



## JOB DESCRIPTION

### JOB DETAILS:

|   |   |
|---|---|
| <b>Job Title</b>                            | Senior Mental Health Practitioner Unscheduled Care        |
| <b>Pay Band</b>                             | 7   |
| <b>Hours of Work and Nature of Contract</b> | Flexible working including evenings, weekends and On Call |
| <b>Division/Directorate</b>                 | Children and young people's clinical division             |
| <b>Department</b>                           | Child and Adolescent Mental Health                        |
| <b>Base</b>                                 | To be completed on recruitment                            |

### ORGANISATIONAL ARRANGEMENTS:

|                                       |                 |
|---------------------------------------|-----------------|
| <b>Managerially Accountable to:</b>   | Service Manager |
| <b>Reports to: Name Line Manager</b>  | Service Manager |
| <b>Professionally Responsible to:</b> | Clinical Lead   |

#### Add organisational statement on values and behaviours

To improve health and deliver excellent care. Put patients first, Work together, Value and respect each other, Learn and innovate, Communicate openly and honestly.

#### Job Summary/Job Purpose:

The post holder will be a lead, specialist clinician in a CAMHS Unscheduled Care (USC) team covering a large geographical area as part of a wider USC Service. The post holder will provide specialist clinical assessment, formulation and interventions for Children and Young people (C&YP) with complex mental health crisis presentations. The post holder will be a highly skilled clinician, who will develop and implement treatment programmes that address the complex physical, psychological and psycho-social needs of C&YP experiencing crisis. The post holder will function

autonomously and independently on a day to day basis and will be providing a specialist service that involves forming judgments, analysis, interpretation and comparison of a wide range of complex clinical information.

The post holder will work alongside the USC Team Lead to provide robust and effective clinical leadership across the USC service.

## **DUTIES AND RESPONSIBILITIES**

### **1. Clinical**

1.1 To provide highly developed specialist assessment of patients and carers experiencing a Mental Health crisis based on the appropriate use, interpretation and integration of complex data from a variety of sources including medical risk, self-report measures, rating scales, direct and indirect structured observation and semi-structured interviews with patients, family members and others involved in the patients care.

1.2 To work in partnership with patients, carers and involved clinicians to enable them to make informed choices about care and treatment and to promote their health and well-being.

1.3 To formulate, implement and evaluate treatment plans for C&YP experiencing a Mental Health crisis including risks assessment, risk management, and psychological intervention, guided by the outcome of the assessment. This would also include involvement with the transition process from CAMHS and addressing interface issues with other professionals and services.

1.4 To be responsible for implementing psychological interventions with C&YP and their family/carer, adjusting and refining formulations, drawing upon different explanatory models and maintaining a number of provisional hypotheses.

1.5 To make highly skilled evaluations and decisions about treatment options, taking into account other theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual or group.

1.6 To provide consultation, advise and training (where appropriate) to staff in USC, Paediatric, Criminal Justice Liaison, and Local Authority, demonstrating an expert level of knowledge and professionalism.

1.7 To exercise autonomy for the assessment and treatment and of patients, and provide recommendations for discharge, ensuring appropriate assessment, formulation and interventions, communicating with the referrer and others involved with the care on a regular basis.

1.8 To engage and communicate with patients across social, language and cultural barriers utilising appropriate assistance where relevant.

1.9 To undertake risk assessment and risk management, for C&YP either directly or from a distance due to the large geographical distance, through providing consultation and guidance USC team staff

or other professionals. This would include developing appropriate strategies to minimise and address risk even when some information will be unavailable.

1.10 To communicate in highly skilled and sensitive manner information concerning the assessment, formulation and treatment plans of clients.

1.11 To be responsible for providing and receiving highly complex and sensitive or contentious information where there are significant barriers to acceptance or where expert opinion may differ which need to be overcome using the highest level of interpersonal communication skills such as would be required when communicating in a hostile, antagonistic or highly emotional atmosphere.

1.12 To be required to drive long distances across rural areas in all weather conditions and then be required to sit in a restricted position in intense concentration for a substantial proportion of the working time i.e. client contact, specialist assessment, formulation and report writing.

1.13 To be exposed to hazardous, highly distressing and emotional circumstances (e.g. accounts of physical, sexual, emotional) working in isolation as required. This may involve needing to make quick decisions and how best to manage patients with significant physical or mental health risk.

1.14 Regularly required to use associated physical skills in pursuit of the above e.g. driving, key board skills, psycho-metric tools and outcome measures.

1.15 To be responsible for providing specialist clinical services in line with professional codes of conduct, contracts and service agreements made by USC service, the Health Board and other relevant legislation e.g. health and safety at work act.

1.16 To receive regular management and clinical supervision from the Head of Service in accordance with good practice guidelines for clinical work and on providing supervision and consultation to other staff within USC.

1.17 To provide consultation and support to USC colleagues as part of an on-call rota

## **2. Policy and Service Development**

2.1 To participate in the development of a high quality, responsive and accessible service.

2.2 To participate in service delivery in a manner that is informed by and measured against strategic priorities such as NICE Guidelines.

2.3 To be responsible with others for the planning, organising, design and delivery of a the Unscheduled Care Service.

2.4 To adhere to and promote standards, guidelines and protocols for the safe treatment of people with complex mental health difficulties, both within the service and to professionals working around the service.

2.5 To participate in the planning and implementation of service developments and projects.

2.6 To provide consultation, advice and guidance on C&YP mental health to colleagues from all disciplines and to deliver comprehensive training packages taking into account their level of competence.

2.7 To take part in regular professional appraisal development review identifying areas for continuing professional development.

2.8 To ensure that the views and opinions of service users and carers are included in service evaluation and development.

2.9 To ensure adherence to service and Health Board policies and procedures, and where appropriate to be involved in developing or revising service policies.

### **3. Human Resources**

3.1 To contribute to a culture that empowers clinicians to provide a high quality practice to C&YP with mental health difficulties and their carers.

3.2 To be responsible to providing regular specialist supervision to Health Board staff working with C&YP with mental health difficulties, promote safe practice to take appropriate action when concerns arise about a supervisees practice.

3.3 To contribute to the planning, organising and training events to carers and professionals across the Health Board and external bodies.

3.4 To be responsible for planning and prioritising their own work load which will include taking full responsibility for prioritising referrals and undertaking crisis assessments.

3.5 Demonstrate the ability to develop and maintain good working relationships with colleagues in the USC service and within primary, secondary, tertiary and inpatient teams in BCUHB and out of area placements.

3.6 To be responsible for the care of equipment and recourses used during the course of their work.

3.7 To lead on advising best practice and patient care to staff from other teams in the best interest of the C&YP and carer, to statutory agencies, and self-help groups as appropriate.

### **2. Research and development activity**

4.1 The ability to undertake clinically relevant research, audit evaluation and clinical governance utilising professional skills in research, service evaluation and audit agreed by the management.

4.2 The post holder will be expected to evaluate their work on a regular basis using validated questionnaires and objective measures as required

4.3 To maintain post qualification training and experience in order to broaden and deepen professional skills in line with CPD guidelines

4.4 To utilise theory, evidence based literature and research to support evidence based practice in individual/group work and in work with the other members of the USC service.

4.5 The ability to write for publication and promote and publicise examples of good working practice through published works and conference presentations.

**5. Information technology**

5.1 Be required to regularly use information technology with the preparation of presentation materials, word processing of clinical reports and activity spread sheets, statistical analysis of data and access to the internet and BCUHB intranet and the use of power point presentations

## PERSON SPECIFICATION

**Job Title:** Senior Mental Health Practitioner

**Band:** 7

|                       | ESSENTIAL<br><b>The qualities without which a post holder could not be appointed</b>  | DESIRABLE<br><b>Extra qualities which can be used to choose between candidates who meet all the essential criteria working at full competencies</b>   | METHOD OF ASSESSMENT                             |
|-----------------------|---|---|--|
| <b>QUALIFICATIONS</b> | <ul style="list-style-type: none"> <li>• Health related professional qualification and statutory registration.</li> <li>• Educated to Master's degree level in health related subject, or able to demonstrate knowledge and experience to masters level.</li> </ul>   | <ul style="list-style-type: none"> <li>• Teaching qualification</li> <li>• Formal training in supervision</li> </ul>  | Certificates<br>And<br>registration<br>documents |
| <b>EXPERIENCE</b>     | <ul style="list-style-type: none"> <li>• Substantial experience of working in a CAMH service with significant interface challenges, undertaking specialist assessments and providing evidence based interventions for C&amp;YP.</li> <li>• Significant experience of developing and delivering training packages in a variety of settings; University courses, GP surgeries and CMHT's</li> <li>• Experience in providing supervision/consultation for other clinicians</li> <li>• Experience of successful change management and dealing with conflict</li> <li>• Experience of effective multi-agency working</li> <li>• Experience of participating in the planning and development of services</li> <li>• Experience in training and presentations</li> <li>• Experience of providing crisis care supervision/consultation</li> </ul> | <ul style="list-style-type: none"> <li>• Experience of working with families, drawing on a systemic knowledge and practice base.</li> <li>• Generic mental health background e.g. CAMHS worker</li> <li>• Experience of lone working over a large rural area</li> </ul> | Application<br>Form<br>Interview<br>References   |

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| <p><b>KNOWLEDGE</b></p>                                    | <ul style="list-style-type: none"> <li>• Professional knowledge acquired through degree, diploma supplemented by specialist training experience and short courses</li> <li>• Up to date knowledge of legislation, policy and professional issues pertinent to this area of specialism and its context</li> <li>• Up to date knowledge of relevant legislation framework for C&amp;YP</li> <li>• Specialist knowledge in relation to crisis assessment and management</li> </ul>   | <ul style="list-style-type: none"> <li>• Welsh speaker</li> </ul>                   | <p>Application Form<br/>Interview<br/>References</p> |
| <p><b>PERSONAL QUALITIES</b><br/><i>(Demonstrable)</i></p> | <ul style="list-style-type: none"> <li>• Strategic thinker</li> <li>• Professional attitude</li> <li>• Able to lead complex communication processes where there are opposing views and significant barriers to acceptance and understanding</li> <li>• Able to work consistently and therapeutically with frequent exposure to highly emotional distressing and sensitive clinical circumstances</li> <li>• Practice equal opportunities and respect for others</li> <li>• Highly motivated and ability to work autonomously</li> </ul> | <ul style="list-style-type: none"> <li>• Advanced time management skills</li> </ul> | <p>Application Form<br/>Interview<br/>References</p> |

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| <p><b>SKILLS</b></p> | <p><b><u>Communication and relationship skills</u></b></p> <ul style="list-style-type: none"> <li>• High level communication and interpersonal skills</li> <li>• To convey and receive complex highly technical sensitive information effectively both at a written and oral level</li> <li>• Skilled in working with people at all levels and from all disciplines and interagency level</li> <li>• Ability to engage others in collaborative change</li> <li>• High level of report writing and presentation skills</li> </ul> <p><b><u>Analytical and judgement</u></b></p> <ul style="list-style-type: none"> <li>• Ability to make clinical and service related judgements involving complex facts requiring analysis, interpretation and comparison of a range of options</li> <li>• Ability to critically evaluate research evidence relating to clinical effectiveness and service development</li> </ul> <p><b><u>Planning and Organisational skills</u></b></p> <ul style="list-style-type: none"> <li>• Ability to plan, organise and implement a broad range of complex, clinical and service related operational activities programmes and plans</li> </ul> <p><b><u>Clinical skills</u></b></p> <ul style="list-style-type: none"> <li>• Specialist skills in working with people experiencing complex psycho-social difficulties</li> <li>• Skills and experience in providing clinical supervision to a range of clinicians</li> </ul> <p><b><u>Information technology skills</u></b></p> <ul style="list-style-type: none"> <li>• Computer literate</li> <li>• Keyboard skills</li> </ul> |  | <p>Application Form<br/>Interview<br/>References</p> |
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| <b>OTHER RELEVANT REQUIREMENTS</b><br><i>(Please Specify)</i> | <ul style="list-style-type: none"> <li>• Ability/willingness to travel between work places</li> </ul> |   | Application Form<br>Interview Document<br>Check |
| <b>WELSH LANGUAGE REQUIREMENTS</b>                            |   | <ul style="list-style-type: none"> <li>• Ability to communicate both verbally and in writing Welsh</li> </ul> |   |