



CRISIS CARE PATHWAY

Job Description

Post: Advanced Clinical Practitioner

Band: 8a

Location/Base: PCNFT Trust Wide service with bases in Stockport and Oldham

Responsible to: CAMHS Directorate Manager

Main Contacts: Greater Manchester CAMHS Tier 4 providers (NHS and Independent), CAMHS, GM CYP Tier 4 Inreach Outreach assessment Centre, A&E, Paediatric staff, GPs, Adult Mental Health Services, All age mental health liaison, children, young people and families, medical staff, wider children's network and agencies, commissioners within NHS England and local CCGs..

Job Summary

The post holder will work as an autonomous practitioner providing advanced clinical assessment and treatment to a diverse and undetermined caseload of children and young people (CYP) within the CAMHS acute and urgent pathways. This will include initial assessments for children presenting as high risk and requiring urgent assessment and intervention applicable and not limited to:

- CAMHS inpatient services
- Home Intensive Treatment pathways
- GMAIC (Greater Manchester In-reach and Assessment Centre)
- Rapid response pathways
- Community Eating Disorder Services (CEDs)
- Paediatric Liaison

They will use their advanced level skills to provide safe, high quality, evidence based care for children and young people with mental health difficulties.

They will determine the clinical diagnosis and treatment of patients within the scope of professional practice, organising appropriate interventions and directly provide and oversee the ongoing management of the child or young person. This will include comprehensive risk assessments for CYP presenting to the service. They will work in collaboration with other agencies including community CAMHS, GP's, education, voluntary and health and social care colleagues as well as carers and refer children and young people onward if determined by their clinical, educational or social needs.

In conjunction with the Operational Manager and team leaders, the post holder will provide leadership (under the management/supervision of the Service Lead) within the services including ensuring that clinical sessions have appropriate cover, incidents are investigated and managed effectively, referrals, triage and allocation processes are managed and developed effectively and the service works in collaboration with community CAMHS and other relevant stakeholders.

They will identify further areas of development to strengthen the acute and urgent pathways including innovative ways of working and continued enhancement of the ACP role within the multi-disciplinary team.

As an Advanced Practitioner within the acute pathway they are expected to be responsible for a variety of different services development projects. The provision of CAMHS crisis and community care is changing and developing rapidly and an integral part of this as an Advanced Practitioner's involvement in the development of evidence-based, clinically driven protocols and policies to best support the care and treatment of young people who receive care within our pathway. As a senior practitioner there is an expectation that the advanced skills of the practitioner will be used to also consult on wider trust based policies where appropriate.

Advanced Practitioners within the acute pathway are supported to build their skills in all 4 pillars of Advanced Practice as part of this it is expected that the practitioner will engage in appropriate audits with both the medical and nursing teams and as part of these audits may be expected to take on a variety of roles including that as the audit project lead where appropriate. There is an expectation that staff at a senior level support and complete required audit programmes that the trust has in place however there is also an opportunity for the practitioner to identify practitioner led/clinician guided audits that may be outside of the usual audit calendars however are an integral part of service development within the acute pathways. The AP's also take a strong link and are integral to the CAMHS research hub that is forming.

Main Duties and Responsibilities

- Responsibility for Patient Care (including monitoring, diagnostics, investigations, assessment, formulation)
- As a member of the CAMHS care hub to act as an autonomous practitioner providing clinical assessment, diagnosis (where possible), and treatment (where appropriate) for patients referred to the urgent and acute pathways within their scope of professional practice.
- To be responsible for managing referrals including the initial assessment request and interpret investigations and propose differential diagnoses for children with complex mental health conditions.
- To offer clinical supervision, reflective practice and complex case management support to the senior mental health practitioners and Team Manager within the care hub.

- To provide advice, consultation and liaison to CAMHS teams and wider children's services regarding referrals, signposting and appropriate care and treatment
- To triage and prioritise children and young people referred to the Acute Pathway demonstrating the use of a variety of techniques to elicit a comprehensive history to determine an appropriate care plan.
- To identify changes in a patient's condition through clinical examination and take appropriate action to ensure the safety of the patient.
- To undertake interventions consistent with evidence-based practice, transferring and applying knowledge and skills to meet the child or young person's needs.
- To use the skills and knowledge to make referrals for diagnostic tests and instigate investigations to support diagnosis if required
- To evaluate the effectiveness of interventions in meeting prior agreed goals and making any necessary modifications.
- To undertake necessary assessments and as a non-medical prescriber, prescribe within the scope of professional practice.
- To ensure that the care provided and services delivered are in line with local policies and procedures and the Clinical Governance Framework.
- To maintain accurate and contemporaneous records in accordance with local and national professional policies and guidelines.
- To use advanced clinical skills and expert knowledge to provide proactive monitoring and provide timely intervention.

- To be a visible clinical leader and work with other members of the acute pathways; HIT; inpatient; CYP Crisis Pathway; Paediatric Liaison and wider CAMH services to ensure that the child and family's needs are met on an ongoing basis.
- To manage conflicting views and reconcile inter and intra-professional differences of opinion.
- To be aware of vulnerability within the patient / carer caseload and report potential safeguarding situations according to local policy and guidelines.

Prescribing has been identified as a requisite for this job role and in order to do so you must have successfully completed an NMC/HPC/GPhC1 approved programme. This qualification must be current and recorded on the relevant professional register.

Additionally you have to be registered with the NHS Business Services Authority Prescription Services by the Non-Medical Prescribing Lead or delegated representative before commencing prescribing.

You may only prescribe from the formulary linked to your recorded qualification and must comply with statutory requirements applicable to your prescribing practice.

You are professionally accountable for your prescribing decisions, including actions and omissions, and cannot delegate this accountability to any other person.

You must only ever prescribe within your level of experience and competence, acting in accordance with the code of your professional standards for conduct, performance and ethics and you must comply with all organisational policies and procedures.

Responsibilities – Education and Training

To monitor own performance and identify personal development needs to the service clinical lead in relation to gaps in clinical skills and knowledge. Take measures to ensure that deficits are addressed.

- To integrate theory into practice by bringing knowledge from the Advanced Practitioner course into the clinical environment.
- To contribute to the development of a learning and development culture within the CAMHS care hub.
- To develop personal development plans and participates in the appraisal process. Monitor development of junior clinicians and provide expert support and education
- To understand own role and that of other multidisciplinary team members.
- To keep up to date with developments in quality in own and colleagues standards.
- To attend mandatory and statutory training
- Participate in the provision of local training and CPD sessions leading on the trust wide delivery of all age liaison training and the coordination and delivery of AMBIT training
- Provide supervision, mentorship and learning opportunities for pre and post registration students

Responsibility for Physical and Financial Resources

- To take responsibility for the management of the clinical environment and be accountable for own use of resources contained therein.

- To alert operational managers to resource issues, which affect learning, development and performance in prompting evidence based care.
- To accurately maintain the necessary records of resource used.

Communications and Leadership

- To discuss with service clinical lead challenges from other professionals and stakeholders to ensure that patients have the option of receiving care in their own home rather than being admitted to hospital.
- To actively participate in case discussions / case conferences concerning patients' on the caseload.
- To act as an advocate and champion for patients and their carers where appropriate, and, where necessary, challenge against attitudes.
- To exhibit a sense of responsibility and accountability for patients on the caseload and co-ordinate care and seamless transfers.
- To effectively communicate with a variety of health professionals, service users and carers, to provide the best outcomes for patients.
- To facilitate the interface between secondary, primary and social care settings.
- To maintain a high level of performance when faced with opposition or working under conditions of pressure.
- To communicate the vision and benefits of the CYP Acute and Urgent Pathways to other stakeholders.
- To participate in the collation of information to evidence achievements in patient outcomes and support service development.

- To communicate highly sensitive, complex and confidential information to patients, relatives, carers and multidisciplinary and multi-agency team.
- To promote the Provider services vision of integrated care and partnership working.
- The post holder may be exposed to frequent distressing or emotional circumstances with patients who are acutely unwell or suffering end of life events, and will be required to deal with this situation in a professional manner.

Planning and Organising

- Provides an alternative to hospital admission by the provision of holistic health and social care needs
- Identifies and manages risk to health and social care needs and actively making referrals to other services as necessary.
- Exercises accountability for the defined caseload and coordinates care whilst on the caseload and facilitates seamless transfer of care.
- Negotiates and agrees with patients, carers and other healthcare providers, individual roles and responsibilities with actions to be taken and outcomes to be achieved, referring on to other services as appropriate.

This job description is not exhaustive, but is intended to give an overall picture of the role. Other duties within the general scope of the post may be required from time to time. The duties of the post and job description can be reviewed through the agreed process

General Duties of all post holders

To undertake any other reasonable duty, which is appropriate to the band, when requested by Senior Staff.

To be familiar with and comply with all Trust and departmental policies, procedures, protocols and guidelines.

To be aware of and work towards the Trusts strategic goals.

Standards of Business Conduct

The post holder will be required to comply with the organisations standing order and standing financial instructions and at all times, deal honestly with the organisation with colleagues and all those who have dealing with the organisation including patients, relative and suppliers.

The post holder must ensure that their behaviour and interests inside and outside work do not conflict with their Trust position, duties and/or responsibilities.

The post holder must comply with and support the development of the performance standards within the service/department to ensure the service is responsive to and meets the needs of its customers.

The post holder will be required to develop and maintain good working relationships with all patients, service users, staff, contractors and where appropriate, members of the public.

The Trust aims to maintain the good will and confidence of its own staff, patients, service users, NHS contractors and the general public. To assist in achieving this objective it is essential that at all times, the post holder carries out their duties in a courteous, sympathetic and professional manner.

All post holders who are members of a professional body must comply with standards of professional practice / conduct. It is the post holders' responsibilities to ensure they are both familiar with and adhere to these requirements and maintain their professional membership to the relevant body.

Equality and Diversity and Equal Opportunities

The post holder must carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies, avoiding unlawful discriminatory behaviour and actions when dealing with colleagues, service users, members of the public and all other stakeholders.

The post holder must promote awareness of and respect for equality and diversity in accordance with Trust policies and procedures.

The post holder is responsible for treating all staff, patients, service users, NHS contractors and the general public with dignity and respect at all times.

Safeguarding

Appointments to regulated and controlled activities require an enhanced DBS disclosure.

Pennine Care NHS Foundation Trust (PCFT) employees have a statutory duty to promote the welfare of children and young people and to protect adults; enabling them to live free from harm, abuse and neglect.

Engagement with safeguarding training, in line with responsibilities, is mandatory for all PCFT employees. PCFT employees must familiarise themselves with policies and procedures and adhere to these.

It is the responsibility of all staff to report safeguarding concerns and familiarise themselves with who to contact in order to do this or seek further guidance.

Professional and Personal Development

The post holder must ensure that they are aware of their responsibilities by attending the Trust Mandatory Training and Induction Programme.

The post holder will be involved in a formal appraisal and yearly conversations review with their manager at least every 12 months. Once performance / training objectives have been set, the staff member's progress will be reviewed on a regular basis, so that new objectives can be agreed and set, in order to maintain progress in the service delivery.

The post holder will be expected to take responsibility for their own professional development and will be supported by the Trust to achieve development opportunities as appropriate.

Confidentiality and Information Governance

Confidentiality is of prime importance. In the normal course of duties, the post holder will have access to confidential documents and information relating to patients, service users, staff and contractors, as well as information of a commercially sensitive nature. Such information should not be communicated to anyone outside or inside the NHS unless done in the normal course of carrying out the duties of the post. Disciplinary action will be considered where a breach of confidence has been established.

All information obtained or held during the post-holders period of employment that relates to the business of the Trust and its service users and employees will remain the property of the Trust. Information may be subject to disclosure

under legislation at the Trust's discretion and in line with national rules on exemption.

The post holder must maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately, appropriately and kept up to date. The post holder must only access information, whether paper, electronic or in other media, which is authorised to them as part of their duties.

The post holder must work to the requirements of data protection laws as applicable to the UK, which includes the General Data Protection Regulations (GDPR).

Health and Safety at Work

The post holder is required to take reasonable care of the health and safety of themselves and other persons who may be affected by their acts or omissions at work and to co-operate with the Trust in adhering to statutory and departmental safety regulations.

The post holder is responsible for ensuring that they do not intentionally or recklessly misuse or interfere with anything provided in the interests of health safety or welfare e.g. misuse of equipment.

The post holder is required to contribute to the control of risk and must report immediately, using the Trust Incident reporting system, any incident, accident or near miss involving patients, service users, carers, staff, contractors or members of the public.

All Trust sites have been designated a no smoking area. The post holder is therefore advised smoking is not permitted within the hospital premises or grounds or whilst representing the Trust in the course of their duty. While the Trust will not discriminate against employing smokers, all prospective employees should be aware of this policy.

Infection Control

Infection Prevention and Control is the responsibility of all Trust staff.

All staff members have a responsibility to protect service users, visitors and employees against the risk of acquiring health care associated infections by consistently observing Trust Infection Prevention and Control Policies and procedures and best practice guidance in order to maintain high standards of Infection Prevention and Control.

Sustainability / Net Zero Carbon

Pennine Care are committed to sustainable development, social value and achieving the NHS Net Zero Carbon reduction targets. All employees must play their part and adhere to the principals in the Green Plan, this will ensure our services are efficient, sustainable and carbon emissions are reduced. As an employee you will be expected to conserve energy / water, minimise wastage in all formats, actively promote biodiversity and use sustainable transport whenever possible.

Energy: Switch off non-essential electrical equipment / lighting when not in use.
Report heating issues, building too hot / too cold to the Estates Team.

Water: Do not leave taps running and report all drips, leaks, and condensation issues to the Estates Team.

Waste: Follow the Trust waste policy – Reduce – Reuse – Recycle do not overorder equipment / medicines. Healthcare waste must be disposed of in line with the Trust's waste management policy.

Biodiversity: Enhancing biodiversity has a wealth of positive outcomes for our colleagues, services users and the environment. Think of your site, can an area be improved to have a quality green space, specific planting for habitat improvement or the installation of a couple of bird boxes? Contact the estate team for further details

Transport & Travel: Where possible lift share, cycle, walk or use public transport