



**OXLEAS NHS FOUNDATION TRUST  
JOB DESCRIPTION**

**Job Title:** CAMHS Practitioner (CAMHS Clinical Nurse or CAMHS Occupational Therapist)

**Band:** 6

**Directorate:** Children and Young People Services

**Accountable to:** Director of CYP

**Responsible to:** Team Manager

**Responsible for:** Supervision of Trainee's

**Liaises with:** Multi-Disciplinary Team, young people, parents and carers, partner agencies and others as required.

**Base:** Stepping Stones House, 38 Mason's Hill, Bromley, Kent, BR2 9JG

**Hours of Work:** 37.5 hours per week. Flexible working is required.

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**Job Summary**

The CAMHS practitioner is responsible for supporting the Bromley CAMHS in implementing Directorate and Trust initiatives at service level and for playing a key role in monitoring and evaluating the quality of care delivered locally.

The post holder must be a good team worker and be able to lead in areas of clinical practice and development and will be responsible for working independently and managing a caseload of clients, ensuring safe and effective clinical practices.

The post holder will work within the multi-disciplinary team developing a mentalisation-based approach to working with young people with complex mental health presentations. They will also have the opportunity to develop and contribute to supporting young people with their physical health needs through health clinics.

**Service context**

The post holder will work as part of a clinical team within Bromley CAMHS. Bromley CAMHS provides specialist mental health care for children and young people from birth to 18 years with their parents/families/carers. We provide specialist assessment and treatment for children and young people with severe and enduring emotional, behavioural and mental health difficulties. The service aims to provide community-based care for children and young people through the provision of assessment and

intervention, group-based interventions and support to young people's caring networks.

**Key tasks and responsibilities:**

- To care co-ordinate and manage a defined caseload of young people and their families and carers.
- To co-ordinate and deliver individualised care packages / programmes for young people and their families and evaluate these programmes, ensuring high standards of practice in accordance with national guidelines and trust policy.
- To develop and maintain therapeutic relationships with young people and their families/carers.
- To liaise with the young person's professional network, keeping them informed of developments, changes in risk status and promoting multi agency collaboration. Liaison with Children's Social Care, educational services, independent sector mental health providers, counsellors and any other professional related to the childcare.
- To involve the young person, and where appropriate, their families/carers in delivering programmes of care.
- To be able to assess and manage high-risk clients in a variety of settings, conducting risk assessments and formulating safety plans.
- To take part in the emergency duty rota, conducting a holistic nursing assessment and developing risk management plans in collaboration with clients who present to A&E in psychiatric emergency.
- To effectively and appropriately communicate these risks often under difficult, highly charged and emotional circumstances to medical staff, other professionals and families involved in the care of the client.
- To act as an autonomous practitioner with an understanding of own limitations and recognition of when to seek support.
- To play an active role in promoting mental health and well-being in young people and their families/carers.
- To take responsibility for the organisation and facilitation of multi-agency meetings e.g. CPA Meetings, professional meetings, Clinical team discussions.
- To have analytical and judgement skills to consider the wider implications of decisions made in regards to clients care, taking into account the young person's developmental stage.
- To be able to demonstrate the ability to make appropriate decisions under pressure taking into consideration the risks to clients, self and others and to be able to assess the often-complex situations of these clients and their families within the context of their social environment. Understanding risk and resilience as well as protective factors.
- To demonstrate the ability to make appropriate decisions with regard to the confidentiality of clients and their families taking into considerations the risks to clients, self and the wider public
- To offer joint work and specialist advice in relation to nursing practice within Generic Team and to outside agencies.
- To provide training and consultations in specialist areas to other professionals within the trust and to outside agencies, e.g. Social Care, voluntary sector.
- To participate in individual and group supervision with colleagues in the specialist areas.
- To maintain clinical records in accordance with the NMC standards for record keeping and adhere to the NMC Code of Conduct or relevant professional/regulatory body. As well as Oxleas NHS Foundation Trust policy and procedures on Information Governance

- To be aware of the statutory requirements of both the Children Act and Mental Health Act and use these to inform good practice.
- To ensure that own practice remains within legal, ethical and professional parameters and is open to scrutiny from relevant professionals.
- To possess IT skills in order to effectively communicate in writing with colleagues, other professionals and families in accordance with trust policies e.g. writing of comprehensive report.
- To deliver evidence-based interventions and undertake routine outcome measures to monitor the quality of care provided, in keeping with the national CYP IAPT framework.
- To participate in the provision of training and information for other professionals as appropriate in order to promote effective practice in the specialist area
- To liaise with other colleagues in CAMHS and participate in different clinical groups in order to share best practice and discuss current and future professional and clinical developments e.g. clinical forums.
- To work in close collaboration with the team manager and ensure the health clinic is operating in adherence with good nursing practice guidelines. E.g. wound care, physical health monitoring, and monitoring medication side effects.
- To liaise closely with the head of profession to promote good, effective and safe practice within the CAMHS establishment and participate in the development and promotion of the practitioner role within CAMHS

### **Management**

- To record information on RiO, ensuring effective documentation of patient care is consistent with Trust standards.
- To implement and contribute to policy and service development as appropriate.
- To participate in the recruitment, induction, supervision, appraisal and development of staff, and to conduct formal and informal supervision of trainee nurses.
- To ensure that work is in keeping with both the Service and Trust policies and protocols.
- To collect and process relevant statistical data as required by the service.
- To take responsibility as agreed with the line manager and the service manager for the training and personal development of junior staff.
- To be clinically accountable to CAMHS consultant nurse through line manager
- To represent CAMHS and CYP Directorate and Trust committees as required and to be able to effectively communicate information relevant to CAMHS

### **Professional Development & Education**

- To maintain and improve own professional and clinical, knowledge and skills by participating in all trust mandatory training programmes and further training and professional development identified through the appraisal process.
- To maintain high standards of professional practice and competence in keeping with the NMC code of conduct and the scope of professional practice.
- To maintain a record of professional development by use of a personal profile and meet the requirements of PREP for continued registration. Identifying needs/goals through supervision, appraisal and development reviews. To work with the Oxleas NHS Foundation Trust process for supporting revalidation as per the NMC code of professional standards of practice and behaviour 2015 or relevant professional/regulatory body
- To be fully conversant with legislation relevant to current practice.

- To initiate/participate in developments and innovations within the Children & Young People Services Directorate.
- To maintain an up-to-date knowledge of mental health care issues, safeguarding children practices, procedures and legislation.
- To actively contribute to the teams positive learning environment
- To promote and develop research and innovation within nursing practice, ensuring that the team are kept abreast of developments within the speciality.
- Participate in Clinical supervision as per Trust policy
- To assist in provision of induction training to all new nursing staff.

**Clinical skills:**

- To demonstrate the ability to develop specialist programmes of care for Adolescents and their families in accordance with Trust and national standards, policies and guidelines and appropriate professional codes of conduct.
- To take case management responsibilities when appropriate in clinical meetings, giving clear clinical advice with regard to assessment, Risk Assessment, formulation and treatment of identified clients.
- To demonstrate the ability to teach in informal and formal settings, e.g. carers at home, students on specialist placement
- To respond to the needs of clients and their carers in an honest, non-judgemental and open manner, which respects the rights of individuals and groups.
- To have an up-to-date knowledge of appropriate medication and it's management and to be able to assess and give appropriate feedback with regard to possible side effects
- To have up to date knowledge of medicines management, wound care and physical health monitoring.
- To understand the rights of clients and carers and to assist them in exercising those rights, where appropriate.
- To undertake Carers assessments and devise appropriate care plans.
- To have knowledge of appropriate legislation and it's relevance to the specialist area
- To take responsibility for the decision to discharge clients from care when agreed treatment programmes have been completed.
- To take responsibility to record own supervision in clinical records or in supervision records in order to be able to reflect on the supervision process.

**Research and audit:**

- To participate in clinical audit meetings and in the planning, development and implementation of audit and research initiatives within the service

**Communication skills:**

- To demonstrate the ability to listen and engage in therapeutic practice.
- To demonstrate a high degree of competence in communicating complex information both verbally and in writing.
- The ability to speak in public and address formal and informal meetings with colleagues both internally and externally to the Trust as required.
- To demonstrate the ability to write analytical reports and present these to outside agencies.
- To demonstrate the ability to communicate therapeutically with families from a range of backgrounds.

- To effectively communicate acquired and existing knowledge in order to facilitate the client and carers' understanding of complex issues in relation to their presenting current situation and future treatment.

### **On call / unsocial hours**

There will be an expectation to work flexibly within Team to increase service user engagement.

### **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 NMC Code of Professional standards of practice and behaviour for nurses and midwives (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 (PDP) 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**

## OXLEAS NHS FOUNDATION TRUST PERSON SPECIFICATION

**Job Title:** CAMHS Clinical Nurse

**Department:** Bromley CAMHS

**Band:** 6

| Education & Qualifications   | How Tested  |
|--|---|
| <ul style="list-style-type: none"> <li>RN Mental Health or equivalent</li> </ul>   | Application form  |
| Experience   |   |
| <ul style="list-style-type: none"> <li>At least 2 years post registration experience in a setting where mental health is the primary focus</li> </ul>  | Application form / registration documents   |
| Skills, Ability and Knowledge  |   |
| <ul style="list-style-type: none"> <li>Ability to assess, plan, implement and evaluate risk/care plans to meet the needs of clients.</li> <li>Ability to work to standards for quality within the Service.</li> <li>Ability to work as a member of a multi-disciplinary team and demonstrate awareness of MDT functioning.</li> <li>Ability to maintain and manage own caseload and work autonomously within the specialist area</li> <li>Willingness and ability to develop specialist knowledge of clinical aspects of child &amp; adolescent mental health.</li> <li>Ability to recognise own limits &amp; seek support re supervision as appropriate.</li> <li>To have developed computer skills to enable input of relevant data and typing of summaries and reports etc</li> <li>The ability to supervise, teach and develop the skills of student nurses and junior staff as appropriate</li> <li>Excellent written &amp; verbal communication skills.</li> <li>Good interpersonal skills &amp; demonstrable ability to work with others.</li> <li>Ability to analyse risk and respond appropriately, seeking support as necessary</li> </ul> | <p>Interview /references</p> <p>Interview /references</p> <p>Interview</p> <p>Application /interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> |
| Effort and Environment   |   |
| <ul style="list-style-type: none"> <li>Demonstrable ability to work under pressure and respond to emergency situations as appropriate</li> <li>The ability to engage and work with clients in differing environments in line with the needs of the service</li> <li>A flexible approach to client intervention and to be able to work flexibly to meet client needs</li> </ul>   | <p>Application/ Interview</p> <p>Application/ Interview</p> <p>Application / interview</p>  |

| Other Requirements   |   |
|--|---|
| <ul style="list-style-type: none"> <li>• Understanding of equality of opportunity &amp; related policies &amp; procedures.</li> <li>• Knowledge of recent legislation affecting the NHS/Social Care and Education</li> <li>• Ability to demonstrate working knowledge of the Mental Health Act 1983 &amp; the Children Act 1980</li> <li>• Flexible working – likely to include some evenings</li> <li>• Hold a full driving license and have access to a vehicle</li> </ul> | <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Application</p> |

**Signed by Line Manager**

**Signed by Post Holder**

**Print Name**

**Print Name**