



NHS

West London
NHS Trust

Candidate information pack



Promoting hope & wellbeing **together**

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Welcome

Dear candidate,

Thank you for your interest in the Band 7 CAMH Clinical Nurse Specialist post. This pack provides you with all the information you may need to apply for this vacancy.

West London NHS Trust has grown significantly in the last two years with investment in mental health services and this growth is set to continue over the next five years. In 2019, the Trust expanded its portfolio to include community services in Ealing and beyond, through our-integrated care services. We are incredibly proud that more staff than ever would recommend us a place to work and we have seen a 28% increase in staff engagement in the national staff survey over the last 5 years.

We are on a significant journey of transformation in the quality of services provided, through greater co-production with service users and carers, and addressing long-standing inequalities. Increasingly, we are leading and collaborating closely with integrated care partnerships including working towards giving a stronger voice to some of the most vulnerable people in society.

I am looking for a candidate with the drive, enthusiasm and vision to lead our ongoing expansion and transformation of mental health and community health services.

Due to the COVID-19 Pandemic West London CAMHS has had to develop new and innovative ways of working. Our staff are currently providing a combination of face to face clinical contact as well as clinical contact via virtual platforms, resulting in a combination of onsite and remote working. All staff are provided with a laptop and mobile phone to support this way of agile working.

Thank you for your interest in this role and I wish you every success with your application.

Yours sincerely



Chris Ugochukwu
Locum Clinical Team Manager – CAMHS Alliance Team

About West London NHS Trust

West London NHS Trust is one of the most diverse healthcare providers in the UK, delivering a range of mental health, physical healthcare and community services commissioned locally and nationally. The Trust runs Broadmoor Hospital, one of only three high secure hospitals in the country with an international reputation.

Our high secure services care for patients from across the South of England and we provide low and medium secure services covering eight London boroughs. The Trust also provides mental and physical healthcare in three London boroughs – Ealing, Hammersmith & Fulham and Hounslow. The Trust employs over 3800 staff, of which 51% are from a Black and Asian Minority Ethnic (BAME) background. Our turnover for 2021-22 is approximately £350m.

In recent years, there has been a step change in staff engagement, culture, performance and ambition of the organisation. The Trust is now rated as 'Good' overall by the Care Quality Commission, and the rating for our Forensic services has improved from 'Requires improvement' to 'Outstanding'. Rigorous financial management has been central to our ability to deliver service improvements. The Trust has delivered consistent surpluses since 2009, totalling more than £77m. In parallel, we have also improved efficiencies by reducing length of stays and improving patient flow, with almost no out of area placements in recent years.

The Trust is an established key partner and contributor in the development of the evolving North West London Integrated Care System (ICS). The Chief Executive leads for mental health, equalities and engagement across the sector, mirroring her commitment to these issues.

The Trust leads the North West London CAMHS provider collaborative. This involves managing the delegated specialist-commissioning budget with a commitment to a recurrent investment of £1.8m a year for community services. This includes a reduction in hospital admissions, improved provision of care closer to home through reduced out of area placements and reduced length of stay for children and young people. Our forensic services are part of the North London Forensic Consortium. Patient care is founded on recovery and co-production principles.

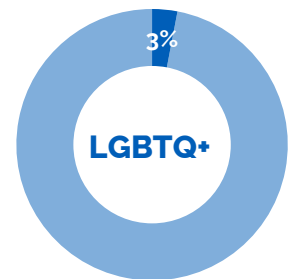
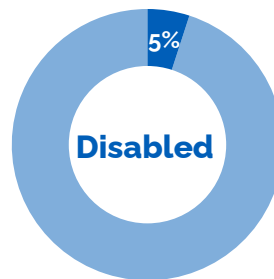
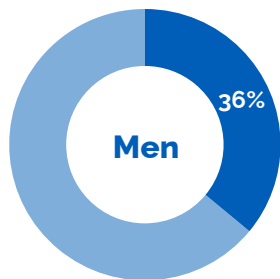
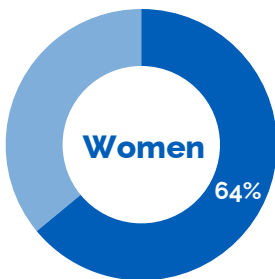
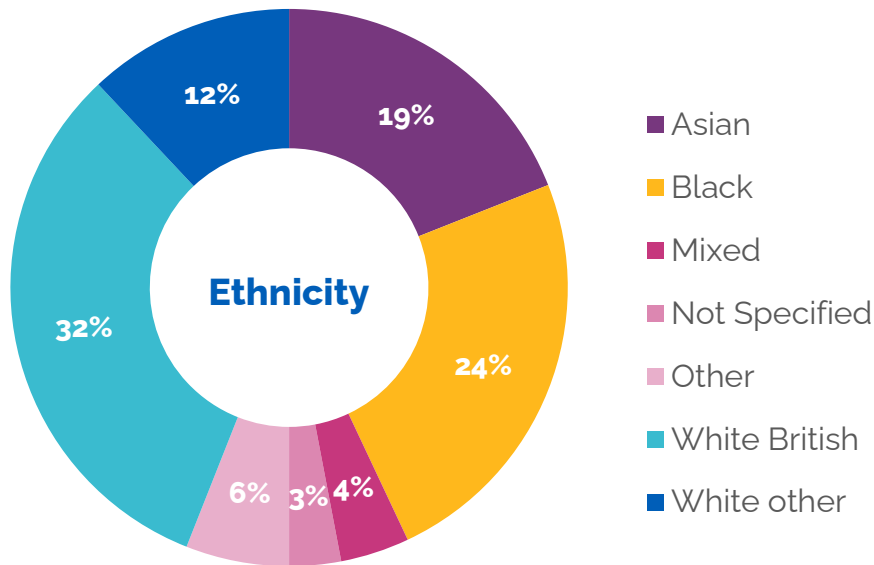
In direct response to the Covid-19 crisis, and in partnership with Central and North West London NHS Foundation Trust (CNWL), the Trust set up a new psychological support service for NHS staff, residential homes, care facilities and the London Ambulance Service. The Keeping Well service, received over 900 referrals in its first 9 months, 54% of which are from BAME staff, which broadly matches the workforce profile across North West London ICS.

Collaboration has been the key to our success in recent years, and the launch of Ealing Community Partners (ECP) in July 2019 exemplifies our ambition. ECP is led by West London NHS Trust and brings together 14 organisations, including NHS, Ealing Council and the voluntary sector to deliver community health and care services to local residents. The partnership extends to a GP practice supporting care homes in Ealing.

Our staff have rated us highly and in the 2020 staff survey, the Trust received the top score nationally in two categories: immediate managers and quality of care. The Trust was highly commended in the mental health trust category of the year HSJ Awards in 2020. It received an award for workforce innovation to improve staff recognition in the same year.

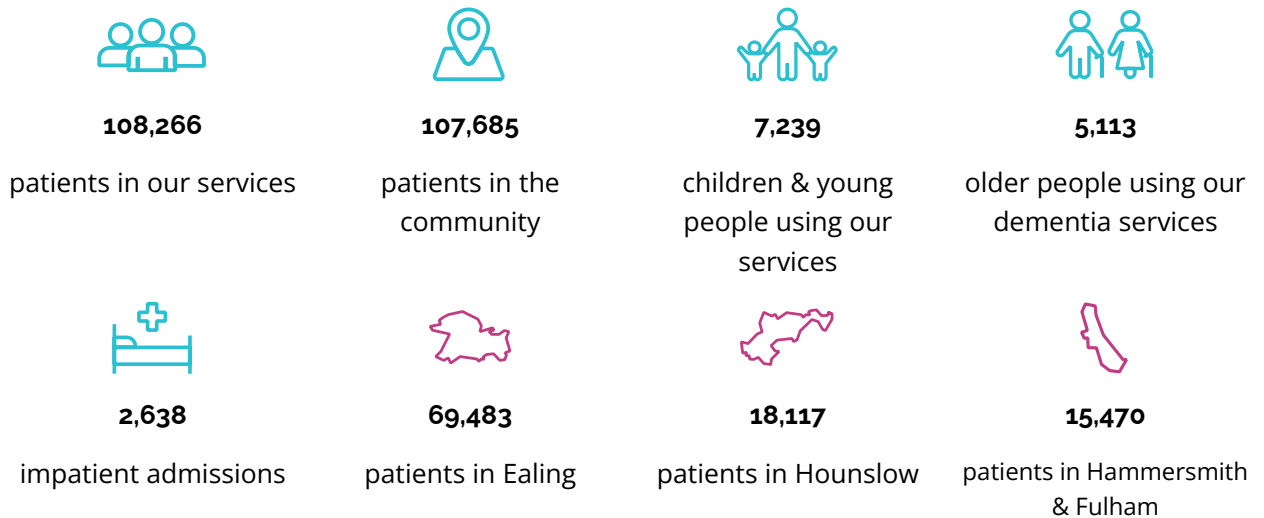
At a glance:

Staff figures for 2020/21

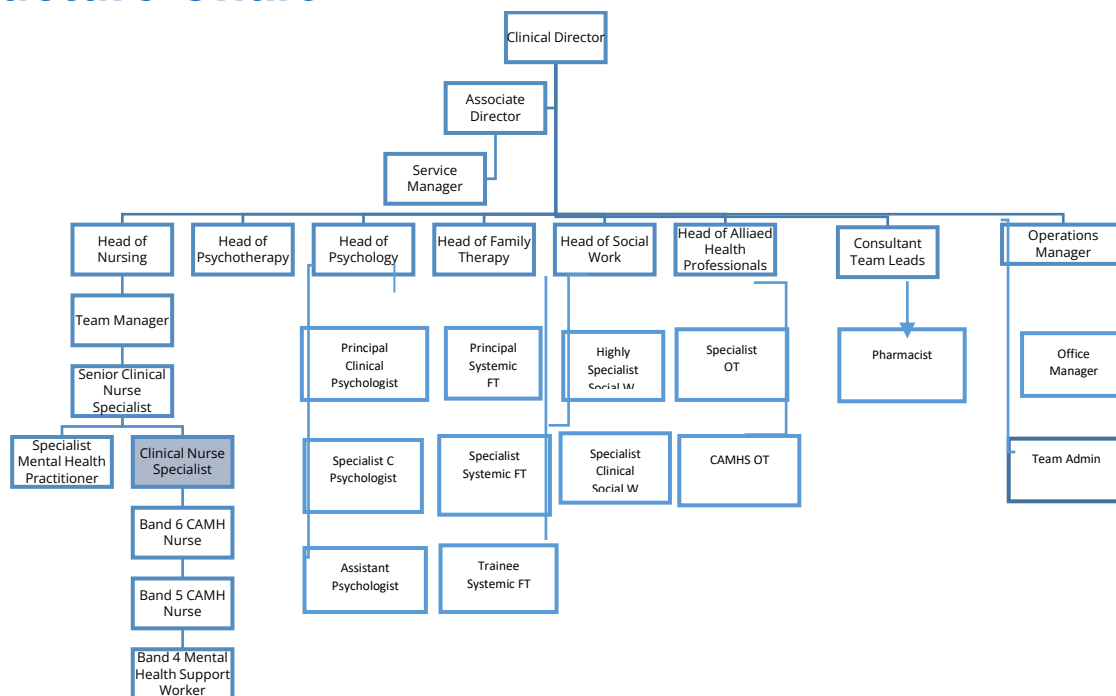


[Click here to see how we promote inclusion](#)

Patient figures for 2020/21



Structure Chart



Our Trust Values

Togetherness: Ensure teamwork, mutual respect and trust sit at the heart of everything we do here. Our service users and their carers are an integral part of the team

Responsibility: Ensure when we say we are going to do something, we do it. We do not leave it to someone else to do. Our service users are responsible for engaging in their treatment.

Excellence: Ensure we strive for excellence in everything we do. ‘Good enough’ is simply not good enough. Excellent is better. The safety of our service users and our team is our number one priority.

Caring: Ensure caring means more than showing compassion to our service users and each other. It is also about having a can-do attitude, stepping up and caring to be the best we can. Because we care, we give praise when it’s due.

How we are organised

The Alliance CAMHS Crisis Care Team is a growing multidisciplinary team.

The team consists of:

- Team Manager
- Team Administrator
- Consultant Psychiatrist
- Rotational medical staff (i.e., SHO and SpR trainees)
- Pharmacist
- Principle Family Therapist and Trainee Systemic Therapist
- Senior Clinical Nurse Specialists
- Clinical Nurse Specialists
- Specialist Mental Health Practitioners (i.e., Occupational Therapists and Social Workers)
- Training and Progression CAMH Nurses/ Practitioners (i.e., Occupational Therapists, Mental Health Nurses and Social Workers)
- Mental Health Support Workers

The Alliance Crisis Care Team is an evolving service which aims to provide assessment and brief interventions and outreach work to children and young people presenting with acute psychological and mental health problems where intensive support is required to prevent admission to general and psychiatric hospitals. The role offers the opportunity to complete front line crisis assessments and interventions, in addition to working on their soft clinical skills by working on a CAMHS Helpline.

We acknowledge that all staff have their own skills set, therefore will consider how staff can be supported and nurtured to achieve their full potential. Ideally you are someone who has the ability to be creative, flexible, dynamic and have confidence in your ability to problem-solve, make decisions and can grow from this opportunity!

The Trust's clinical service lines are as follows:

Acute mental health services	Dr Fin Larkin , Clinical director
Community & recovery mental health services	Dr Julia Renton , Clinical director
Older people's mental health service	Dr Nevil Cheesman , Clinical director
CAMHS & developmental services	Dr Johan Redelinghuys , Clinical director
Psychological medicine services	Dr Alice Ashby , Clinical director
Integrated care services	Jo Manley , Deputy director of local services
West London forensic services	Dr Claire Dillon , Clinical director*
High secure services	Dr Robert Bates , Clinical director
*also covers integrated care services	

Our trust values

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Job description

Post title:	Clinical Nurse Specialist - CAMHS Alliance Crisis Team
Department:	West London NHS Trust – Child and Adolescent Mental Health Service
Location:	Working across 3 Boroughs, hybrid base and agile working
Grade:	Band 7
Responsible to:	CAMHS Alliance Crisis Team Manager
Accountable to:	CAMHS Head of Nursing Profession and Lead Clinical Nurse Specialist
Remuneration:	£40,057 - £45,839 plus HCAS
Contract:	Permanent

Key relationships

- Nursing and Medical staff on Paediatric Ward and A&Es in the boroughs served by the Trust
- CAMH Community Services in the Trust
- Adult mental health wards when young people are admitted
- Psychiatric Liaison Service
- Child & Adolescent In-patient services
- SHO on-call, SPR on-call & Consultants-on call
- CAMHS Operational Manager
- CAMHS Professional Lead for Nursing
- Single Point of Access
- CAMH Practice Development Nurse
- Local authorities
- Local schools

Hospitals/sites Covered:

- West Middlesex Hospital
- Ealing Hospital
- Charing Cross Hospital
- Mental Health Units in WLNT
- Health Based Places of Safety
- Telephone helpline

Job summary:

The Clinical Nurse Specialist will ensure the provision of highly specialist CAMHS crisis care services to children and young people and their families and/or carers across WLMHT 3 Borough CAMHS.

The role will involve the comprehensive assessment of children and young people with mental health needs (including risk assessment and the development of risk management plans) who present in crisis to CAMHS services and hospitals and sites covered by the Alliance Crisis Care Team.

The role will also include providing brief interventions and outreach work to children and young people presenting with acute psychological and mental health problems where intensive support is required to prevent admission to Tier 4 Services.

Hours of Operation:

The Alliance Crisis Care Service aims to provide a comprehensive service, therefore shift patterns are expected to include daytime, evening, weekend and/ or night shifts.

Key Result Areas and Performance:

Following assessment, of young people who have presented in crisis, the Clinical Nurse Specialist will be required to make clear autonomous decisions based on an analysis of the complex presenting problems and make judgements based on available treatment options. This will include those related to the admission and discharge of patients. They will have the authority to discharge from a psychiatric perspective from both the Accident & Emergency Departments and the In-patient Paediatric Wards in consultation with the SPR and Consultant on-call.

The Clinical Nurse Specialist will be required to demonstrate excellent interpersonal skills and must be able to confidently communicate at a high level both verbally and in writing. They must be able to demonstrate de-escalation skills with challenging and/or acutely distressed young people in potentially hostile situations.

The Clinical Nurse Specialist will be expected to be a source of child mental health knowledge and expertise and be able to provide support to staff in their day to day management of young people on paediatric wards or adult wards who present with acute psychological and mental health problems

The Clinical Nurse Specialist will promote excellence in mental health nursing practice through the integration of expert clinical practice, evidence based practice, acting as an important resource and being committed to professional research. As well as providing informal training sessions to clinicians on a day- to-day basis, the role will also include the identification of specific mental health related training needs for paediatric staff and adult mental health staff at the local acute hospitals and a contribution towards training programmes to develop their skills.

The Clinical Nurse Specialist will provide a range of evidence based brief interventions and outreach work to children and young people presenting with acute psychological and mental health problems where intensive support is required to prevent admission to Tier 4 Services. You will also provide in-reach work into Tier 4 Services.

The Clinical Nurse Specialist will have a sound understanding of, and experience in, identifying safeguarding issues and to work within the local protocols and procedures to address these.

The Clinical Nurse Specialist will be familiar with legislation and statutory requirements relating to children and young people, and will practice in accordance with these requirements and Trust Policies and Procedures.

The Clinical Nurse Specialist will also be responsible for ensuring that patient contact data is diligently collected and recorded so that the effectiveness of the role can be comprehensively evaluated and that specific performance related data can be reported regularly.

The Clinical Nurse Specialist will actively promote service user and carer involvement in the planning and evaluation of the service.

The Clinical Nurse Specialist will work with the Alliance Leadership Team to deliver a service which is soundly evidence based, has a reputation for quality and ensures that all available resources are utilised efficiently and within budget. The post-holder will be expected to regularly undertake delegated managerial responsibilities and duties, as required.

The Clinical Nurse Specialist will draw on their individual professional knowledge to support and benefit the wider team where specific knowledge is appropriate.

Communication:

To maintain accurate and up to date clinical records utilising appropriate electronic media as necessary, and ensuring that all record keeping is in accordance with Trust Policy, professional guidelines and best practice.

To ensure that personal information for patients, members of staff and all other individuals is accurate, up-to-date, kept secure and confidential at all times in compliance with the GDPR, the Caldicott Principles and the common law duty of confidentiality.

To communicate highly sensitive information to children, young people and families with the required level of empathy and reassurance.

To share complex and sensitive information to relevant agencies where there is a safeguarding concern in line with Trust Policy and Information Governance.

Together with the Clinical Team Manager, present specialist information to large groups of staff in order to raise awareness and understanding about the Alliance Crisis Care Team.

Partnerships:

To foster, create and maintain comprehensive and meaningful networks and relationships with the key people in the CAMHS services, hospitals and sites covered by the Alliance Crisis Care Team and ensure a timely response to the needs of children and young people presenting with acute psychological and mental health problems.

Together with members of the Senior Leadership Team, meet with Specialist staff in the CAMHS services and hospitals and sites covered by the Crisis Care Team on a regular basis to ensure continuous effective communication, information sharing, problem solving, dispute resolution and to improve referral pathways and prioritisation of work managed by the CAMHS Crisis Care Team.

To develop and maintain effective working relationships and networks with colleagues within mental health services, primary care, voluntary agencies and other partner agencies to ensure well-co-ordinated care, in particular at the assessment and discharge stages to facilitate safe and high quality care is provided.

Service Development:

The Clinical Nurse Specialist will contribute to the development of relevant local policy and practice and undertake reasonable management requests when required.

Workforce:

To provide clinical and professional supervision and operational line management where appropriate for junior clinical staff within the Alliance Crisis Care Team and provide assurance that these staff partake in this requirement.

To take responsibility for own professional development through supervision and appraisal, participation in mandatory training and the CAMHS academic programme, and adherence to the relevant professional responsibilities (i.e. NMC etc).

To identify own development needs through the personal develop planning process and ensure that these are met.

To participate in supervision and reflective practice sessions and be responsible and accountable for their conduct and practice.

General

The post holder may be required to work at any of the Trust's sites in line with the service needs. All staff has a responsibility to participate in the Trust's Performance Appraisal Scheme and to contribute to their own development and the development of any staff that they are responsible for appraising.

Confidentiality

The post holder must ensure that personal information for patients, members of staff and all other individuals is accurate, up-to-date, kept secure and confidential at all times in compliance with the Data Protection Act 2018, the Caldecott principles and the

common law duty of confidentiality. The post holder must follow the record keeping guidelines to ensure compliance with the Freedom of Information Act 2000.

Data Protection Act

All staff have a responsibility to ensure that their activities comply with the Data Protection Act. Staff should not disclose personal data outside the organisation procedures or use personal data held on others for their own purposes. All staff has an obligation to ensure that care and/or personnel records are maintained efficiently and that confidentiality is protected.

Continuous Improvement

The Trust has adopted a strategy for Continuous Improvement and all members of staff employed by the Trust are expected to play an active role in development and improving services to the benefit of service users.

Health & safety

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

Professional registration

If you are employed in an area of work that requires membership of a professional body in order to practice, it is a condition of your employment to maintain registration of such a professional body and comply with its code of practice. You are required to advise the Trust if your professional body in any way limits or changes the terms of your registration. Failure to remain registered or to comply with the relevant code of practice may result in temporary downgrading, suspension from duty and/or disciplinary action, which may result in the termination of your employment. If you are required to have registration with a particular professional body or to have specific qualifications you must notify your manager on appointment of such fact and provide him or her with documentary evidence of them before your employment commences or, at the latest, on your first day of employment.

Risk management

All Trust employees are responsible for reporting incidents, being aware of the risk management strategy and emergency procedures and attendance at training as required. All managers have a responsibility to ensure that policies and procedures are followed, that staff receives appropriate training that a local risk register is developed and monitored on a quarterly basis and any changes reported to the Clinical Risk Management Group and Strategic Risk Management Committee.

Infection Control

Covid-19 vaccination is a condition of employment for this role, unless an exemption applies. The successful applicant may have contact with vulnerable service users and we will therefore seek proof of being fully vaccinated during the recruitment process.

In addition, it is an expectation that all staff will voluntarily receive the annual flu jab and other vaccines relevant at the time, to protect staff and patients from infection. All Trust

staff are responsible for protecting themselves and others against infection risks and comply with infection control policies and procedures.

Financial Regulations

All staff are responsible for the security of the property of the Trust, avoiding loss or damage of property, and being economical and efficient in the use of resources. The post holder will be required to comply with the Trust's Standing Orders and Standing Financial Instructions and, at all times, deal honestly with the Trust and its stakeholders.

Safeguarding & Duty of Candour

All staff must be familiar with and adhere to the Trust's safeguarding procedures and guidelines. All Trust staff have a Duty of Candour to inform their line manager as soon as practicable, when they believe or suspect that treatment or care it provided has caused death or serious injury to a patient. It is a criminal offence for any registered medical practitioner, or nurse or allied health professional or director of an authorised or registered healthcare organisation to knowingly obstruct another in the performance of these statutory duties, provide information to a patient or nearest relative with the intent to mislead them about such an incident or dishonestly make an untruthful statement to a commissioner or regulator, knowing or believing that they are likely to rely on the statement in the performance of their duties.

Standards of Business Conduct

We expect the highest standards of corporate behaviour and responsibility from our staff. All staff have a responsibility to respect and promote the Trust values and vision. When speaking as member of West London NHS Trust to the media or any other public forum, employees should ensure that they reflect the current policies or views of the organisation. Staff should ensure that they do not engage in any behaviour that can cause reputational damage to the Trust.

Valuing Diversity & Human Rights

It is the aim of the Trust to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, sexual orientation, marital/partnership status, race, religion, age, creed, colour, ethnic origin, disability and part time working status.

Agile/Flexible working

The Trust recognises that Agile Working brings a number of benefits to the organisation. Not only does it support more cost effective workplace utilisation but it also enables us to attract and retain the best talent whilst increasing productivity and efficiency. The Trust is committed to supporting Agile working and empowering our staff to work in a manner that provides maximum flexibility and minimum constraints.

The Trust also continues to support staff via its flexible working arrangement options. These options enable staff to work in a way that suits their personal needs whilst also meeting the needs of the service.

No smoking policy

There is a smoke free policy in operation in the Trust. In accordance with this policy smoking is positively discouraged and is not permitted anywhere within the buildings, on

the premises or grounds. Designated smoking areas or smoking rooms are not permitted. Support is provided for staff members who wish to stop smoking.

Trust Policies

All staff are required to familiarise themselves with Trust policies and comply with them at all times. Policies are reviewed regularly and may be revised from time to time.

Person specification

	Criteria	Essential	Desirable	Assessment Method
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Qualifications	<ul style="list-style-type: none"> • Degree or Diploma in Mental Health Nursing • Active Professional registration with the Nursing and Midwifery Council (NMC) • Evidence of accredited courses in child and adolescent mental health practice • Mentorship/ teaching and assessing qualification • Training in prevention and management of violence and aggression • First or higher degree in appropriate subject area or equivalent post registration training and experience • Specialist therapeutic skills e.g. CBT • Post registration training in CAMHS • Working towards Masters Level in a CAMHS related subject. 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>D</p> <p>D</p> <p>D</p>	<p>Application Form</p>
Experience	<ul style="list-style-type: none"> • Demonstrable experience of assessment and working therapeutically with children, adolescents and their families within a mental health setting • Demonstrable experience working with young people with in a community CAMHS setting • Experience of working in a number of ways i.e. assertive outreach, clinic based settings, home, school or other appropriate environments • Experience of using therapeutic skills, such as CBT, Solution Focused Therapy, Family Work 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>		<p>Application Form/ Interview</p>

	<ul style="list-style-type: none"> • Experience of interagency and multidisciplinary working • Experience of assessing risk and formulating safe and effective risk management plans • Clinical Supervision / Reflective Practice • Experience of teaching other professionals • Experience of management of child protection emergencies • Experience of therapeutic work with children and families where abuse or neglect has occurred • Experience of audit and/or research • Experience of contributing to and implementing new service developments 	E	D D D D	
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	<ul style="list-style-type: none"> • Computer literate • Skills and sensitivity in working with difficult to engage families • Ability to deal with challenging behaviour in possibly distressing situations. • Car Driver 		D D D	
Other Requirements	<ul style="list-style-type: none"> • Evidence of continuing professional development as expected by your professional body • Flexible approach to work 	E E		Application Form/ Interview

How to Apply

Applications should be made via TRAC

Closing Date: 30/08/2024

Shortlisting: 02/09/2024

Interviews: 18/09/2024

For more information and an informal chat please contact:

Chris Ugochukwu Locum Clinical Team Manager – CAMHS Alliance Team

Tel: 020 8483 2808, Mobile: 07718989974, Email: Chris.Ugochukwu@westlondon.nhs.uk,