

Job Description

Job title:	Mental Health Practitioner
Directorate:	ChYPS Sussex
Department:	West Sussex CAMHS Duty & Liaison Team
Responsible to:	Senior Mental health practitioner.
Accountable to:	WS DLT Service Manager
Pay band:	Band 5/ 6 (Depending on experience)
Location	West Sussex
Hours of Work	37.5 hours per week
Contract:	Agenda for Change
On call requirement:	No
Disclosure required:	Enhanced
Professional Registration:	Current registration with NMC, HPC or Social Work England

Job outline:

- To support the day to day leadership of a clinical team providing a high-quality service within the resources available in a defined area, and specifically to deliver on the following key areas.
- To offer specialist mental health assessments to Young People who present in crisis during the hours of the service.
- This role includes both Community CAMHS Duty and A&E Liaison work on a rotating shift basis covering a 7-day rota.
- Assessment includes care and safety planning, risk assessment and management and facilitating safe discharge. In line with COVID safe practice and service developments these assessments may be offered using remote platforms for appropriate referrals as well as some face to face work. Where clinically indicated to provide a single intervention model to CYP not currently open to CAMHS.
- You will also be expected to offer 7 day follow up appointments where indicated and act as Lead Practitioner as part of the duty team if required.

- This role involves liaising with other agencies and professionals and developing ongoing positive working relationships with them to support young people who present in crisis.
- The role aims to reduce the number of presentations and admissions to acute hospitals and to reduce length of stay and facilitate discharge once physical health needs have been addressed. You will act as a liaison to acute care colleagues for YP with MH needs that are admitted to A&E or acute paediatric wards. It will be your responsibility to provide specialist mental health assessments and interventions to these young people and to provide advice and consultation on appropriate mental health care planning to support a holistic care and discharge plan (including risk and safety).

MAIN DUTIES (Please describe in bullet point form the duties of the role):

- To provide an expert clinical service to those CYP with their parents/carers who present or are referred via CAMHS Duty or through the A&E department & Paediatric wards.
- To assess, plan, implement and evaluate interventions.
- To provide specialist clinical advice and input.
- To provide clinical consultation, assessment for YP who are admitted to the paediatric ward with a MH or comorbid MH clinical presentation and contribute to the multi-professional care and safety plan.
- To inform line manager or manager on call of any situation or area of risk which needs to be escalated when outside of scope of influence.
- To ensure accurate recording of all clinical activity in the clinical record and data into the local data collection process.
- Supervision of junior staff.

We are an Equal Opportunities Employer operating a No Smoking Policy

DIMENSIONS:

- 1) To provide, at every opportunity, information, support, advice in promoting the mental health needs of children and young people.
- 2) To actively promote collaborative working.
- 3) To support and enable colleagues in working with children, young people and their families.
- 4) To work as part of a team and participate in all aspects of a countywide service to deliver services locally in a specified geographical area.
- 5) To contribute to the development of community mental health liaison in the county, by liaising with key stakeholders, as led by the Community Mental Health Liaison Lead.
- 6) To identify gaps in services and communicate these to the Lead Community Mental Health Practitioner and Service Manager.

KEY RELATIONSHIPS:

Children, young people and their families, health, education, social and caring services, community groups and Professionals within Integrated Service Delivery Areas.

THE CLINICAL FUNCTION WILL BE:

- 1) To provide a Consultation Service to Multi agency colleagues in universal services.
- 2) To decide on an appropriate course of action with the professionals involved, providing advice, support and knowledge of appropriate resources for the emotional well being of children, young people and their families.
- 3) To assist with planning interventions for children and young peoples with mental health difficulties, enhancing the skills of universal services working in the field.
- 4) To carry out joint and/or individual assessments of children and families with professionals as required.
- 5) To deliver specialist evidence based therapeutic interventions with a small caseload of children and families, keeping abreast of current training and practice in such areas.
- 6) To provide support & guidance to others with the aim of improving skills, knowledge and facilitating reflective practice.
- 7) To participate in relevant ChYPS meetings and provide a link between Community Mental Health Liaison Service and Community CAMHS.
- 8) To facilitate the planning, delivery and evaluation of group work for a variety of specific presentations, in partnership with other agencies involved.
- 9) To demonstrate awareness and knowledge of the different role applications of community mental health liaison in a number of contexts, and skills to maintain boundaries, accountability and responsibilities.
- 10) To work alongside the Lead Community Mental Health Practitioner to demonstrate knowledge

and skills to plan and critically evaluate the implementation of the community mental health liaison role to meet the mental health needs of children and young people.

- 11) To demonstrate skills and attitudes for time management and execution of tasks promptly to meet targets and key performance indicators.
- 12) To establish essential networks, knowledge base of resources and maintain links with relevant community based organizations.
- 13) To collaboratively contribute to the evaluation of all areas of service delivery, utilising routine outcome measures and satisfaction scales.

EDUCATION AND TRAINING

- 1) To ensure knowledge and skills are continuously developed and maintained at a high level of professional competence.
- 2) To identify training needs through supervision and personal development plans (PDP).
- 3) To work alongside the Lead Community Mental Health Practitioner to assess training needs in relation to child and young people's mental health.

ACCOUNTABILITY / AUDIT

- 1) To work with the Lead Community Mental Health Practitioner and senior practitioners to develop clinical protocols and audit tools, to collect the relevant statistical information to underpin service evaluation and clinical record keeping.
- 2) To ensure therapeutic interventions are evidence based.
- 3) To ensure record keeping and confidentiality are within Trust recommendations and standards.
- 4) To implement national audit tools and review with colleagues nationally and locally.
- 5) To work alongside the Lead Community Mental Health Practitioner to continue to review and develop the community mental health liaison practitioner role within ChYPS.
- 6) To comply with relevant professional codes of conduct.
- 7) To act in accordance with legal requirements under the Children Act 1989, Children Act 2004, NSF, ECM, the Mental Health Act 1983, The Human Rights Act and other relevant legislation.
- 8) To participate in the development of local safeguarding child protection, joint agency procedures and other relevant local procedures.
- 9) To comply with patient charter standards.

RESEARCH AND DEVELOPMENT

In line with Senior Practitioners to :

- 1) To identify service needs and gaps across agencies with regard to children's mental health.

- 2) Develop skills in service evaluation and audit to ensure the overall development of the service.
- 3) To maintain awareness of up to date research & development pertaining to advances in Child & Young People's Mental Health issues.

MANAGEMENT

- 1) To contribute to the development of services in the locality to meet the needs of universal services and children and their families, by advising senior colleagues of service gaps and operational concerns.
- 2) Manage workload through both clinical and managerial supervision.

ANTI-DISCRIMINATORY PRACTICE

All of the above, in conjunction with a commitment to work in a way which, so far as is possible, individually and systemically eliminates any form of discriminatory practice, based on social class, race, skin colour, religion, ethnic origin, disability, gender, age or sexual orientation, and to contribute to the development of such practice within the team and in working with others.

Demonstrate knowledge of causes and consequences of stigma, discrimination, social inequality and exclusion, for children, young people, their families and carers in relation to mental health (the context and impact of socio-economic, cultural, ethnic and gender issues on children, adolescents and their families)

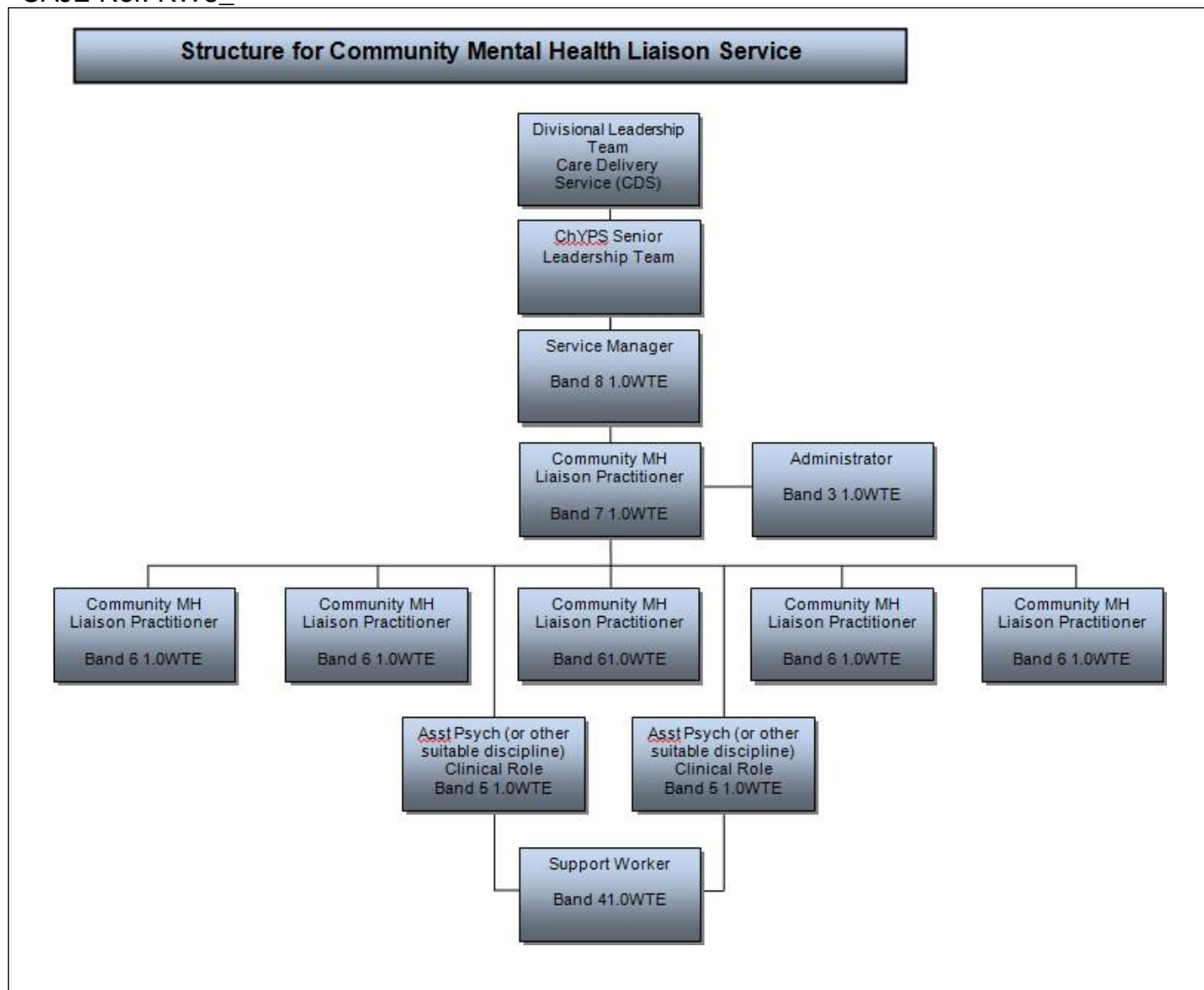
REHABILITATION OF OFFENDERS ACT 1974

This post is subject to exemption under provisions of Section 4(2).

KEY RELATIONSHIPS

CAMHS General Manager, locality Manager for Community Mental Health Liaison Service, Clinical Team Leaders, CAMHS Specialist Teams and universal services e.g. GPs, Social Workers, School Nurses, School staff, Health Visitors etc, Community Mental Health Lead Practitioner.

STRUCTURE CHART (Please insert a structure chart clearly identifying the role and showing the jobs two levels above and two levels below (where appropriate) by job title only.



CAJE Ref: RW8_

PERSON SPECIFICATION: (This section describes the essential and desirable criteria for the post).

		Essential	Desirable	To be
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				evidenced by
A	QUALIFICATIONS			
	<ul style="list-style-type: none"> Professional qualification, with evidence of continuing professional development, in a field relevant to child and adolescent mental health. Evidence of clinical training in a field relevant to the post eg brief psychotherapy, solution focused approaches, cognitive behaviour therapy, motivational interviewing, or systemic work. 	√	√	A/C
B	EXPERIENCE			
	<ul style="list-style-type: none"> Minimum 2yrs post and experience of working with Children & Families Significant level of experience of working with children and families, including work with child mental health needs. Significant level of experience working within a CAMHS or a CAMHS related field. To be able to recognise in children and young people a wide range of clinical and behavioural presentations. Demonstrate knowledge and skills to safeguard and protect children and young people's welfare in line with the Children Act 2004 requirements Demonstrate skills to assess risk using already established assessment tools Demonstrate knowledge and skills for systemic assessment of risk factors in the environment and skills to develop a range of strategies to address identified risk Demonstrate knowledge and skills for development of protocols with families and other staff / practitioners to manage risk Demonstrate knowledge, skills and attitude to promote safety for themselves and others Experience of mental health assessment Working knowledge of Health, Social and Caring Services, Education and the Voluntary Sector, together with the relevant legislation regarding both children and mental health. 	√ √ √ √ √ √ √ √	√	

	<ul style="list-style-type: none"> • Experience of working in partnership with other agencies, and multi-disciplinary working. • Ability to work in partnership with children and families. • Qualities essential to clinical practice, including, for example, respect, genuineness, empathy, personal integrity. • Communication skills, to enable the helping relationship and process. • Ability to develop and deliver training packages in child and adolescent mental health. • Ability to provide consultation. • Ability to manage a caseload. • Clinical leadership. • Experience of working with multi-agency partners and planning best outcomes for children and young people • Ability to listen empathetically to children and young people and their families in order to work effectively in partnership 	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	✓	
C	KNOWLEDGE, SKILLS AND COMPETENCIES			
	<ul style="list-style-type: none"> • Demonstrate knowledge skills and attitudes for managing service users in relation to transitions and accessing services across the tiers • Demonstrate knowledge and skills in identifying support systems for mental health needs in the community and facilitating access for young people and families • Demonstrate knowledge and skills to develop and deliver psycho-education for children, young people and families who have been receiving CAMHS care and when appropriate, involve other tier 1 practitioners in implementing programmes, to ensure continuity and sustainability of support • Demonstrate knowledge and skills for involving young people, parents and community leaders in identifying inequalities in mental health care and developing strategies to address them at the local 	✓ ✓ ✓ ✓		

	<p>level</p> <ul style="list-style-type: none"> • Demonstrate knowledge of possible barriers to “access” to CAMHS and skills to develop strategies to address this appropriately • Knowledge & skills to offer specialist mental health consultation to a wide number of professionals in the Children’s workforce • Assessment of the risk to children and young people • To contribute to the development and delivery of training packages to the children’s workforce • Knowledge of relevant national policies and guidance in relation to children’s services • Demonstrate knowledge and skills to develop and deliver psycho education for children, young people and families who have been receiving CAMHS care and when appropriate, involve other tier 1 practitioners in implementing programmes, to ensure continuity and sustainability of support. 	√		
D	VALUES			
	<ul style="list-style-type: none"> • Can demonstrate support for the values and beliefs of the Care Group and those of the Trust. • Demonstrate an understanding of the practices of Human Rights in the delivery of this role • Team Working • Ability to travel across sites in good time • Punctual and flexible across hours of work when required. 	√		I

To be evidenced by key: **A** = Application Form, **I** = Interview, **T** = Test, **C** = Certificate

All staff are required to:

- Abide by the standards of behaviour expected by their professional body and the standards of behaviour expected of all staff in the Trust disciplinary policy and procedure.
- Adhere to all Trust policies and procedures and are responsible for making themselves aware of these policies and procedures.
- Treat information relating to patient, employees and businesses of the Trust in the strictest confidence. Under no circumstances should such information be discussed with any

unauthorised person(s) or organisations. At all times employees are required to comply with the provisions of the Data Protection Act.

- Maintain their own awareness of, and comply with, policies and procedures relating to Health and Safety (whether statutory or Trust), and assist in ensuring the compliance of other staff.
- Support the Trust's visions and values and in particular the promotion of a positive approach to diversity, equality, rights, and treating others with dignity and respect; to eliminate discrimination and disadvantage in service delivery and employment, and to manage, support or comply by adhering to the Trust's Equality and Diversity Policy.
- Demonstrate the core principles of safeguarding and protection Human Rights; treating people with dignity, fairness, equality, respect and autonomy.
- Develop and maintain positive relationships with all colleagues, taking account of their age, religion or belief, ethnicity, sex, marital or civil partnership status, sexual orientation, gender identity, pregnancy or maternity status and any disability. Ensure that they are approachable and that their conduct towards colleagues is open and honest, dealing with differences in opinion, in ways which avoid offence.
- Take responsibility for the safeguarding and protection of children and young people and vulnerable adults very seriously, as does The Trust. The Trust works with adult and children's social care to ensure that the integrated service has systems in place to equip staff with the knowledge and skills to recognise abuse, and take action to safeguard and protect vulnerable adults and children and young people. It is expected that all staff familiarise themselves with the appropriate structures and policies and with the Sussex child protection and safeguarding procedures and the Sussex multi-agency policy and procedures for safeguarding vulnerable adults and undertake the relevant essential training and further training appropriate to their role.

Approved by:

Name

Post holder

Approved

Manager **Date**