



POWYS TEACHING HEALTH BOARD JOB DESCRIPTION

<u>JOB DETAILS</u>	
Job Title:	CAMHS Crisis Hwb Practitioner & Outreach Worker
Pay Band:	6
Hours of Work and Nature of Contract:	To be completed on recruitment
Service Group:	Mental Health
Department:	CAMHS
Base:	To be completed on recruitment
<u>ORGANISATIONAL ARRANGEMENTS</u>	
Managerially Accountable to:	CAMHS Head of Service
Professionally Accountable to:	Head of Nursing Mental Health
<u>VALUES & BEHAVIOUR</u>	
	<p>Our Values and Behaviours are demonstrated through our 'Health Care Strategy' centred on the Needs of the Individual' through Respect, Trust, Integrity, Working Together, Kindness and Caring and Fairness and Equality.</p>

JOB SUMMARY / PURPOSE:

Work as a Team member in providing a Crisis assessment, Home Treatment Service and outreach support for young people presenting in mental health distress who live in Powys.

The CAMHS Crisis HWB will provide a service for children and young people up to the age of 18 who are experiencing a Mental Health crisis with complex needs and are at risk of admission to hospital.

Intensive Home Treatment will be provided in collaboration with the service user and in the least restrictive setting, 7 days a week, and 365 days a year as per rota. Intensive Home Treatment will also facilitate the early discharge of those admitted to inpatient units, through intensive but time limited intervention in the community and to provide support to those at risk from admission to the DGH for a mental health need and/or Tier 4 provision.

DUTIES & RESPONSIBILITIES

Management and Supervision

Act as a positive professional model to other staff and students, reflecting the values that are at the core of working with children and young people and their families in crisis.

Provide leadership and supervision to staff working in the team using knowledge and skills to build, develop and maintain an effective and cohesive team.

Assist the Team Leader in the development and review of policies and procedures guiding the practice of the service.

Ensure that Team policies and procedures are adhered to particularly regarding management of risk to Team members, service users and the public.

Ensure that Health Board and/or Local Authority policies; and professional guidelines relevant to the team and its workers are applied and adhered to.

Report, without delay, any complaints made by clients, carers, staff, or members of the public to the Team Leader and/or the designated Complaints Officer.

Report all accidents and serious incidents involving staff, service users or their relatives/carers during the course of duty ensuring remedial action is taken as necessary. This to be done in accordance with local policies and guidelines.

Ensure that any concerns of possible abuse are reported in line with the multi-agency policy and procedures for the Protection of Vulnerable Adults.

Receive and/or deliver clinical supervision as part of the agreed supervision structures for the service.

Promote the Service to the Health Board and associated agencies/services, carers, and service users.

Deputise for the Team Leader when required.

Clinical Responsibilities

Work as an autonomous expert practitioner.

Work on a rotational basis, as the nominated Co-ordinator for the duration of the shift, screening all referrals to the CR/HT Service to determine suitability, prioritisation, and response.

Utilise advanced skills and extensive knowledge base to undertake specialist assessment, critically analysing complex information to make informed decisions regarding appropriate treatment and interventions to ensure the delivery of highly specialist care.

Manage on a shift-by-shift basis, a clinical caseload providing high quality care throughout.

Work with the children/young people and their families to offer an outreach approach and/or intensive home treatment where viable.

Ensure needs are assessed and appropriate treatment plan implemented that is collaborative in nature.

Ensure regular assessment and effective management of risk, on behalf of the Team.

Provide a range of psycho-social interventions to assist the child or young person and their families in their transition towards resolution of their Mental Health crisis.

Offer formal and specific mental health education to children and young people and their family/ carers where appropriate for the maintenance of good health and prevention of relapse.

Liaise closely with other professionals/agencies involved with the service user, in line with agreed Care Treatment Programme (CTP) guidelines, thereby enabling continuity of care and enhanced understanding of the service input throughout.

Assist in the early discharge of CYP from inpatient care, through collaborative care planning with the service user, Care Coordinator, and social network as appropriate.

Ensure through team handovers, meetings etc., that continuity of care is maintained for the service user through the necessary documentation, planning and sharing of information.

Maintain expertise in crisis resolution and acute care for children and young people with who experience mental distress.

Assist in promoting a positive view of mental health, breaking down prejudice and stigma to facilitate an understanding of problems associated with mental distress.

Participate in case conferences as required, including those relating to the Protection of Vulnerable Adults, Safeguarding, Child Protection and multiagency risk assessment and multi-agency Protection Panel.

Administrative Responsibilities

Responsible and accountable for legible and highly contemporaneous records.

Ensure that written and verbal communication is within the necessary legal, ethical, and professional parameters.

Assist in the gathering of accurate monthly statistics as required and to assist in the development of any manual or computer based clinical information systems.

Work with the Team Leader regarding issues relating to annual leave, sickness, and study leave.

Accurately complete personal time sheets and expenses/travel expenses.

Maintain an official work diary.

Educational Responsibilities

Develop specialist knowledge base and expert resource for members of the CAMHS multidisciplinary team regarding specialist care management.

Supervise and support the education and training of students, appropriate to profession, ensuring that they acquire the necessary experience to develop skills through instruction, supervision, and assessment.

Participate in and attend in-service training and post-basic education programmes and clinical governance forums.

Actively engage in educating other parts of the service and other agencies as to the role and function of the service.

Responsibility for own continuous life-long learning and to demonstrate the attainment of relevant skills.

Assist the Team Leader in identifying and providing learning opportunities for all staff in line with career development and agreed Team training needs.

Conduct relevant research within the clinical environment in line with the Health Board's research and development strategy.

Support the induction of new staff to the service as well as other staff to the wider CAMHS.

Professional Responsibilities

At all times to practice in accordance with appropriate professional guidelines / codes of practice.

Contribute to the implementation of local and national objectives appropriate to the profession.

Provide professional advice to colleagues within the CR/HT, and others who are involved in delivering mental health services in North Powys.

Observe the legal requirements of the Mental Health Act 1983 and other appropriate legislation.

Adhere to the policies of Powys Teaching Health Board.

Attend any meetings as requested by the Team Leader.

PERSON SPECIFICATION			
ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications and/or Knowledge	<p>Applicants may be from a range of professions who are suitably qualified at one of the following levels;</p> <p>Diploma/Degree in Mental Health Nursing, or equivalent (RMN) and NMC registration</p> <p>Degree / diploma level Social Care qualification</p> <p>Degree / diploma in Occupational Therapy</p> <p>High level of assessment/ risk assessment/ planning and evaluation skills necessary for working with acute Mental Health crisis</p> <p>CTP working practices</p> <p>Mental Health Act and other relevant legislation POVA/Safeguarding</p> <p>Understanding of Mental Health Measure</p> <p>Awareness of current developments in Mental Health Practice</p> <p>Evidence of clinical and professional post qualification training and development</p> <p>Prepared to undertake relevant skills training</p>	<p>Current developments that support children and young people with complex needs that experience mental distress</p> <p>Trauma Informed</p> <p>ACES informed</p> <p>Understanding how attachment issues can affect children and young peoples' ability to cope</p> <p>DBT or coping with strong emotions skills</p> <p>Theraplay and DDP skills</p> <p>IT Skills</p> <p>Brief Family Therapy/specialist parenting qualification/Training</p> <p>Cognitive Behavioural qualification/Training</p> <p>Counselling qualification/Training</p> <p>Clinical Supervision qualification/Training</p> <p>Venepuncture</p>	<p>Pre-employment checks</p> <p>Application Form</p>

ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Experience	<p>Experience of working in a community mental health environment</p> <p>Experience of working with children and young people in a social care environment</p>	Substantial experience in Mental Health care or children services	Application Form and Interview
Aptitude and Abilities	<p>Commitment to a crisis outreach model for children and young people</p> <p>Positive value base</p> <p>Good team worker</p> <p>Promote recovery</p> <p>Self-motivated</p> <p>Belief in inherent strengths of service user</p>	Ability to speak / write Welsh	Interview Application Form
Values	<p>Demonstrate PTHB Values</p> <p>Prepared to embrace change</p> <p>Supportive of diversity of other's needs, opinions, and values</p>		Interview Application Form
Other	<p>Ability to travel within a geographical area</p> <p>Excellent verbal and written communication skills</p> <p>Ability to work flexibly within 24-hour shift pattern</p>		Application Form and Interview

GENERAL REQUIREMENTS

Include those relevant to the post requirements

- **Values:** All employees of the Health Board are required to demonstrate and embed the Values and Behaviour Statements in order for them to become an integral part of the post holder's working life and to embed the principles into the culture of the organisation.
- **Registered Health Professional:** All employees who are required to register with a professional body, to enable them to practice within their profession, are required to comply with their code of conduct and requirements of their professional registration.
- **Competence:** At no time should the post holder work outside their defined level of competence. If there are concerns regarding this, the post holder should immediately discuss them with their Manager/Supervisor. Employees have a responsibility to inform their Manager/Supervisor if they doubt their own competence to perform a duty.
- **Learning and Development:** All staff must undertake induction/orientation programmes at Corporate and Departmental level and must ensure that any statutory/mandatory training requirements are current and up to date. Where considered appropriate, staff are required to demonstrate evidence of continuing professional development.
- **Performance Appraisal:** We are committed to developing our staff and you are responsible for participating in an Annual Performance Development Review of the post.
- **Health & Safety:** All employees of the organisation have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. The post holder is required to co-operate with management to enable the organisation to meet its own legal duties and to report any hazardous situations or defective equipment. The post holder must adhere to the organisation's Risk Management, Health and Safety and associate policies.
- **Risk Management:** It is a standard element of the role and responsibility of all staff of the organisation that they fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.
- **Welsh Language:** All employees must perform their duties in strict compliance with their organization's Compliance Notice under the Welsh Language Standards, as well as any local policies with regards the Welsh language; as well as taking every opportunity to promote the Welsh language in their dealings with the public.
- **Information Governance:** The post holder must at all times be aware of the importance of maintaining confidentiality and security of information gained during the course of their duties. This will in many cases include access to personal information relating to service users.

- **Data Protection:** The post holder must treat all information, whether corporate, staff or patient information, in a discreet and confidential manner in accordance with the provisions of the General Data Protection Legislation and Organisational Policy. Any breach of such confidentiality is considered a serious disciplinary offence, which is liable to dismissal and / or prosecution under current statutory legislation and the HB or Trust Disciplinary Policy.
- **Records Management:** As an employee of this organisation, the post holder is legally responsible for all records that they gather, create or use as part of their work within the organisation (including patient health, staff health or injury, financial, personal and administrative), whether paper based or on computer. All such records are considered public records and the post holder has a legal duty of confidence to service users (even after an employee has left the organisation). The post holder should consult their manager if they have any doubt as to the correct management of records with which they work.
- **Equality and Human Rights:** The Public Sector Equality Duty in Wales places a positive duty on the HB/Trust to promote equality for people with protected characteristics, both as an employer and as a provider of public services. There are nine protected characteristics: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation. The HB/Trust is committed to ensuring that no job applicant or employee receives less favourable treatment on any of the above grounds. To this end, the organisation has an Equality Policy and it is for each employee to contribute to its success.
- **Dignity at Work:** The organisation condemns all forms of bullying and harassment and is actively seeking to promote a workplace where employees are treated fairly and with dignity and respect. All staff are requested to report any form of bullying and harassment to their Line Manager or to any Director of the organisation. Any inappropriate behaviour inside the workplace will not be tolerated and will be treated as a serious matter under the HB/Trust Disciplinary Policy.
- **DBS Disclosure Check:** In this role you will have **direct contact** with patients / service users / children /vulnerable adults in the course of your normal duties. You will therefore be required to apply for a Criminal Record Bureau Enhanced Disclosure Check as part of the HB/Trust's pre-employment check procedure.
- **Safeguarding Children and Adults at Risk:** Powys Teaching Health Board is fully committed to safeguarding people. Employees and workers (including agency and bank workers) are responsible for ensuring they understand what actions to take if they have reasonable cause to suspect that a child or an adult is at risk of harm and mandatory safeguarding training is completed in line with their role specific competencies.
- **Infection Control:** The organisation is committed to meet its obligations to minimise infections. All staff are responsible for protecting and safeguarding patients, service users, visitors and employees against the risk of acquiring healthcare associated infections. This responsibility includes being aware of the content of and consistently observing Health Board/Trust Infection Prevention & Control Policies and Procedures.

- **No Smoking:** To give all patients, visitors and staff the best chance to be healthy, all Health Board/Trust sites, including buildings and grounds, are smoke free.
- **Flexibility Statement:** The duties of the post are outlined in this Job Description and Person Specification and may be changed by mutual agreement from time to time.

Organisational Chart



