

HERTFORDSHIRE PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST

Job Title:	Senior Practitioner–CAMHS Crisis, Assessment and Treatment Team (C-CATT)
Band:	7
Service:	CAMHS -East and North Herts Strategic Business Unit
Hours:	37.5 hours per week
Operationally Accountable to:	CAMHS Community Manager
Professionally Accountable to:	C-CATT Clinical Nurse Lead / C-CATT Clinical Psychologist /Social Work Lead

Hertfordshire Partnerships University NHS Foundation Trust

- Hertfordshire Partnership University NHS Foundation Trust (HPFT) is an exceptional organisation with big ambitions, our aim is to be the leading provider of mental health and specialist learning disability services in the country.
- With a workforce of around 3,500 people and an annual income of some £330million this year, the Trust provides integrated health and social care services through a network of community and inpatient settings, serving diverse communities across Buckinghamshire, Essex, Hertfordshire and Norfolk. As a university NHS foundation trust, HPFT continues to develop strong links with the University of Hertfordshire, providing excellent learning and development opportunities, as well as strengthening our clinical research capability.
- Whilst it is a challenging period for the NHS, there has never been a more exciting time to join HPFT following our CQC rating of Outstanding awarded to us in April 2019.

Our Services

We provide mental health and social care services - including Adults of Working Age, Older Adults, Children and Adolescents and Specialist Learning Disabilities services.

The Trust works in close partnership with Hertfordshire County Council and also with other NHS organisations to promote and support mental health in the community. We also provide specialist learning disability services in Norfolk and North Essex.

The Trust provides:

- Community Services including local teams for mental health.
- Acute and Rehabilitation Services including inpatient services and crisis team.
- Specialist Services such as mental health services for older people, eating disorders, and our mother and baby unit.
- Learning Disability and Forensic Services.

Our Mission

“We support people to live their lives to their full potential by enabling them to keep mentally and physically well.”

Everything we do is aimed at providing consistently high quality, joined up care, support and treatment that:

- Empowers individuals to manage their mental and physical wellbeing.
- Keeps people safe from avoidable harm.
- Is effective and ensures the very best clinical and individual recovery outcomes.
- Provides the best possible experience.

Our Vision

Our conversations with service users, carers, staff, commissioners and the wider communities we serve have informed a simple but ambitious vision:

“Delivering great care, achieving great outcomes - together”.

We will achieve our vision by:

- Putting the people who need our care, support, and treatment at the heart of everything we do – always.
- Consistently achieving the outcomes that matter to the individuals who use our services, and their families and carers, by working in partnership with them and others who support them.
- Providing the very best experience of joined-up care in line with what service users and carers have told us makes ‘Great Care’.

Great Together

Great Together, our Trust strategy for 2023 – 2028, has been developed and co-produced with our service users, carers, staff, partners and local communities and gives us a clear roadmap to achieve our vision of great care and great outcomes.

Great Together places service users and carers at the centre of what we do; commits us to addressing inequalities and achieving equity; focuses on developing our people and creating a vibrant learning organisation whilst working in strong partnerships to deliver high quality care.



Values and Behaviours

Our values and behaviours have been developed by over 800 service users, carers and members of staff. They describe how we aim to be with service users, carers and each other. By living our values, we will deliver our ambition to be a leading provider for everyone we work with.

	<i>we are...</i>	<i>you feel...</i>
Our Values	Welcoming	✔ Valued as an individual
	Kind	✔ Cared for
	Positive	✔ Supported and included
	Respectful	✔ Listened to and heard
	Professional	✔ Safe and confident

Our values set the tone for:

- The way we plan and make decisions.
- The way we behave with service users and each other.
- The kind of colleagues we recruit.
- The way we induct, appraise, and develop our staff.

Job Summary

The post holder is required to contribute in the capability of C-CATT In conjunction with other members of the senior team, to provide a high quality service in order to meet the needs of children and young people in crisis, and support their caregivers.

The service has expanded within the last 2 years whereby in addition to crisis assessment and follow up, are now offering intervention packages to young people and their caregivers.

This role has recently been expanded across the team and so will enable individual's strengths to thrive across an array of areas:

Assessment Team:

The post-holder will share responsibility with other band 7's in the team for triaging, allocating and case discussing referrals received from Lister Hospital and Watford General Hospital.

The post holder will use their experience, knowledge and skill to support of staff, providing formal and informal education and training to the team, other disciplines and services in HPFT and the acute hospitals.

With support from C-CATT Consultant Child and Adolescent Psychiatrists and Team Leaders you will be facilitating the delivery of full bio-psychosocial assessments and risk assessment of young people across the CAMHS age range.

You will provide consultation and case discussions for clinicians in the team, ensuring that there is a robust risk formulation and support plan before allowing the young person to be discharged from hospital.

C-CATT is now running as a 24/7 service and the role involves a varied shift pattern with the potential of some on-call unsocial hours work, which includes nights and weekends.

The post-holder will maintain shared clinical responsibility for the team caseload, overseeing referrals, A&E presentations and the allocation of cases to crisis coordinators.

Intervention Team:

The post holder's main focus will be the community function of the service supporting band 5 & 6 clinicians with interventions and management of high risk young people.

The post holder will have direct involvement in the development and implementation of the new interventions and community work, which will include CBT and DBT informed interventions. This will include 7 day follow ups of young people post their assessment in hospital and brief intervention work.

The post-holder will be responsible for supervising and training junior members of staff and ensuring that the community function of the service runs safely and seamlessly alongside the hospital assessment function,

Duty:

Duty shifts are part of the role for all elements of this position, with the potential for a stand-alone position.

All staff should comply with the Trust's Open Culture within a Responsibility Framework.

Job Responsibilities

- Provide clinical management/oversight of C-CATT community cases in consultation with the C-CATT Consultants Child and Adolescent Psychiatrists, C-CATT Clinical Psychologist and C-CATT Clinical Nurse Lead.
- Provide accurate, clear and concise communications in all aspects of delivering the service.
- Establish and maintain effective inter-agency and inter-team communication and liaison systems including protocols relating to admission to the acute inpatient unit.
- Maintain effective joint working with the CAMHS Quadrants and other community-based teams according to local circumstances.
- Develop, establish and monitor operational policies and protocols which reinforce the nature of collaborative and 'best practice' service provision. Establishing and maintaining quality care standards and procedures which support the aims of Hertfordshire Partnership NHS Foundation Trust and the ethos of Liaison work.
- Monitor the service caseload ensuring the team's activities are targeted to meet clients/patients, fulfilling the agreed criteria and KPI's.
- Maintain the requirements of the Mental Health Act 1983 (and its updates).
- Ensure the continued professional development of team members by being part of annual individual performance reviews.
- Maintain one's own professional registration and development.
- Effectively manage all aspects of own time i.e. Duty Rota, time worked and annual leave.
- Where the post holder is an Approved Mental Health Practitioner to participate in local AMHP rota.
- Undertake intervention packages for young people with complex needs (often high risk of harm) using CBD, DBT, Solution Focused and Mindfulness techniques.
- Support the team in offering psycho-education and mindfulness to young people and caregivers in a one to one or group format.
- Duty tasks, oversight and leadership – including chairing meetings, liaising with partner agencies and assessments teams, providing updates, case discussions and responding to duty calls/queries.

Service Provision:

- Ensure the availability of a rapid response to an urgent request for assessment of children and young people in the community, who are deemed to be in acute mental health crisis.
- To provide an inclusive service, focusing on early identification, rapid response, that supports effective clinical decision making and education of acute trust staff.
- Ensure involvement in the co-ordination, liaison and integration of activities from other services or agencies in the provision of a young person's support plan.
- Participate in risk assessment and risk management activities.
- Maintain service activities in line with the agreed referral and assessment criteria.
- Ensure young people, who are not already receiving a service from a CAMHS team, are offered an individualised intervention package following assessment. Oversight and management of the caseload of young people receiving interventions will be an important part of the role, as will ensuring the wellbeing and safety of the community staff.

Quality, Audit and Outcome Measurement:

- Implement risk assessment procedures related to the working environment, tasks and client management.
- Against agreed criteria, measure the effectiveness of the service.
- To report on the activities and effectiveness of the team's interventions as required.
- To adhere to the principles of Practice Governance and Information Governance.
- Agree and implement quality standards which reflect both local and national requirements. Build and develop best practice initiatives.
- Monitor and respond to all reported accidents or incidents following agreed Trust procedures.
- Ensure the effective and timely management of all complaints relating to the service.

- Develop a culture of service development.
- Provide comprehensive, timely and accurate information relating to activity and/or performance as required.
- To perform other duties as may be necessary for the development of other services and the requirements of the changing policy.

Leadership and Staff Management Responsibility

- The post holder will be a senior in the service but will not form part of the Leadership Team. They will be expected to participate in meetings with other seniors in the team but the main focus of the role will be clinical rather than operational.
- To participate and lead in the development of students, trainees and junior members of staff.
- To participate in the recruitment process in accordance to the Trust policy. To adhere to and participate in the Trusts performance management policy.
- To a lead in working with other services such as Hertfordshire Children Services, other health and wellbeing services, community mental health and specialist services.
- Provide clinical caseload supervision to team members. Where appropriate make arrangements for additional professional supervision to be available to team members.

Physical Working Conditions and Environment

- The post holder must uphold health and safety requirements as specified in Trust policies.
- It is a requirement of the post holder to travel to existing and potential sites within and outside of HPFT (*unless you have a disability as defined by the Disability Discrimination Act 1995*)

ADDITIONAL INFORMATION:

- *Knowledge and Skills Framework:* The post holder will be expected to meet the requirements of the NHS Knowledge and Skills Framework (KSF) appropriate outline for the post.

- **Health and Safety:** The post holder has a duty of care to themselves and to others with whom they come into contact in the course of their work as laid down in the Health and Safety at Work Act 1974 and any subsequent amendment or legislation.
- **Infection Control:**
All Trust staff will:
 - Act as a role model and champion for the highest standard of all aspects of infection prevention and control and implementation of all Infection Prevention and Control Trust policies and guidelines.
 - Demonstrate respect for the roles and endeavours of others, in implementing good standards of hand hygiene.
 - Value and recognise the ideas and contributions of colleagues in their endeavours to reduce the incidence of healthcare associated infection.
- **Equality and Diversity:** The Trust is committed to providing an environment where all staff, service users and carers enjoy equality of opportunity. This includes recognising diversity of staff, service users and carers and not treating anyone less favourably on grounds of age, ethnic origin, religion or belief, gender, gender reassignment, culture, health status, relationship status, disability, sexuality, social background, trade union affiliation or any other unreasonable grounds. The Trust will strive to eliminate all forms of discrimination. We recognise that this requires not only a commitment to remove discrimination, but also action through positive policies to redress the inequalities produced by past discrimination.
- **Confidentiality:** All staff must be aware of the Data Protection Act 1984, and its subsequent amendments, which is now in force. This means that protection of data about individuals is a requirement of the law and if any employee is found to have permitted unauthorised disclosure, the Trust and the individual may be prosecuted.
- **Standards of Business Conduct and Conflicts of Interest:** The Trust has adopted a Standards of Conduct Policy, which reflects NHS Management Executive Guidelines. It is the responsibility of staff to ensure that they do not abuse their official position for personal gain or seek to advantage or further

private business or other interests in the course of their official duties. Staff should be informing their line manager if they are working for any other organisation to ensure that this Trust complies with the Working Time Regulations.

- **Information and Records Management:**

- To comply with the Data Protection Act 1998, Freedom of Information Act 2000 and Department of Health Code of Confidentiality in line with Trust procedures.
- To adhere to the Trust's policies on records management including creation, use, storing and retention and disposal of records.
- Adhere to the Trust's Corporate Identity (using the standard templates – available on www.hpt.nhs.uk).

- **Safeguarding Adults and Children:** The Trust is committed to ensuring adults and children are protected and come to no harm from abuse. All employees have a responsibility to be aware of national and local policies, their individual responsibilities with regards to the protection and safeguarding of both adults and children, and must adhere to them at all times.

Organisational Change

As services develop and change, the post holder may be required to undertake other responsibilities within the Trust.

Review

This job description is an outline, which reflects the present requirements of the post and is not intended to be an inflexible or finite list of duties and responsibilities. As services develop and change, the post holder may be required to undertake other responsibilities within the Trust.

Person Specification

The person specification must detail the level at which a person should have reached before you recruit them. You should use the dimensions and levels for the second gateway subset of the relevant KSF outline to assist with developing the person specification.

Successful candidates **MUST** have the potential to achieve the knowledge and skills requirements of their second gateway.

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Band: 7

Service: CAMHS -East and North Herts Strategic Business Unit

CRITERIA	ESSENTIAL	DESIRABLE
Knowledge, Training and Experience		
Qualification in one of the following and current full professional registration as relevant to the specific profession: - Registered RNMH/RNLD/RMN - Clinical or Counselling Psychologist (Post-graduate doctorate in clinical psychology or its equivalent prior to 1996, as accredited by the BPS, or fully completed training as a counselling psychologist) - Systemic or Family Therapist (Masters/Doctoral level qualification with post-graduate qualification in appropriate mental health/social welfare profession) - Social Worker or recognised earlier equivalent qualification to practice such as CQSW, Dip S.W	✓	
Specialist knowledge or training in CBT, DBT or Solution Focused Techniques	✓	
Evidence of CPD	✓	
Areas Of Experience and Knowledge		

Post qualification experience in a CAMHS team or related area, or several years experience prior to qualification, with experience of working with moderate to severe mental health problems and knowledge of a range of clinical interventions with children/adolescents and their carers/families.	✓	
Experience of multi-disciplinary team working, and inter-agency collaboration	✓	
Knowledge of child development, child and adolescent mental health and an understanding of a range of theoretical approaches	✓	
Experience of teaching, training and/or supervision	✓	
Experience of service quality monitoring e.g. clinical audit, evaluative research, etc.		✓
Abilities to provide consultation to other professional and non-professional groups	✓	
Good general knowledge of the literature and research concerning mental health interventions with children, particularly the clinical effectiveness of such interventions	✓	
Knowledge of Child Protection Procedures		✓
Awareness of current NHS initiatives and developments	✓	
Knowledge of relevant legislation and its implications for clinical practice in relation to children/adolescents	✓	
Communication Skills		
Excellent interpersonal and communication skills	✓	
Ability to communicate orally and in writing, complex, highly technical and/ or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS	✓	
Ability to work therapeutically with young people and their families	✓	
Ability to work as a fully participating member of a multi-disciplinary team and the ability to respect and value other members contributions	✓	
Positive problem solving approach	✓	
Effective time management	✓	
Analytical Skills		
Ability to initiate service developments or be involved in service planning		✓

Diversity		
Ability to establish and maintain professional relationships and boundaries with young people	✓	
Ability to provide a therapeutic environment which contributes to young people's healthy development (including sexual)	✓	
Experience of the application of psychological therapy in different cultural contexts		✓
Physical Skills		
IT skills; include use of Microsoft Office and Outlook	✓	
Emotional and Mental Effort		
Ability to think clearly and express self	✓	
Ability to remain calm under pressure	✓	
Ability to work and communicate effectively with others and confidence in dealing with the public and other professionals, including negotiating and influencing.	✓	
Ability to recognise signs of stress and seek the appropriate support	✓	
Ability to work with young people whose behaviour is personally challenging	✓	
General		
Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour	✓	
Ability to assess reports and clinical information and provide clear and concise information tailored for different audiences; report writing skills	✓	
Desire for self-development	✓	
Flexible and positive approach to changing circumstances	✓	

