

Job Description

Title:	Senior Parent Infant Clinician for PIPS Family Hub Service Clinical Psychologists, Child and Adolescent Psychotherapists, Systemic Therapists, Educational Psychotherapists
Grade:	Agenda for Change 8a (two years fixed term) 0.4 WTE
Annual Leave:	27 days per annum increasing to 29 days after 5 years NHS service and 33 days after 10 years NHS service
Department:	Haringey PIPS (CYP)
Responsible to:	PIPS service lead
Accountable to:	PIPS service lead

POST SUMMARY

The postholder will lead and offer therapeutic work to parents and infants in the PIPS Family Hub team, which provides an early intervention Parent Infant Psychology Service for families antenatally and up until the infant's second birthday. The PIPS Family Hub team will be offering specialist parent infant interventions to families accessing the Family Hub sites across Haringey, and developing a training and consultation model for colleagues in the Hubs, and to families and community groups.

The postholder will provide supervision, consultation and advice to Family Hub colleagues and to other health colleagues around the mental health needs of infants under 2 and their families. The postholder will be expected to carry a case load and develop the parent infant offer to families in the four Family Hub sites across the borough.

MAIN DUTIES

A. Clinical

1. To provide highly specialist mental health assessments of families with infants under the age of 2, using parent and infant observation and assessment, formal developmental, psychometric and other assessment methods as appropriate.
2. To formulate and devise mental health treatment and management plans for parents with psychological difficulties and adjustment to parenthood difficulties and to provide therapeutic input, using a range of specialist psychological interventions appropriate to the service (e.g. parent infant therapy and psychotherapy, systemic therapy, VIG, Circle of Security, and Watch Wait and Wonder).
3. To provide highly specialist mental health advice, guidance and consultation to other professionals, within the Family Hubs service and to other health, local authority and voluntary sector child professionals to assist in the formulation, diagnosis and therapeutic offer to parents both antenatally and with their infants under 2.



4. To provide reports and communicate in a skilled and sensitive manner concerning assessment, formulation and treatment plans.
5. To liaise with other health, education, voluntary sector and social care staff, from a range of agencies, in the care provided to clients.
6. To work autonomously to provide treatment sessions based within the community, including brief interventions, using routine outcome measures.

B. Teaching, training and supervision

1. To provide professional and clinical supervision of Family Hub colleagues as required by the PIPS manager.
2. To continue to develop skills in the area of professional post-graduate teaching, training and supervision, including co-ordinating and supporting the delivery of Solihull Training and Solihull Antenatal groups for Family Hub colleagues.
3. To contribute to the pre- and post-qualification teaching of clinical staff as required.
4. To provide advice, consultation, training and supervision, where appropriate, to other health and social care staff working Under 5s.

C. Management, policy and service development

1. To provide line management for junior clinicians within the Family Hub Team as required by the PIPS Manager.
2. To contribute to the development, evaluation and monitoring of the team's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
3. To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
4. To be involved, as appropriate, in the recruitment, short listing and interviewing of junior clinicians and assistant clinicians.
5. To facilitate team meetings and support the PIPS manager with team tasks as required

D. Research and service evaluation

1. To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
2. To contribute to service development (and if necessary undertake appropriate research and provide research advice to other staff undertaking research).



E. General

1. To ensure the development and maintenance of the highest personal standards of practice, through active participation in internal and external CPD training and development programmes, in consultation with the postholder's line manager.
2. To maintain up to date knowledge of legislation, national and local policies and issues of relevance to the service and client group.
3. To undertake such other duties and responsibilities, appropriate to the grade of the post, as may be agreed with the PIPS team manager.

Revalidation and Registration

It is the responsibility of all staff registered with a professional body to:

- Act within the Professional Bodies Code of Practice
- Maintain their own work profile to ensure revalidation standards are met, and assist junior registered staff in achieving revalidation.
- Contribute and participate in the development of colleagues professional practice across the trust through leading ward and/or department projects, and supporting training.
- Ensure optimum use is made of working time.

It is the aim of the Trust to ensure that no job applicant or employee receives less than favourable treatment on grounds of sex, marital and civil partnership status, gender reassignment, pregnancy and maternity, race, colour, creed, religion or belief, physical disability, mental health, learning difficulty, age or sexual orientation and is not placed at a disadvantage by conditions or requirements that cannot be shown to be justifiable. To this end the Trust has an equal opportunities policy and it is for each employee to contribute to its success. The hospital has a single equality scheme, which underpins its duty to promote equality. You can access a copy of the scheme on the trust's website.

Infection control

All staff have a responsibility to prevent and control infections within the Whittington. This includes ensuring personal and team compliance with all relevant policies, especially hand hygiene, the trust dress code, and MRSA screening policies.

Working patterns

The Trust is currently exploring ways in which patients can be given more choice about when they can attend appointments at the hospital. In order to make this possible there may be a future requirement for administrative staff scheduling appointments for patients to contact them by telephone in the evenings or at weekends. This means that administrative staff may be required to work a shift pattern in future. Shifts will not normally operate beyond 9 pm in the evenings and appropriate pay enhancements will apply. Staff will be consulted about the introduction of / changes to shift systems.



Staff working in any department where an on 'call rota' operates will be required to participate in the rota. Managers will discuss with staff the level of 'on call' cover required taking into account their individual circumstances.

Staff in nursing posts may be requested to work in any area throughout the Trust by the matron or the site manager.

Health & Safety Policy

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain a safe environment for employees and visitors.

Safeguarding children and child protection

To comply with the Trust's Safe Guarding Children and Vulnerable Adults policies, procedures and protocols. All individual members of staff (paid or unpaid) have a duty to safeguard and promote the welfare of children, young people and vulnerable adults This will require you to:

- Ensure you are familiar with and comply with the London Child Protection Procedures and protocols for promoting and safeguarding the welfare of children and young people.
- Ensure you are familiar and comply with the Croydon Multi Agency Safeguarding Vulnerable Adults Pan London Procedures.
- Ensure you are familiar and comply with local protocols and systems for information sharing.
- Know the appropriate contact numbers and required reporting lines.
- Participate in required training and supervision.
- Comply with required professional boundaries and codes of conduct

Whittington Health is committed to safeguarding all children and vulnerable adults and expects all staff and volunteers to share this commitment.

Data Protection

This post has a confidential aspect. If you are required to obtain, process and/or use information held on a computer or word processor you should do it in a fair and lawful way. You should hold data only for the specific registered purpose and not use or disclose it in any way incompatible with such a purpose and ought to disclose data only to authorised persons or organisations as instructed. Breaches of confidence in relation to data will result in disciplinary action, which may result in dismissal.



Confidentiality

You are required to maintain confidentiality of any information concerning patients or staff which you have access to or may be given in the course of your work, in accordance with current policy on confidentiality at Whittington Health.

Whittington Promise to Patients

Whittington Health expects its employees to communicate with colleagues, patients and visitors in a polite and courteous manner at all times. You are expected to contribute to improving our patients' experiences by delivering the Whittington Promise:

- We will be clean
- We will be welcoming and caring
- We will be well organised
- We will offer the best possible treatment
- We will give you information and listen to what you tell us

Carbon Reduction

All staff have a responsibility to contribute to a reduction in the organisation's carbon footprint. You should actively encourage others through your own actions to reduce their contribution to carbon emissions. This includes switching off electrical appliances that are not in use, turning down heating, closing windows, switching off lights and reporting carbon waste.

Security

It is the responsibility of all employees to work within the security policies and procedures of the Whittington Health NHS Trust to protect the patients, staff and visitors and the property of the Trust. This duty applies to the specific work area of the individual and the Hospital in general. All staff are required to wear official identification badges.

No Smoking

Whittington Health promotes a No Smoking Policy as part of employee's healthy living style. You will be required to work within the framework of this policy. Smoking is not permitted within Whittington Health premises.

Method of Payment

Payment of salaries is made into your bank account/building society account by direct bank system. Details of a bank account or building society account will be required on the first day at work. There is no facility for any other form of payment.



Probationary Period

Employment at Whittington Health is offered subject to successful completion of a 6 month probationary period for all staff with the exception of GMC Registered Doctors.

Our ICARE values have been created by our staff and are embedded in our appraisal and planning processes and form part of our staff excellence awards.



Person Specification

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Post:	CAMHS CLINICIAN	Grade:	BAND 8a		
Department	CAMHS	Candidate Name			Notes
Attribute		Essential	Desirable	How Assessed	
Education / Qualifications	Post-graduate/ doctoral level qualification in: Family and Systemic Psychotherapy Educational Psychotherapy Clinical Psychology Child and Adolescent Psychotherapy Membership of relevant professional body - DOH/UKCP/ HPC/ACP	✓		Application form	
Skills & Abilities	Skills in providing individual and group consultation to other professionals for children under 5 and their families, and supporting others with consultation work Skills & Abilities in generic and discipline specific mental health assessments and treatments of children under 5 and their families Skills in use of intensive parenting interventions	✓ ✓	✓	A/I A/I	



	<p>Skills in formulation and treatment of children under 5 affected by developmental, emotional and behavioural difficulties</p> <p>Skills in engaging children, under 5, and their families.</p> <p>Skills in facilitating client's participation in use of routine outcome measures</p> <p>Skills in effective communication, orally and in writing, of complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.</p> <p>Skills in assessment of risk, in relation to mental health and safeguarding issues.</p> <p>Ability to maintain appropriate clinical records and in use of electronic recording systems</p> <p>Ability to supervise other clinicians, assistants and trainees in their work with Children under 5 and their families</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>	
Knowledge & Experience	<p>Experience of working in Children's Centres And an understanding of Bright Start Islington Context</p> <p>Experience of providing culturally sensitive services toward effective client engagement.</p> <p>Working autonomously with children and their families in both assessment and treatment phases of the work.</p>	<p>✓</p> <p>✓</p> <p>✓</p>		<p>A/I</p> <p>A/I</p> <p>A/I</p>	



Experience of providing time limited interventions for children and families under 5	✓				
Ability to chair team meetings and support the Under 5s Managers in general team tasks as required.	✓			A/I	
High-level of knowledge of the theory and practice of a range of psychological and psychotherapeutic interventions, including at least one specialist therapy (e.g. psychotherapy, systemic therapy, Incredible Years, PIPT/VIPP)	✓			A/I	
Knowledge of a range of applicable models in the assessment and treatment of child mental health issues	✓			A/I	
Ability to develop and support the development of child psychotherapy knowledge and work with children Under 5 in Children's Centres and specialist Under 5s work at the Northern		✓		A/I	
Knowledge of the relevant clinical research literature and ability to apply it to the field of child mental health for the relevant service area	✓			A/I A/I	
Knowledge of relevant legislation in relation to the client group and mental health	✓			A/I	
The ability to co-ordinate and deliver Solihull Training to Bright Start Islington and nursery staff and to support others to deliver the Training		✓		A/I	
				A/I	



	The ability to arrange and facilitate set up and review meetings at Children's Centres, with Nursery Heads, and work closely with Family Support Co ordinators and Early Childhood Co ordianators		✓		
PERSONAL QUALITIES	Ability to form good working relationships and work flexibly with others in multi-disciplinary and multi-agency settings in the community.	✓		A/I	
	Enthusiasm for and capability to complete designated tasks	✓		A/I	
	Able to engage children, young people and families from diverse backgrounds.	✓			
Other	Interest & Ability to contribute to service development and to contribute to service related research		✓	A/I	
	Ability to teach and train others, using a variety of multi-media materials suitable for presentations with clients and/or professionals		✓	A/I	

Completed by:

Date:.....

Offer post Yes/ No

Comments

