
JOB DESCRIPTION

Oxford Health NHS FT

Oxford Health is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

Job Title:	CAMHS Inpatient Clinical Lead & Research Nurse
Band:	6
Responsible to:	Ward Manager
Accountable to:	Modern Matron, CAMHS & Specialist Services
Place of work:	Meadow Unit, Warneford Hospital, Headington
Hours:	Full Time

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JOB PURPOSE

The aim of this role is to combine clinical leadership and research. This is a specialised hybrid role which over arches two very distant specialties therefore we are looking for a nurse able to perform both clinical duties and a research role.

This post supports the Modern Matron and Ward Manager in relation to the following areas:

- Managing the unit on a day-to-day basis, deputising for the Ward Manager in their absence.
- To provide clinical leadership in the assessment of care needs and the development, implementation, and evaluation of care of the young person.
- To organise staff induction and education, ensuring practice development and competencies are achieved.
- Active involvement in maintaining standards in line with all elements of Clinical Governance.
- Delivery of Clinical Supervision, Preceptorship, and Mentorship to junior staff.
- Develop and support staff in reaching their potential, facilitating their Personal Professional Development.
- Championing research within their own clinical environments and acting as a research role model to actively encourage the development of academic and clinical research skills within the clinical team they are working within, with the aim of positively impacting on practice

DUTIES AND RESPONSIBILITIES

1. Clinical Practice:

The CAMHS Inpatient Clinical Lead & Research Nurse will actively participate in creating and maintaining a therapeutic environment, whereby young people are cared for in a safe and supportive milieu and families are supported in clinical decision making and are informed of rationales for treatment. They will also be required to:

- Support the Ward Manager in encouraging and facilitating a therapeutic milieu, which is complimentary to the multidisciplinary approach.
- Assess, plan, deliver, and evaluate individualised plans of care, involving young people and their families in this process including positive behaviour support plans.
- Monitor the delivery of care and treatment, in particular around the positive behaviour support model.
- Be involved with implementing research and audit opportunities to promote evidence based practice.
- Model effective communication with the multidisciplinary team to ensure that nursing care is complementary to the therapeutic approach.
- Assist in providing specialist input into the clinical arena, share knowledge and expertise to the multi-disciplinary team to contribute to young people's care and treatment.
- Provide appropriate and consistent boundaries, ensuring safe limits for young people, dependent on age-appropriate activities and care and control.
- Develop and maintain therapeutic programs with the multidisciplinary team.

- Have a clear understanding of local Child Protection Procedures and manage accordingly, in collaboration with named professionals and the multi-disciplinary team.
- Support staff in a formal and informal way, allowing the opportunity to reflect on practice.

2. Communication.

The CAMHS Inpatient Clinical Lead & Research Nurse will participate in the cascading of information from the Modern Matron / Ward Manager to the nursing team and in turn be competent to deal with issues at their level or report to the Modern Matron / Ward Manager for guidance and support. They will also:

- Monitor and ensure all documentation evidence is up to date. Record keeping and documentation in line with Trust policies and guidelines.
- Maintain effective communication and professional relationships within the unit.
- Maintain standards of confidentiality.
- Regularly attend meetings with the Modern Matron / Ward Manager to allow for sharing of information.
- Ensure that staff receives information pertaining to the Unit, Trust and National Frameworks and Legislation.
- Assist the Ward Manager / Modern Matron in ensuring that there are effective communication methods in place to aid the overall process.
- Ensure that nurses are able to access ward-based meetings / minutes, whereby communication is shared in an open format.
- Ensure that nursing staff are familiar with weekly contact with the parents / carers of the young people, and that all information is disseminated appropriately to the Tier 3 teams and the care coordinator.
- To support young people and their families to feel adequately informed and involved, and feel able to share their own thoughts and ideas.

3. Education & Research

The CAMHS Inpatient Clinical Lead & Research Nurse will be the lead Research Nurse within the CAMHS inpatient services. You will be expected to contribute to the co-ordination of training for all of the nursing team, and will be responsible for:

- Providing an environment that is conducive to learning.
- Acting as mentor to staff within the unit.
- Practice Assessing/Supervising students on the unit.
- Providing clinical supervision to junior staff
- Actively engaging in research and quality improvement to enhance clinical practice.
- Supporting the Ward Manager / Modern Matron to structure and organising teaching programmes that meet the needs of the staff and the unit.
- Supporting the Ward Manager / Modern Matron in delivering annual appraisals to all of the nursing team and ancillary staff.
- Raising staff awareness in relation to Clinical Governance and monitor all aspects.

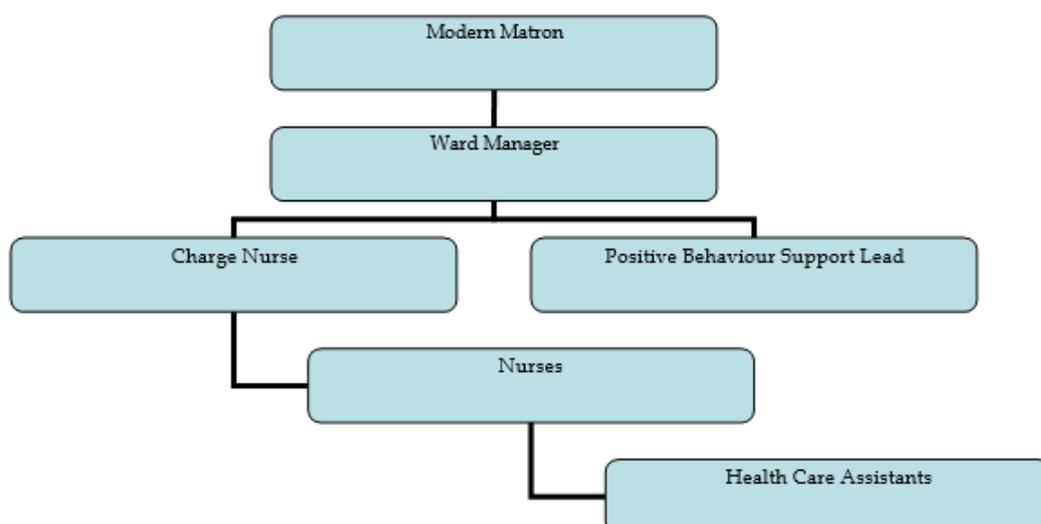
- Utilising available opportunities to extend knowledge and skills by attending statutory, internal, and external training programmes.
- Actively working with MDT to determine research projects
- Proactively promote research and the local portfolio of studies widely across the wider trust.
- Supply data as required to internal and external collaborators and management regarding the progress of research studies, when required.

4. Professional & Management.

In the absence of the Modern Matron / Ward Manager, who has continuing responsibility for the unit, you will be a member of the Charge Nurse team who will manage the clinical environment. The CAMHS Inpatient Clinical Lead & Research Nurse will:

- Work co-operatively and collaboratively with the other members of the team, maintaining communication, high standards of care and effective co-ordination of shifts.
- Be actively involved in working towards enhancing standards of practice, such as Child Protection Procedures, Safer Care, Infection Control, and CPA etc.
- Maintain personal professional development by regular participation in supervision and staff group work, to develop the understanding of the conscious and unconscious processes that occur between and within the staff and patient group.
- Ensure that all staff adhere to Trust policies and procedures and that any incidents/concerns to be documented and reported to the Ward Manager / Modern Matron as soon as possible.
- Ensure the efficient and effective use of staffing resources.
- Be involved with the recruitment and selection of staff.
- Manage complaints as per Trust policy.
- Keep up to date with practices in Child and Adolescent Mental Health.

STRUCTURE CHART





Oxford Health
NHS Foundation Trust

CONDUCT

All staff are required to work in accordance with their professional group's code of conduct (e.g. NMC, GMC, DoH Code of Conduct for Senior Managers).

This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.

In addition to undertaking the duties as outlined above, the post-holder will be expected to fully adhere to the following:

Personal Development

- To actively participate in an annual performance review (appraisal) and the development and implementation of a personal development plan.
- To take responsibility for their own professional development ensuring professional standards are maintained and statutory and mandatory training is in date.
- To attend any training as requested.

Code of Conduct

- To adhere to the Professional Code of Conduct relating to your profession (if applicable).
- To uphold the principles and values set out in the NHS Code of Conduct for Managers.
- To support the organisation in developing an effective work/life balance for employees that meets the needs of the organisation.
- To ensure that the health and wellbeing of patients is at the centre of all activities and that all staff engage and communicate with patients as appropriate.
- To always promote quality and safety of patients, visitors and staff thus enabling the Trust to meet its regulation requirements (Care Quality Commission Registration – Regulations and Outcomes) that relate most directly to patients and also strive for continuous quality improvement.

Equal Opportunities/Diversity

- To observe Oxford Health NHS Foundation Trust's Equal Opportunities Policy providing equality of treatment and opportunity to employees, service users and service providers irrespective of sex, sexuality, age, marital status, ethnic origin or disability.

Health & Safety

- To take responsibility for the health & safety of themselves and other persons who may be affected by their omissions or actions at work.
- To promote the Trust's Health and Safety Policy and ensure matters are managed in accordance with it.
- To co-operate with the Trust to ensure that statutory and departmental regulations are adhered to.
- Report accidents, incidents and near misses, implementing corrective action where necessary.

Infection Control

- To comply with Trust policies for infection control and hand hygiene such as hand hygiene, decontamination Policy, uniform and workwear code and standard precautions Policy to reduce the spread of healthcare-associated infections (HCAIs).
- Employees with clinical responsibilities must incorporate into their clinical activities up to date evidence that supports safe infection control practices and procedures, such as the use of aseptic techniques and the safe disposal of sharps.

Confidentiality and Data Security

- To comply fully with the duties and responsibilities outlined in the Trust's Information Governance Policy.
- To comply with the Data Protection Act 2018 and General Data Protection Regulations (GDPR), National Data Security Standards and any professional code of practice on Confidentiality and Data Protection as accepted by the Trust. Departmental codes of practice and procedures for confidentiality are available from the head of department.
- To ensure that all information collected, stored and used is done so in compliance with the above Act and any relevant Trust Policy.
- To preserve the confidentiality of any information regarding patients, staff records in your area (in connection with their employment) and the Trust business. This obligation shall continue in perpetuity.
- To raise any matters of concern with your Manager/Director

Safeguarding

- To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and supervision as appropriate to the role.
- To support the organisation in ensuring service users are protected from abuse or the risk of abuse and their human rights are respected and upheld.
- To ensure concerns are responded to appropriately in line with the Trust's Safeguarding Adults Policy and the Child Protection Policy and interagency safeguarding procedures.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

Other

- To be aware of and work in line with all Trust policies and procedures.
- To carry out any other tasks as reasonably directed.

PERSON SPECIFICATION

Band: 6 – CAMHS Inpatient Clinical Lead & Research Nurse		
Criteria for Selection	Essential Requirements	Desirable Requirements
Qualifications – Academic/Skills/Professional	RMN	Management courses/qualifications.
Knowledge Requirements / Skills	<p>A good understanding and working knowledge of the Mental Health Act 1983.</p> <p>An understanding of the Children’s Act.</p> <p>A robust understanding of DoH Strategies e.g. NSF and Every Child Matters.</p> <p>Ability to adapt to different approaches of care.</p>	<p>Training or specialist interest in a therapeutic area e.g. CBT, Family Therapy.</p> <p>Training in Positive Behaviour Support.</p>
Further Training or Job Related Aptitude and Skills	<p>Active interest in research</p> <p>Significant experience in an adolescent, acute or PICU setting.</p>	Experience of research within the clinical setting
Experience	<p>Understanding of Child Protection issues.</p> <p>Understanding of the multidisciplinary approach.</p> <p>Understanding of the effects of mental illness on young people and their families.</p>	
Personal Qualities	<p>Good Communication Skills</p> <p>Ability to prioritise and delegate workload.</p> <p>Teaching and Supervising Skills.</p>	

	<p>Experience as mentor / preceptor and recognised qualification for this.</p> <p>Good time management</p> <p>Flexible</p> <p>Approachable</p> <p>Enthusiastic and motivated.</p> <p>Ability to be assertive</p>	
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