

<b>1.Job Title:</b>	Child and Adolescent to Adult Mental Health Transitions Practitioner
<b>Band:</b>	7
<b>Hours:</b>	37.5
<b>Department:</b>	Croydon Directorate
<b>Location:</b>	Borough Wide
<b>Reports to:</b>	Service Manager
<b>Responsible for:</b>	CAMHS Transitioning

### 1. Job Purpose:

The post holder will be based in the adult service and directly care co-ordinate complex cases and young people from the age of 17yrs and 6 months who have been identified as requiring enhanced support during transition from CAMHS. They will be responsible for assessing, planning, implementing and evaluating programmes of care for the young people under their caseload.

The post holder will endeavour to ensure the smooth transition of the care of young clients from CAMHS to the adult services being involved with, and consulting on transiting cases between the services.

The post-holder will also be involved in joint working and consultation on other cases within both services that they may not be directly involved with, as such activities would facilitate the sharing and development of skills and knowledge within the teams.

The post will engage with and support the implementation of the initiatives that support the 16-25 Pathways and Transition from CAMHS to Adult Services.

The post holder will participate in the continuing development of the interface between adult and CAMHS services. They will be responsible for actively building relationships outside the NHS with the voluntary sector, community services and with Social Care to benefit young people. This will include supporting young people to access non-NHS community provision where appropriate.

**SLAM values and commitments:**



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**2. Key Responsibilities:**

1. To work in co-operation with members of the Multidisciplinary Clinical Team and other relevant health and social care professionals to assess, develop, implement and evaluate programmes of care to meet the needs of young people.
2. To be responsible for the assessment of newly referred young adults who have complex needs referred into the adult pathway
3. To complete risk assessments following Trust policy and guidance and ensure that complete and up to date risk assessments are considered when planning programmes of care.

4. To be responsible for maintaining accurate records using the Trust's electronic records system ensuring entries are made in a timely fashion to ensure all relevant information is up to date and available to other professionals and for contract monitoring purposes.
5. Assertively outreach hard to engage clients and regularly meet with young people, as far as possible at a venue of their choice, be this at home, in the community, CMHT centre, further and higher education settings, work or recreational establishments to assist with engagement and encourage participation in treatment access/delivery as well as facilitating independence in all aspects of daily living.
6. Provide clinical supervision and support to junior members of the team, including supervised visits, assessment of skills, appraisal, objective setting and performance management as required.
7. To attend and participate in regular monthly (as a minimum) supervision to ensure effective caseload management, appropriate assessment and care planning skills and to monitor appropriate kept records.
8. Complete carers assessments for all carers of young people on caseload
9. Contribute to the effective functioning of the service through attendance at relevant meetings, taking responsibilities within the service as appropriate and negotiated with the service manager
10. Contribute to the continued development of the team through clinical governance activities e.g. providing training sessions, completing audits, collating statistical information required about the team caseload, maintaining and developing own skills through supervision and training
11. Provide professional, specific interventions as required within the team whilst maintaining and ensuring good professional standards and attitudes towards the care and treatment of parents, children, young people and their families.
12. To act as a transition's worker between CAMHS and AMHS to ensure smooth transition of young people from CAMHS, aged from 17yrs and 6 months where they have been identified as requiring ongoing interventions from the adult service. Where requested by the young person, the transitions worker will support and stay in contact with the young person for the duration of their treatment in identified adult team.
13. To build a visible presence for the role with the community for the benefit of young people and to actively seek appropriate contacts with the Voluntary Sector and attend appropriate meetings held by the infrastructure organisations: CVA, BME Forum, Asian Resource Centre and Croydon Neighbourhood Care.
14. Assessment work to include family liaison/ the family voice to identify both strengths and barriers to engagement in treatment.
15. The post holder will also support the clients wishes and strengths to be heard with consideration given to difficulties and needs identified during assessments.
16. The post holder will care co-ordinate the young person post transitioning to adult mental health services as required for a minimum of 3 months, to support continuity of care.
17. To undertake other duties as requested by Clinical Service Lead, Team

18. Leader and CAMHs Team leader and be required to work from any location in the borough.
19. Undertake all duties in line with the professional Codes of Professional Conduct, and maintain professional registration requirements for the post according to discipline/profession.
20. Work in accordance and within the principles, policies, procedures and guidelines of all aspects of clinical governance.
21. Identify development and training needs with manager in accordance with Trust/Directorate guidelines. Remain up to date with changing practices and wherever possible make full use of all training and educational facilities.
22. Participate in the monitoring, evaluation and audit of the service.
23. Work with others to undertake and promote research-based practice and use that knowledge in your everyday practice, sharing it with others in the team.

**Personal Specification:**

<b>Qualifications</b>	
<p><b><u>Essential Requirements</u></b></p> <p>First level nursing qualification/registration [RMN or RSCN, or first level qualification in social work, psychotherapy, clinical or counselling psychology.</p> <p>All applicants will require professional registration with a statutory body: the Nursing Midwifery Council, Social Work England, Health Professional's Council, Chartered Clinical Psychologists by BPS, Child Psychotherapists by ACP or UKCP.</p>	<p><b><u>Desirable Requirements</u></b></p> <p>MSc level qualification associated with adult mental health, e.g. clinical psychology, psychotherapy or equivalent, with a strong portfolio of post-registration clinical professional development.</p> <p>Training in Clinical supervision/mentorship</p> <p>Further post qualifying training and education in working with young adults with mental health problems.</p>
<b>Experience</b>	
<p><b><u>Essential Requirements</u></b></p> <p>Experience and ability to function as a specialist practitioner in Mental Health &amp; Wellbeing assessments and interventions with patients with various mental disorders.</p> <p>Experience of working as a care co-ordinator or community practitioner in Adult Mental Health or Wellbeing settings.</p>	<p><b><u>Desirable Requirements</u></b></p> <p>Working with families in a multi-racial urban environment.</p> <p>Sound knowledge base of working cross-culturally e.g. bilingual therapy skills and working with interpreters.</p> <p>Personal experience of accessing mental health services.</p>

<p>Evidence of good practice in adolescent or adult mental health assessments.</p> <p>Working in collaboration with supervisor, service user, carers and MDT in assessing needs, planning and implementing care.</p> <p>Taking responsibility for care delivery in a specific area and maintaining a safe therapeutic environment.</p> <p>Evidence of experience of clinical governance and audit and the process of clinical supervision.</p> <p>Evidence of working autonomously.</p>	<p>Post qualification clinical experience of working with young people in the community</p>
<p><b>Knowledge / Skills</b></p>	
<p><b><u>Essential Requirements</u></b></p> <p>The aetiology, emergence and course of mental disorders including differentials in mental states and sub-types of diagnoses.</p> <p>The skill to undertake mental health assessments to ascertain differential diagnosis</p> <p>Understanding of the aggravating and maintaining factors in all mental disorders.</p> <p>The principles of clinical governance and practice. The principles underlying confidentiality and information sharing.</p> <p>Evidence of ability to work with the client group using a recognised and registered therapeutic approach and related skills both in short and long term work.</p> <p>Evidence of competency in clinical judgement.</p> <p>Evidence of competency in risk assessment.</p> <p>Evidence of using child protection or adult safeguarding in practice effectively.</p> <p>Ability to work under pressure.</p>	<p><b><u>Desirable Requirements</u></b></p> <p>Relevant research and its application to assessment, treatment and case management.</p> <p>Research informed and evidence based methods of assessment, treatment and case management.</p> <p>Experience of systemic working, with families, carers and wider networks.</p> <p>Ability to work with young people who are within ASD spectrum or have a learning disability.</p> <p>Ability to work with young people who have Dual Diagnosis</p>

<p>Ability to take on new concepts/forward thinking.</p> <p>Evidence of using NICE guidelines to inform practice and understanding transition models and processes.</p> <p>Good written and verbal presentation skills.</p> <p>Basic IT and data entry skills to enter clinical information into databases.</p> <p>Ability to work within a changing environment.</p> <p>Ability to be 'reflective' in therapeutic practice and adapt practice from this reflection.</p> <p>Demonstrate an ability to work effectively as part of a multidisciplinary team.</p> <p>Experience of supervising others.</p> <p>Experience or knowledge of undertaking care and treatment order reviews within community/inpatient settings.</p> <p>Excellent time management skills.</p>	
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**About South London and Maudsley:**

The South London and Maudsley (SLaM) NHS Foundation Trust is part of King's Health Partners Academic Health Sciences Centre (AHSC), which includes seven hospitals and over 150 community based services. It is responsible for seeing two million patients each year, has 25,000 employees and 19,500 students, and a £2 billion annual turnover. It brings together the best of basic and translational research, clinical excellence and world-class teaching to deliver advances in physical and mental healthcare ([www.kingshealthpartners.org](http://www.kingshealthpartners.org)). Clinical Academic Groups are a way of organising our activities so that we are bringing together the people who can deliver the tripartite agenda – integrating clinical services with education, training and research.

The Trust is committed to innovation, effective interventions and improved service user outcomes. It provides mental health and substance misuse services to the people of Lambeth, Southwark, Lewisham and Croydon, as well as substance misuse services for people in Bexley, Greenwich and Bromley and some more specialist services to people from across the UK.

The Trust has 4,500 staff and operates from many sites. It has close links in education and research with the Institute of Psychiatry and Guy's, King's and St Thomas' School of Medicine, both of which are part of King's College London. This close collaboration involves working to ensure that developments and research feed directly into clinical practice. Its academic links with King's College London, which also include the Nightingale Institute and South Bank University, enables the Trust to ensure that health care staff receive high quality clinical training at the pre-qualification (or registration) stage and in specialist skills (post qualification).

The Trust is committed to managing and developing a range of mental health services, working closely with patients and carers and local partners in health and social care. Services are primarily focused on people with severe and enduring mental illness. However, the Trust also promotes good mental health, early intervention to prevent more serious problems and provides support to primary care in dealing with people with less severe problems. The Trust has a strong community focus and our services are provided in a wide range of settings including people's own homes, GP practices, day services, residential and nursing homes, prisons and hospitals.

The Trust's core value states that 'everything we do is to improve the experience of people using our services and to promote mental health and well being for all'.

**Organisational Position:**

Service Director



Deputy Director



Community Services General Manager



Service Manager



**CAMHS Transition Practitioner**



Community Adult Mental Health Service Teams.

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**Community Transformation:**

Croydon Community Mental Health Services are currently going through a transformation phase and the core teams have moved into three localities aligned to GP's within the

borough as part of the community transformation plan and NHS Long Term plan principles. The teams are integrated with Croydon Adult Social Care and have an emphasis on personalisation and social inclusion and to support the recovery of the service users.

The CAMHS/AMHS Transition Practitioner will work alongside all three locality teams, in addition to CAMHS services. There are also on-going developments to improve the Transition experience of all service users moving from CAMHS to AMHS so this may include the development of additional posts within the borough to support this both in secondary care and voluntary sector.

Core working hours are Monday to Friday 9am to 5pm.

### **Trust Policy and Procedures:**

#### **Confidentiality:**

Confidentiality/data protection regarding all personal information and Trust activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as the Data Protection Act. The post holder should ensure that they are familiar with and adhere to all Trust Information governance policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action may be taken.

#### **Equal Opportunities:**

Promote the concepts of equality of opportunity and managing diversity Trust wide.

#### **Health and Safety:**

Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors and employees.

#### **Infection Prevention and Control:**

Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with Trust policy.

#### **Professional standards and performance review:**

Maintain consistently high professional standards and act in accordance with the relevant professional code of conduct. Employees are expected to participate in the performance review process.

#### **Service/Department standards:**

Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.

#### **Finance:**

All Trust staff will comply with the financial processes and procedures.

#### **Safeguarding Children & Vulnerable Adults:**

Employees must be aware of the responsibilities placed on them under the Children Act 1989, 2004 and the trusts safe guarding vulnerable adults policy.

**Code of Conduct:**

The post holder is required to adhere to the standards of conduct expected of all NHS managers set out in the Code of Conduct for NHS managers.

This job description will be subject to regular review and adjustment.

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