

OXLEAS NHS FOUNDATION TRUST JOB DESCRIPTION

JOB TITLE:	Specialist CAMHS Practitioner
GRADE:	7
DIRECTORATE:	Child and Adolescent Mental Health
HOURS OF WORK:	37.5
RESPONSIBLE TO: (Line manager)	Team Manager
PROFESSIONALLY RESPONSIBLE TO:	Head of Professional discipline within CAMHS
ACCOUNTABLE TO: (Director)	Clinical Director (CAMHS), via Head of Discipline
RESPONSIBLE FOR:	Trainees/Students
LIAISES WITH:	Other multi-disciplinary team members and all members of the wider CAMH service; NHS professionals in primary, secondary and tertiary services (GPs, hospital clinicians, health visitors, community paediatricians, A&E Depts. and specialist clinics); colleagues working within the Trust; external agencies, including those in neighbouring Trusts responsible for a patient's care; colleagues from the education system (educational psychologists, education welfare officers, school heads, inclusion officers, special education needs co-ordinators, behaviour support teams and school nurses), social workers, and children services (Child Protection Services). The Head of Systemic Psychotherapy, and the Systemic Psychotherapy Service in the Trust.

BASE: BEXLEY CAMHS CAMHS Park Crescent

Overview of the Post

This post holder is situated within the Generic Team in the CAMHS Service.

- To provide the CAMHS team with a high quality, evidence based, providing therapeutic interventions for the service to children, their families, carers and professional networks, in keeping with CYP-IAPT principles.
- To provide specialist assessment and therapy to families with children and adolescents who are referred to CAMHS.
- To provide specialist advice and consultation regarding diagnoses and treatment to CAMHS colleagues, external agencies, working autonomously within professional guidelines and within a multi-disciplinary team, contributing to overall service delivery as required.
- To contribute to the development, implementation and audit of services for families with children presenting to the Service.

Key Task and Responsibilities

Clinical:

1. To provide a specialist systemic assessment of referrals of a significant and complex nature in order to formulate and implement plans for the treatment and/or management of a child's or adolescent's mental health problems, based upon an appropriate conceptual framework and employing methods based upon evidence. To use routine outcome measures as laid down by the Trust.
2. To assess children, adolescents and their families as part of a risk assessment.
3. To consult to parents/carers (including foster parents) as part of a treatment plan.
4. To work in ways which are sensitive to and appropriate for the needs of families from a wide range of racial, cultural and religious backgrounds. This includes abilities to understand and offer therapeutic interventions to a variety of family forms including single parents, same sex couples and their wider family networks, accommodated children and their network of care, children with learning difficulties, and children who are on the 'Child Protection Register', and parents with mental health difficulties. Competence is required in undertaking systemic therapy with families through the use of an interpreter where families do not yet have sufficient understanding of the English language.
5. To provide specialist systemic psychotherapy with clinical autonomy drawing on a range of models and wherever possible brief interventions. To practice in a way which is inclusive and considerate of the needs of each individual in the system including family members in their varying developmental stages and current emotional state.
6. To make highly skilled evaluations and decisions about treatment options taking into account highly complex factors concerning historical and developmental processes that have shaped the child, family or group, and their difficulties.
7. To be responsible for implementing a range of systemic psychotherapeutic interventions for children, adolescents and their families, including couples and groups, drawing upon different explanatory models and maintaining a number of provisional hypotheses in reaching a formulation and treatment plan. Interventions may include family therapy, individual work, chairing professionals and network meetings, liaising with other agencies, observations of patients in different settings, and the use of a range of systemic models.
8. To exercise full autonomous professional responsibility for the assessment, treatment and discharge of clients, and formulate effective care plans in collaboration with the client and family. To undertake risk assessment and risk management relevant to individual patients, including protective and risk factors present in the network of significant relationships, and to do this using the knowledge of the multi professional context that is a mental health service for the locality.
9. To work jointly and collaboratively with other team members in order to enhance and develop work with families by providing specialist knowledge and skills.
10. To provide specialist consultation, advice and guidance to other professionals at all levels working with families both within the service and in partner agencies. This will include liaison and working with professional networks involved with highly complex, emotive and often conflictual issues such as those involving child protection, deliberate self-harm, violence, trauma, suicide risk, criminal offending behaviour, sexualised behaviour, and mental health problems of parents.
11. To maintain current knowledge of the operation of video equipment and promote ethical and effective use in line with Directorate policy. To introduce this practice to families in a sensitive way, and to advise and instruct clinicians in other disciplines and systemic psychotherapy trainees on the fitting and appropriate use of this therapeutic tool. To use video tape review to enhance the skills of colleagues and to help parents understand their family's difficulties, dilemmas, and traumatic experiences.
12. To act as care coordinator, as required, taking responsibility for initiating, planning and review of care plans and giving consideration to the views of patients, their

family, carers, referring agents and other professionals involved in the network of care. This includes organising complex professional network meetings.

13. To work in accordance with CAMHS and team objectives by adhering to Trust and Directorate policies, including risk assessment in all work, ensuring care plans are in place, recording up to date, attending and contributing a systemic view in case discussion and team meetings.
14. To be an active member of the Family Therapy Clinic.
15. To contribute to overall service delivery and development as required.
16. To attend monthly professional's meetings and team meetings.

Management responsibilities (Contribution)

1. To contribute to the development, evaluation and monitoring of the team's operational policies and services, through the development of systemic professional skills in research, service evaluation and audit.
2. To advise both service and professional management on all aspects of the service where systemic and/or organisational matters need addressing.
3. To lead on an agreed area of service development

Leadership

1. Directly responsible to:
 - a) operationally: Bexley CAMHS Operational Manager
 - b) Head of professional discipline: Lead Family Therapist (CAMHS), via Principle Systemic Psychotherapist, Nurse consultant and head of Nursing
2. Accountable to the Clinical Director (CAMHS), via Head of Discipline
3. To maintain and develop skills in the area of professional post-graduate teaching, training and supervision and to provide structured in house consultation and training to the multi-disciplinary team including junior doctors, psychologists and other mental health professionals, regarding work with patients, their families and professional networks.
4. To act as a specialist systemic psychotherapy resource by provision of systemic consultation and training to the multi-disciplinary team and other health and social care agencies.
5. To provide training and consultation to foster carers and their professional networks.

Research

1. To use theory, evidence-based literature and research to inform evidence-based practice in work with individuals, families and their networks in line with current and best practice.
2. To undertake or participate in relevant clinical research, service evaluation and audit.
3. To provide research advice to other staff undertaking research within the team.
4. To initiate and implement project management, including complex audit and service evaluation, with colleagues within the services to help develop and improve service provision to clients, their families and their wider network.

Communication

1. Key working relationships are with other multi-disciplinary team members in CAMHS; all members of the CAMHS Team; NHS professionals in primary, secondary and tertiary services (GPs, hospital clinicians, health visitors, community paediatricians, A&E Depts. and specialist clinics); colleagues working within the Trust; external agencies, including those in neighbouring Trusts responsible for a patient's care; colleagues from the education system (educational psychologists, education welfare officers, school heads, inclusion officers, special education needs co-ordinators, behaviour support teams and school nurses), social workers, and children services (Child Protection Services);

the Head of Systemic Psychotherapy, and the Systemic Psychotherapy Service in the Trust.

2. To communicate effectively verbally and in writing; to provide reports including those for the Courts and Child Protection Conferences concerning highly complex circumstances.
3. Be prepared to attend Court hearings as requested.
4. To communicate complex clinical information in a skilled and sensitive manner including assessment, formulation and treatment plans of patients and to monitor progress during the course of uni- and multi-disciplinary treatment.
5. To maintain the highest standards of clinical record keeping, including electronic data entry and recording, report writing through the exercise of professional ethical standards and a continuing adherence to the professional codes of practice of the AFT and UKCP.
6. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.

Continuing Professional Development

1. To receive clinical supervision in accordance with Trust clinical governance standards and the codes of practice and ethical guidelines of Association for Family Therapy (AFT) and United Kingdom Council for Psychotherapy (UKCP).
2. To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programs, in consultation with the post holder's professional and service manager.
3. To contribute to the development of best practice in systemic psychotherapy by taking part in regular supervision and appraisal and maintaining awareness of current developments in the field.
4. To maintain UKCP registration.

Terms and Conditions

The post holder is subject to the terms and conditions of OXLEAS NHS FOUNDATION TRUST.

This Job description gives an outline of the post and is subject to review in consultation with the post holder.

Confidentiality

The Post holder must maintain the confidentiality of information about patients, staff and other health service business in accordance with Trust Policy.

Risk Management

The Post holder will ensure compliance with the Trust's risk management policies and procedures. These describe the Trust's commitment to risk management, the recognition that our aim is to protect patients, staff and visitors from harm and stress and that all staff have a responsibility to minimise risk.

Infection Control

All staff are required to be familiar with the Trusts infection control policies, and national guidance in relation to infection control. All staff whose normal duties are directly or indirectly concerned with patient care must ensure that they complete mandatory infection control training and are compliant with all measures known to be effective in reducing Healthcare Associated Infections.

Equality, Diversity and Human Rights

The Post holder will treat all colleagues, service users, carers and members of the public with respect and dignity regardless of their gender, age, race, religious beliefs, religion, nationality, ethnic origin, social background, sexual orientation, marital status, disability, HIV/Aids status, criminal background and Trade Union status. The Trust has

a Policy for Equality and Human Rights and it is the responsibility of all staff to ensure that this is implemented.

Health & Safety

All staff must be aware of the responsibility placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients and visitors.

Professional and NHS Codes of Conduct

You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the 'Code of Conduct for NHS Managers' and 'Standards of Business Conduct for NHS Staff'.

Safeguarding

It is the responsibility of all staff to safeguard and protect children and adults at risk at all times and staff must report any concerns as per Safeguarding Children and Safeguarding Adults policies, which are available on the Trust's intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.

Financial Management and Control of Resources

All staff are responsible for the security and the property of the Trust, avoiding loss or damage and being economical and efficient in the use of resources. Staff are required to act in accordance with the rules and regulations as described in the Trust's Policy relating to the Financial Management and Control of Resources'.

Customer Care

It is the aim of the Trust to provide patients and clients with the best possible care. All staff are required to put the patient/client first and do their utmost to meet requests and needs courteously and efficiently.

Personal/Professional Development Planning/Mandatory Training

All staff should have a personal development plan and in conjunction with their manager, should actively determine and pursue agreed training and development needs and opportunities. All staff are required to attend mandatory training as designated by the Trust.

No Smoking

Oxleas NHS Foundation Trust has a no smoking policy. Staff are not permitted to smoke within or on Trust premises.

TRUST MISSION AND VALUES

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care.

Our values are very important to us. They help Oxleas to be a great place to work. We want everyone who works at Oxleas to live our values and we will expect this of all our new joiners.

Our Values and Behaviours framework describes what it means for every one of us in the Trust to put our values into action. The framework can be found on our Trust Website: [Our values - Oxleas NHS Foundation Trust](#)



Signed by Line Manager

Signed by post holder

Date

Date

Print Name

Print Name

PERSON SPECIFICATION

JOB TITLE: Specialist Systemic Psychotherapist

DEPARTMENT: Child and Adolescent Mental Health

GRADE: 7

Education/Qualifications	How measured
<p><i>Essential</i></p> <p>Dual Qualification: a) Post-graduate qualification in relevant mental health/social welfare profession (e.g. social work, nursing, psychology, psychiatry, teaching) and demonstrable practice over a minimum of four years. b) Masters or Doctorate level qualification in Systemic Psychotherapy, or equivalent.</p> <p>The Maintenance of UKCP Registration by attendance on short or long training courses to meet CPD requirements.</p> <p><i>Desirable</i></p> <p>Training in teaching systemic psychotherapy</p> <p>Breakaway training or equivalent</p>	<p>Certificates</p> <p>Interview</p> <p>Application/CV</p>
Experience	
<p><i>Essential</i></p> <p>Minimum of 4 years working with children and families in a relevant mental health or social welfare setting.</p> <p>Experience of working with a wide variety of client groups across the whole life course presenting problems that reflect the full range of clinical severity including a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.</p> <p>Experience of exercising full clinical responsibility for clients' psychotherapeutic care and treatment, both as a professionally qualified care coordinator and also within the context of a multidisciplinary care plan.</p> <p>Experience of self-harm assessment and intervention with both individual child/adolescent and their families</p> <p>Experience of working in a multi-disciplinary team</p>	<p>Interview</p> <p>Application/CV</p>

Experience of risk assessment and risk management	
Skills/Abilities/Knowledge	
<p>Skills in the use of complex methods of systemic assessment and treatment of individuals, couples, family systems, groups and organisations, frequently requiring sustained and intense concentration</p> <p>Knowledge of and skill in using a wide variety of systemic theories and interventions and the ability to use these appropriately in relation to client need and work setting</p> <p>Skills in professional consultation; skills for offering consultation to multi-disciplinary colleagues.</p> <p>Sufficient knowledge of other modalities to engage appropriately with colleagues and their work with clients</p> <p>Ability to work within a multi-disciplinary team</p> <p>Masters or Doctoral level knowledge of research methodology consistent with systemic practice</p> <p>Well-developed skills to communicate effectively, orally and in writing at an age-appropriate level (including use of play, drawing and metaphor, stories) complex, highly technical and /or clinically sensitive information to children, adolescents, their families, carers and other professional colleagues both within and outside the NHS including reports for the Courts</p> <p>Knowledge of child development/ mental health issues</p> <p>Ability to work with a racially and culturally diverse community in a wide variety of contexts including highly specialist skills for working therapeutically in family homes</p> <p>Up-to-date knowledge of relevant legislation, ethical issues and strategic frameworks including The Children Act 1989, and its implications for both clinical practice and professional management</p> <p>Basic IT skills</p>	Interview
Effort and Environment	Interview
<p>Ability to work with complex and distressing situations e.g. family breakdown, domestic violence, child abuse including sexual abuse, children and young people who present a risk to themselves and others, and mental illness – mental health problems. This entails seeing family members and their wider system in different combinations.</p>	

<p>Daily concentration on children and young people and their families during delivery of packages of care, whilst holding a range of different ideas, hypotheses and possibilities.</p> <p>Ability to manage working in situations of multi-level stress, e.g. client's experience of physical, sexual and emotional abuse; colleagues, organisational transitions</p> <p>Potentially verbal and physical abuse from patient and/or carer – risk of aggression.</p> <p>Long periods of sitting in a constrained position to interview patients, and frequently observing/supervising therapy sessions from behind a one-way mirror in a darkened observation room.</p> <p>To undertake consultation and training of other professionals in holistic integrated assessment and multi-modal therapeutic intervention with children, young people, and their families, alongside a respect for other perspectives and other clinical core skills.</p> <p>To develop support for colleagues for working with looked after children and social services.</p> <p>To carry out home visits to clients when required, taking into account and assessing the potential risks involved.</p>	
<p>Other Requirements</p> <p>Ability to work autonomously, setting appropriate goals, in accordance with professional ethics guidelines and Trust policies</p> <p>Advanced video skills and the ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.</p>	Interview

Signed by Line Manager

Signed by Post Holder

Print Name

Print Name