



Job description

POST: CAMHS Intensive Home Treatment Worker

BASE: Chesterfield

SALARY RANGE: AfC Band 6

REPORTS TO: Team Lead, Intensive Home Treatment

ACCOUNTABLE TO: CAMHS Clinical Manager

Supporting our vision and values

Our vision: Exceptional patient care provided by exceptional people.

Our mission: To bring our people communities and partners together – providing patient care we can all be proud of., We all play a part in achieving this, by living up to the values we promise to our patients and each other. As members of staff we will always be guided by our Proud to CARE values:

- **COMPASSION** – treating everyone with kindness – welcoming diversity and inclusion, considering individual needs; and challenging inappropriate behaviours outside of our values
- **AMBITION** – Aspiring to be the best – reaching high standards, providing exceptional care and services; and achieving measurable improvements in people’s health and wellbeing
- **RESPECT** – Valuing and appreciating everyone – listening, learning and acting on their experiences, being open and honest; and recognising that working with others brings benefits
- **ENCOURAGEMENT**– Opportunities for all – supporting education and development, helping people to bring their improvement ideas to life and speak-up; and getting everyone involved in our future

Leading the Chesterfield Way

The CAMHS Day Resource Practitioner is a senior role within our organisation. Leading the Chesterfield Way supports the Trust’s priorities and ambitions - and sets out the behaviours and characteristics that leaders are expected to adopt and that all staff can role model, to make the Trust an even better place to work; and to support the delivery of exceptional patient care. It provides a framework for leadership and supports individual progression through appraisal, career progression and personal development. As a senior practitioner you will use Leading the Chesterfield Way and its principles to:

- **Inspire a shared sense of purpose** – encouraging your team to take pride in what they do, improve the care and services they provide; and enable them to understand how they contribute to the success of the organisation
- **Lead with care** - showing colleagues compassion and care by listening - and offering empathy and understanding to help create a supportive workplace
- **Evaluate and use information** - be alert to what is happening around you; and evaluate the information you hear, receive or discover to take actions and decisions that improve both patient and staff experience
- **Work with others to connect services** – using the opportunity to link up with different colleagues, leaders and partners, building relationships that can help everyone to deliver effective and efficient healthcare and services
- **Engage with your team** - respecting every member of staff, valuing their diversity and making sure that every member of your team feels that their contribution is appreciated and valued
- **Hold yourself and others to account** - be clear about what’s expected at work, giving honest feedback and acting quickly and fairly to support others who are struggling to meet expectations
- **Develop capability** – take opportunities to develop your own skills, take-up training and education that will help you in your role and keep up-to-date with the essential training that applies to you
- **Influence what happens** – by acting as an ambassador for the Trust, sharing good news and good practice with your team, contributing to debates, having a say and leading improvement – all ways of influencing what happens to our services in the future

Job purpose

To provide specialist mental health assessment and treatment for young people and their families / carers whose presentation suggests risk of psychiatric hospital admission, or young people who require enhanced support on discharge from psychiatric hospital.

To work as an integral part of the wider Intensive Home Treatment Team, and with Core CAMHS and Urgent Care Team colleagues, in both clinical discussion and service delivery, and in the implementation and evaluation of specific care plans and pathways.

To work to a rota providing a 7 day service

Key Result Areas

1. To assess young people who present with complex mental health and social issues and with complex co-morbid (mental health and offending and / or drug use) issues. To interpret risk and need, and implement appropriate interventions i.e.: embarking on a care and treatment plan to manage and treat mental illness and risk.
2. Organise own workload under the support and supervision of the Team Lead, and in liaison with CAMHS colleagues. Contribute to clinical discussion and service delivery as an integral part of a team approach. Apply clinical judgement and experience to develop working practices consistent with need. Act as an autonomous practitioner within professional guidelines to client care.
3. Assess client's needs and develop and implement individual plans of intervention using an evidence based and person centred clinical approach. Offer specialised advice and maintain associated records. Work with young people within systemic frameworks, involving other agencies and important figures in their lives
4. To provide young people and their families / carers with up to date information about treatment choices
5. Offer supervision, support and peer guidance to team colleagues and wider CAMHS clinical staff as and when required to do so.
6. Demonstrate excellent and effective communication skills when working with young people and their families/ carers, and also when working with other professionals.
7. To be instrumental in the education of mental health issues to young people and their carers, and to staff within other organisations working with the client group, as appropriate. To participate in both in house and external training as appropriate
8. Participate in organised team activities, i.e.: clinical meetings, allocation, team meetings & case discussions in order to contribute towards service delivery and development. Effectively review and evaluate efficiency and delivery of service

CLINICAL RESPONSIBILITIES

1. To manage and communicate complex, sensitive and potentially contentious information using interpersonal skills requiring a need for empathy and reassurance.
2. To use such skills to be able to appropriately challenge young people and those involved with their care, including family members and other professionals.

Compassion, Ambition, Respect, Encouragement

- 3 To liaise with and work collaboratively with a variety of children's agencies in the statutory, voluntary and independent sectors.
- 4 To utilise theoretical and practical knowledge in order to apply appropriate skills in clinical assessment, formulation and therapeutic input.
- 5 To have the skills to make judgements involving complex facts and situations requiring analysis and interpretation, both in direct clinical work with young people and with their family/ carers in order to make appropriate decisions with regards to formulation and treatment plans, and in indirect consultative work in order to provide appropriate advice and guidance to carers and professionals.
- 6 To be responsible for the planning and prioritising of own client and non-client workload with the support and supervision of the Team Lead.
- 7 To use keyboard skills for IT, preparing presentations, completing assessments etc. To use driving skills to travel to the various locations covered by the service

EDUCATION, RESEARCH AND DEVELOPMENT

1. To ensure effective information is collated using relevant information systems to assist in service evaluation and audit.
2. To promote evidence based practice and research awareness and ensure this is used as the foundation for the assessment, planning, implementation and evaluation of care.
3. To identify and work with the Team Lead in developing clinical audit and research activities within the Team and Service and in partnership with the CAMHS Audit lead.
4. To maintain own and support the team's continuing professional development.
5. To maintain continuous professional development.

General Responsibilities

1. To keep records and provide such returns of data as are required by the current policies of The Trust.
2. To maintain confidentiality at all times relating to the patients, staff and the Trust.
3. To actively participate in the Staff Appraisal Process and access internal and external CPD training opportunities.
4. To be familiar and comply with relevant Operational, Personnel, Health and Safety policies and procedures, including Fire, COSHH, No Smoking and Alcohol.
5. It is the responsibility of every employee to actively help the Trust prevent and control infection by washing their hands effectively, carrying out their duties in a way which minimises infection, attending appropriate training and maintaining up to date knowledge and skills in infection control and prevention to their post.

This job description acts as a guideline to the responsibilities of the post holder and will be reviewed in consultation with the post holder to meet changing professional and service needs.

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PERSON SPECIFICATION

Post Title: CAMHS Day Resource Practitioner

| Assessment Criteria | Essential | Desirable | How Assessed |
|------------------------------------|--|--|--|
| Qualifications and Training | <ul style="list-style-type: none"> • RN or Registered Social Worker or registered OT • Degree or Diploma qualification in relevant profession as above • Evidence of continuing professional development | <ul style="list-style-type: none"> • Post basic training in child & adolescent mental health • Graduate level or post graduate qualification | Application |
| Experience | <ul style="list-style-type: none"> • Experience of service development • Two years post qualifying experience in a relevant field. • Working knowledge of health, social care, education ,criminal justice and the independent sector | <ul style="list-style-type: none"> • Experience of service evaluation & audit • Experience of involving users & carers in service developments | <ul style="list-style-type: none"> • Application • Interview • Presentation |

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| Skills and Knowledge | <ul style="list-style-type: none"> • Up to date working knowledge of legislation relevant to CAMHS and mental health • Competent in assessing mental health risk and difficulties, interpreting sensitive information and formulating care plans in a collaborative way. • Ability to engage with 'hard to reach clients' in clinical and non-clinical environments. • Ability to use appropriate IT packages and e mail competently | <ul style="list-style-type: none"> • Extensive knowledge base in child & adolescent development and mental health • Experience in the preparation & provision of training • Experience in provision of clinical supervision. • Participation in research projects • Experience of the Criminal Justice System • Knowledge of pharmacology and its application to CAMHS | <ul style="list-style-type: none"> • Application • Interview • Presentation |
| Personal Attributes | <ul style="list-style-type: none"> • Qualities essential to clinical practice e.g. respect, genuineness and personal integrity • Excellent communication and interpersonal skills • A car driver with full current driving licence and own transport. For disabled applicants suitable alternative arrangements may be agreed if necessary • Be prepared to work as a lone worker in community settings | | <ul style="list-style-type: none"> • Application • Interview • Presentation |
| Demonstrates Trust Values | Compassion, Ambition, Respect, Encouragement | | Interview/ Selection Process |

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