise and respond to concerns about child protection
 - Ability to work with difference (cultural competence)

- Knowledge of legal frameworks relating to working with children/young people
- Knowledge of, and ability to operate within, professional and ethical guidelines
- Knowledge of and ability to work with, issues of confidentiality, consent and capacity
- Ability to engage and work with families, parents and carers
- Ability to communicate with children/young people of differing ages, developmental level and background
- Knowledge of psychopharmacology in child and adolescent work
- Generic therapeutic competencies
 - Knowledge of models of intervention and their employment in practice
 - Ability to foster and maintain a good therapeutic alliance and grasp the perspective and 'world view' of members of the system
 - Ability to deal with the emotional content of sessions
 - Ability to manage endings and service transitions
 - Ability to work with groups of children and/or parents/carers
 - Ability to make use of outcome measure and monitoring outcomes
 - Ability to make use of supervision
- Assessment Competencies
 - Ability to undertake a comprehensive assessment
 - Risk assessment and management
 - Ability to assess the child's functioning within multiple systems
 - Ability to formulate
 - Ability to feedback results of assessment and agree a treatment plan
 - Ability to undertake a single session assessment of service appropriateness
 - Ability to coordinate casework across different agencies and/or individuals
- Specialist competencies
 - Ability to conduct a mental state examination
 - Ability to undertake a diagnostic assessment
 - Ability to undertake structured behavioural observations
 - Ability to consult with other agencies and/or individuals
 - Ability to supervise, train and develop staff and trainees
 - Ability to take some leadership responsibilities
 - Specialism in one or more area, e.g. adolescents, ASD, ADHD, substance misuse, eating disorders
 - Training in one or more therapeutic approach, e.g. CBT, DBT, motivational interviewing, systemic family therapy, MST

In order to meet these competencies participants will take part in regular training workshops delivered by internal and external facilitators to develop the theory behind safe and quality care whilst embedding this knowledge into clinical practice. Each participant will produce a professional portfolio that will include:

- Evidence of meeting the competencies required in the above four areas
- Reflective accounts and case studies
- Clinical encounter feedback from colleagues
- Observation in practice feedback
- Individualised training on a 1:1 level if required

- Individualised action plans

For a competency to be considered as 'achieved' the participant must show they have the full knowledge and comprehension of the rationale behind the competency, show that they can discuss the principles in detail and perform the competency proficiently without assistance or supervision.

LEARNING CONTRACT:

Programme Completion:

It is expected that each participant will meet the competencies at their own pace and within a time frame of no longer than 24 months, however we anticipate that most participants should successfully complete the Programme within 12-18 months. When the participant has evidenced all competencies as achieved in their Development Portfolio the participant will transition to the role of a Band 7 Clinical Nurse Specialists or Specialist Mental Health Practitioners with CAMHS. Final sign off of the portfolio will be undertaken by the Clinical Practice Development Nurse.

West London NHS Trust CAMHS Commitments:

West London NHS Trust CAMHS commit to delivering regular training sessions on the four areas of required competencies throughout the development programme. Managers will ensure that the Band 6 staff undertaking the programme will have access to adequate identified time to attend the training sessions and complete their portfolio.

Training sessions will aim to be provided in the least possible disruptive way to the participant's clinical practice.

Alongside training sessions participants will be provided with appropriate learning experiences through simulation and practice.

If required, participants will have access to 1:1 support from the Clinical Practice Development Nurse.

A portfolio folder and the competency booklets will be provided for each participant on commencement of the programme.

Participant Commitments:

Participants will commit to attending the required training sessions and accessing the additional reading materials and e-learning content.

Each participant will produce a portfolio that will evidence achievement of required competencies through signing off of competency booklets by approved and designated supervisors, clinical encounter feedback, colleague feedback, written reflections and written case studies. All participants in the programme will be expected to collect evidence to add to their portfolio to demonstrate learning.

Participants will continue to adhere to any professional code of conduct relevant to the staff member. All staff members remain accountable for their professional conduct at all times during training, supervised practice, competency assessment and in practice following sign-off.

Participants will seek support from the appropriate professionals, such as the Clinical Practice Development Nurse or their Line Manager, in areas if they feel more support is required for a particular area or competency.

Participant Name

Signature

Date

Clinical Practice Nurse Name:

Signature

Date