

## Job Description

**Our vision: To support our local communities by excelling in everything we do together.**

<b>Job Title:</b>	<b>Senior CYPMH Practitioner</b>
<b>Band:</b>	<b>6 (Registered Nurse/Social Worker/Occupational Therapist)</b>
<b>Network:</b>	<b>Children and Young People's Wellbeing Network</b>
<b>Base:</b>	<b>Whitegate Drive Health Centre, Blackpool</b>
<b>AfC Ref:</b>	
<b>Hours of work:</b>	<b>Monday to Friday 9am – 5pm</b>

### Our Values

The values represent what we as an organisation, and the individuals who make up that organisation, are about.

It is our aim that everything we do fits in with, and reinforces, these values:

- *We are always learning*
- *We are respectful*
- *We are kind*
- *We are a team*

### Reporting Arrangements:

**Managerially accountable to:** Service Manager

**Professionally accountable to:** Team Leader

### Job Summary

We are looking for an enthusiastic and committed CYPMH Practitioner to join the CYPMH and Child Psychology Integrated Service Fylde and Wyre. You will be based at Whitegate Drive Health Centre, but work across the Lancashire Locality. Working within a multi-disciplinary team, you will provide high quality assessment and clinical intervention with children, young people and their parents/carers referred to the integrated service. You will contribute to the business aims of the service through joint working, consultation, training, and attending supervision.

You will join a Lancashire wide service of Team Leaders and Clinical Leads who provide specialist input to the six teams across Lancashire. We are committed to lifelong learning, supervision and encourage innovation and development.

**Applications are invited from qualified Registered Mental Health Nurses, Social Workers, and Occupational Therapists.**

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## **Key Relationships**

- Service Users i.e. children, young people and families / carers
- CAMHS team
- Child Health
- GPs & Primary Health Care Team
- Children's Centres
- Children's Integrated Services including Social Care
- Educational services
- Voluntary or other non-statutory agencies, such as faith, working with young people.

## **Key Responsibilities**

To assume responsibility for management of a defined caseload using specialist knowledge and advanced clinical reasoning to undertake assessment, planning, implementation and evaluation of care programmes for children and families, liaising with and referring to relevant agencies as appropriate.

- To take an active role in the holistic assessment and treatment of young people who present to the service, with mental health problems and especially those that are at risk of, or have attempted deliberate self-harm.
- Provide liaison with other professionals and agencies in order to provide effective communication leading to a comprehensive and integrated package of care around the young person, their families and/or carers.
- To work as part of a multi-disciplinary team.
- To offer therapeutic interventions based on evidence-based practice and in line with the NICE guidelines.
- To ensure the clients' rights of confidentiality are maintained at all times.
- To maintain the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice/ conduct.
- To exercise autonomous professional responsibility for the assessment, treatment and discharge of children, young people and their families/carers.

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- To provide an assessment and therapy service based upon the appropriate use, interpretation and integration of complex data from a variety of sources, including psychological assessments, self-report measures, rating scales, direct and indirect structured observations as well as interviews with children, young people and their families/carers.
- To undertake risk assessment and risk management for individual children, young people and their families/carers.
- To act as an advocate to facilitate the views and choices expressed by children, young people, families, groups and communities, where appropriate.

### **Communication and Relationship Skills**

- To provide an effective communication link between the parties identified above.
- Use highly developed interpersonal skills to develop excellent working relations with all parties involved, including young people and their families, so that effective communication is achieved in a manner appropriate to that of the recipient, be it a non-verbal young person through the range to professionals and managers.
- To attend meetings within the teams and other agencies as required or directed by the team co-ordinator.
- To provide written records and data as per trust policy.
- To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans for children, young people and their families/carers on their case load and to monitor progress.
- To work in partnership with the Team leader in ensuring that key partners are kept informed and involved about developments in the service.
- To proactively engage with voluntary and community partners in assessing and meeting the health needs of the defined population.
- Demonstrate competence and make best use of IT systems in order to facilitate and improve service delivery and influence the wider policy agenda.
- To have available children, young people and their families/carers records in sessions where appropriate, which involves transportation of confidential files according to Trust policy and procedure.

### **Analytical and Judgmental Skills**

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- Support and actively participate in research and clinical audit as appropriate, in line with Lancashire Care Trust research governance framework.
- To establish measurable outcomes for clinical interventions and to actively contribute to Essence of Care/ Clinical benchmarking within the (skill mix) team.
- Ensure that practice is evidence based by initiating literature searches and critical appraisal as appropriate. Work in collaboration with the team leader / manager to facilitate changes in CAMHS in line with best practice.
- Develop own research awareness skills and support team members to develop their research awareness skills.
- To ensure that public health information and intelligence is used to provide a firm basis for audit, research and development, where appropriate.

### **Planning and Organisational Skills**

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### **Patient/Client Care**

To work as part of a multi-disciplinary team:-

- To take a leadership role in the delivery of high quality service provision that promotes and improves the mental health and well-being of children and young people, their families and carers.
- Within a systemic and holistic framework undertake needs led, evidence based, highly skilled assessments and therapeutic interventions to children and young people, their families and carers, who present to the service, including as a result of deliberate self-harm.
- As part of an integrated CYPMH service actively liaise and support robust partnership working arrangements between the CYPMH Team and community partners and other key stakeholders involved with the child across agencies in order that an integrated package of care is developed.
  - Provide a high level of generic skills and competencies and work towards development of areas of clinical expertise within the field of CYPMH, complimenting other members of the team.
  - To provide clinical leadership and supervision to a skill mixed team, and to facilitate a culture of learning and reflective practice.
  - To work in collaboration with the (service manager / team leader) to support the clinical governance / public health and NHS modernisation agenda.
  - To actively contribute to the implementation of the safeguarding agenda within the service, in partnership with the Lancashire Care safeguarding team.

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## **Responsibilities for Policy and Service Development/ Research and Development**

- To implement and evaluate changes in policy, practice and service delivery to improve care.
- To monitor outcomes and propose changes to working practice in relation to client care/ service delivery.
- To contribute to the review and implementation of Trust policies and procedures in relation to CYPMH
- To participate in the future planning and evaluation of services.
- To actively promote and support new ways of working within the CYPMH/ skill mix team, for example.
- To actively support the implementation of relevant Trust public health strategy within the team.
- To maintain new and current ways of working within CYPMH which may necessitate service development
- To contribute to the provision of data for the service's outcome measures.

## **Responsibilities for Finance**

- To identify and report gaps in service provision to Team leader
- To ensure team resources are monitored and used appropriately.
- To ensure that resources, including human, are effectively managed to promote optimum activity whilst providing a high quality service that also provides value for money.
- To support the implementation of policy and service development within the skill mix team.
- To complete timely returns on an individual and team level relating to activity and performance.
- To provide statistical information and participate in the evaluation of the service as required.
- To plan and organise appropriate material and equipment and have this ready at every session which involves transporting large amounts of therapy documents which are heavy and bulky.

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- To have available children, young people and their families/carers records in sessions where appropriate, which involves transportation of confidential files according to Trust policy and procedure.

### **Responsibility for Human Resources/ Responsibility for Information Resources**

- To provide effective operational day-to-day supervision of the skill mix team for delegated work.
- Effectively allocate staff according to their skills and competencies to meet caseload/ service user/ community needs.
- Assume responsibility for the monitoring of quality and practice standards within the skill mix team, highlighting concerns regarding conduct and performance to the Team co-ordinator in line with Lancashire Care Trust policy.
- To undertake agreed KSF reviews and personal development planning for members of the skill mix team in accordance with Lancashire Care Trust policies, delegating this responsibility as appropriate.
- To provide line management to members of the team as appropriate.
- To represent the team on multi agency or professional meetings as required.
- To offer support and guidance to other professionals, through consultation, liaison and advice on issues relating to the child's mental health. In particular enable Tier 1 professionals and improve links between primary and secondary (universal and targeted) services regarding this client group.
- Contribute to the Recruitment and selection process as appropriate in collaboration with the Team co-ordinator

### **Special Conditions:**

As a member of staff you have:

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- Legal duties and responsibilities under Health & Safety legislation, plus a general duty to work safely and not to put others at risk i.e. colleagues, service users, visitors, as a result of any activity or omission at work.
- A duty to report any practice that you consider compromises standards of risk and health & safety. The Whistle-blowing Policy gives effect to the Public Interest Disclosure Act under which an individual who raises such concerns for unfair treatment is protected.

All Lancashire & South Cumbria NHS Foundation Trust staff employed within all Environments that have contact with service users, their families or systems to support them have a responsibility to safeguard and promote the welfare of children, adults and vulnerable families.

As a member of staff you must:

- All Lancashire & South Cumbria NHS Foundation Trust staff employed within Clinical Environments have contact with children, vulnerable adults, service users and their families must familiarise themselves and be aware of their responsibilities and adhere to Local Safeguarding Children's Board, Local Safeguarding Adult Board and LSCFT Procedures for Safeguarding and Protecting Children.
- The Trust places great emphasis on the need for the strictest confidentiality in respect of personal data - both that of service users and staff. All information about people will be treated in the strictest confidence at all times. Breaches of confidentiality will be investigated and may lead to Disciplinary action being taken.
- The Trust view its responsibility under the Data Protection Act and the Caldicott Principles as central to all activities that are carried out in its name. Staff are therefore expected to acquaint themselves with the principles of Information Governance, and to complete the mandated training modules that have been agreed."
- The Trust places great importance on sustainable development, reducing their carbon footprint and maximising the positive social, economic and environmental outcomes of Trust actions and activities. As an employee it will be your responsibility to minimise your environmental impact, use resources efficiently, saving energy by switching off unnecessary equipment, reducing waste generation, using recycling / redistribution facilities, minimising travel and saving water when possible. If your role involves purchasing / ordering supplies you must consider the environmental / sustainable impacts and purchase optimal environmental / sustainable products / services.

Promoting Equality and Reducing Inequalities

- To understand and uphold organisational policies and principles on the everyday promotion of equality, diversity and inclusion.

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- To create an inclusive working environment which values a variety of ideas, experiences and practice, where differences are respected and celebrated for the benefit of ourselves, the Trust and the communities we serve.

## **Behaviour**

The post holder is expected to ensure their behaviours are consistent with our values at all times, we expect you to:

Support the aims and vision of the Trust

- Act with honesty and integrity at all times
- Be a positive ambassador for the Trust
- Demonstrate high standards of personal conduct
- Value and respect colleagues, other members of staff and patients
- Work with others to develop and improve our services
- Uphold the Trust's commitment to equality and diversity
- Uphold the Trust's commitment to health and wellbeing
- Take personal responsibility for their words, deed and actions and the quality of the service they deliver

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## Person Specification

Our vision: high quality care, in the right place, at the right time, every time.

Description	Essential	Desirable	Assessment
<b>Education/ Qualifications</b> - First level Nursing qualification, RMN or equivalent such as Social Work or Occupational Therapy.  Additional qualifications relevant to this post ENB 603 or equivalent Specific evidence based therapeutic training  Information technology skills sufficient to the undertaking of the post  Independent & Supplementary Nurse Prescribing V300	E	D          D	<b>Application Interview</b> <b>Employment Offer</b>  <b>Application Interview</b>  <b>Application Interview</b>  <b>Application Interview</b>
An ability to think systemically and holistically	E		<b>Application Interview</b>
Demonstrable knowledge and skills in evidence based needs led assessments, of highly complex and co-morbid presentations of children, young people, their families and carers.	E		<b>Application Interview</b>
Demonstrable knowledge and skills in evidence based therapeutic interventions relevant to the needs of this client group	E		<b>Application Interview</b>
Demonstrable ability to communicate to clients, their families and professionals sensitive and often difficult to receive information, using various methods including verbal, non-verbal, written and presentation skills	E		<b>Application Interview</b>
Clinical/ Safeguarding risk assessment skills	E		<b>Application</b>

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			Interview
Good knowledge of legislation, acts and developments relevant to the field of child related work.	E		Application Interview
<b>Experience</b>			
Previous experience of working with child emotional and mental health	D		Application Interview
Demonstrable knowledge and understanding of child emotional and mental health.	E		Application Interview
Evidence of an ability to effectively manage own workload and able to work autonomously	E		Application Interview
Working within a team and /or multi-agency arenas.	E		Application Interview
Experience of working with young people who self-harm	E		Application Interview
Demonstrable leadership and change management skills	E		Application Interview
<b>Skills and Abilities</b>			
An ability to be flexible and innovative to adapt to the changing needs of the developing service.	E		Application Interview
Disclosure and Barring Service enhanced clearance	E		Application Interview
An ability to travel to and from various places of work to meet the needs of the post	E		Application Interview
Post subject to medical clearance	E		Application Interview
<b>Work Related Circumstances</b>			
Commitment to health and safety	E		Application Interview
Commitment to attendance at work	E		Application Interview
Willingness to work flexibly, including evenings, weekends and bank holidays to meet the needs of the service.	E		Application Interview

<b>PHYSICAL EFFORT</b> What physical effort is required for the job?	How often?	For how long?	What weight is involved?	Any mechanical aids?
Movement between appointments.	Every day	All day	None	No

Is the job holders expected to sit / stand in a restricted position?	How often?	For how long?	What activity is involved?
No			

<b>MENTAL EFFORT</b> Are there any duties requiring particular concentration? – Please detail.	How often?	For how long?
Concentration required throughout working day. Breaks are built in to daily routine.	Every day	Clinical sessions can last up to 1.5 hours.
Are there any duties of an unpredictable nature? – Please detail.	How often?	For how long?
Emergency and Urgent Assessments are planned for but can be unpredictable in attendance.	Every week	Clinical sessions can last for up 1.5 hours.

<b>EMOTIONAL EFFORT</b> Does the job involve dealing with any distressing or emotional circumstances? – Please detail.	Direct / Indirect exposure	How often?
The role of Camhs Practitioner involves working with children, young people and their families with	Direct	Weekly – depending on role within team.

emotional and mental health. Camhs Practitioners have contact with people who are in distress and / or crisis. Camhs Practitioners play a role in containing and stabilising families in times of difficulty.		
<b>WORKING CONDITIONS</b> Does the job involve exposure to unpleasant working conditions? – Please detail.		How often?
		N/A

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