

## JOB DESCRIPTION

### 1. JOB IDENTIFICATION

Job Title: Nurse Specialist

Responsible to: Nurse Team Lead

Department(s): Child and Adolescent Mental Health Service

Directorate: NHS Lothian REAS

Operating Division: CAMHS

No of Job Holders: 37 WTE across the service

Last Update September 2022

### 2. JOB PURPOSE

Within the speciality of Child and Adolescent Mental Health work collaboratively with Children Young People, Carers and Families to provide specialised, complex clinical assessment. Use decision making and clinical judgement to formulate appropriate evidence-based treatment plans with minimal supervision.

Provide specialist advice to the multi-disciplinary team, healthcare professionals and other agencies. Support the development of the service to improve practice and work collaboratively across health and social care boundaries, implementing and evaluating evidence-based standards, guidelines, and policies

Involvement in quality improvement initiatives and/or research and audit within the service.

### 3. DIMENSIONS

To work as a specialist nurse within Lothian CAMHS multi-disciplinary out-patient services providing assessment and treatment for a variety of moderate to severe mental health and neurodevelopmental presentations.

#### Staffing responsibilities

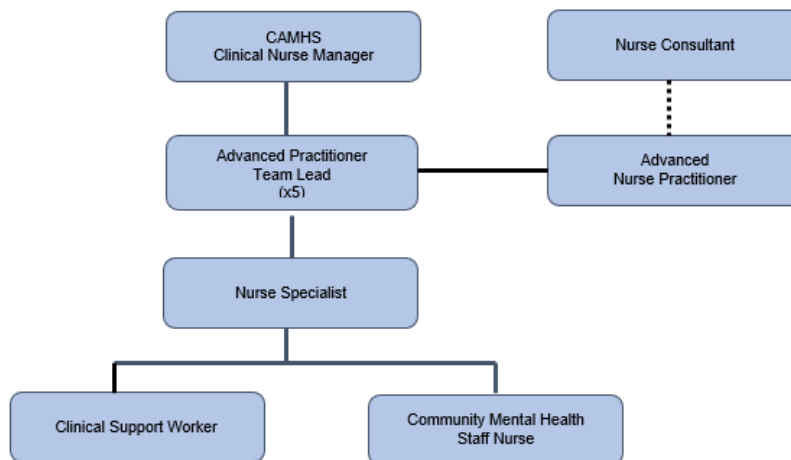
There may be a requirement for day-to-day supervisory responsibilities for the post for example TURAS, recruitment, day to day supervision, absence management. The post holder will provide clinical supervision for nursing staff and supervise and support students and trainees in the service.

#### Financial/Budgetary responsibilities

There will be no budgetary responsibility with this post. The post holder will be required to work efficiently with access to supplies and equipment from clinical area budgets and prescribe within the parameters of the Lothian Joint Formulary.

The postholder is employed within NHS Lothian and there may be a requirement to work flexibly across Lothian to meet service demands.

### 4. ORGANISATIONAL POSITION



**Line Management**                      \_\_\_\_\_

**Professional Accountability**                      - - - - -

## 5. ROLE OF DEPARTMENT

NHS Lothian Child and Adolescent Mental Health Service (CAMHS) delivers a range of specialist evidence-based care, treatment and advice relating to Children and Young People (up to 18 years) who have moderate to severe Mental Health difficulties, Neurodevelopmental disorder, or Intellectual Disability. Child and Adolescent Mental Health Services are delivered using a stepped model of care with Tier 1/2 being consultation and training to universal services for mild to moderate presentation. Tier 2 CAMHS out-patients services provide consultation, assessment, and intervention for mild to moderate presentations. Tier 3 out-patient teams provide a service for children and young people with moderate to severe presentations. In addition, there are several specialist services such as the Eating Disorders Development Team (EDDT), Learning Disability Team, Paediatric Psychology and Liaison Service (PPALS) and The Meadows Sexual Trauma Team. CAMHS Tier 4 services include the Under and Over 12's Day Services, CAMHS assertive out-reach team (CAOT), Unscheduled care team and the 12 bedded regional in-patient unit. The tier 4 services are based at the Royal Hospital for Children and Young People and each locality team has a community base.

CAMHS is a multi-disciplinary service and works in partnership with health and social care agencies and children's services within the Getting It Right for Every Child (GIRFEC) Framework. It supports and consults with other Children's and NHS services in their mainstream provision for children and young people to enable mental health improvement, reduce risk and improve quality of life.

The service provides training for CAMHS career development across professional disciplines. In addition, the department has an ongoing commitment to research both internally and externally funded.

## 6. KEY RESULT AREAS

### Clinical

1. To manage a caseload and practice independently with accountability for own practice, within a specialist role working with children and young people with complex mental health or neurodevelopmental difficulties. This includes the assessment and management of clinical risk regarding the patient (to self or others).
2. To provide appropriate assessment and evidence based clinical interventions with patients, their families, or carers in the form of individual, family and group work using a variety of models and therapeutic interventions. This may include non-medical prescribing where appropriate training has been undertaken.
3. The postholder will use highly developed communication and interpersonal skills to communicate complex information appropriately with patients, carers, referrers, and other involved agencies regarding patients.
4. Working within the GIRFEC model the postholder will liaise with or work in partnership with other departments, agencies, and professionals – where appropriate using joint skills to maximise benefits to young people and ensure optimal continuity of care.
5. The postholder will undertake team clinical tasks such as triage and team duty clinician
6. To provide specialist consultation to professionals at Tier 1 – 4 regarding appropriate management of young people with complex mental health or neurodevelopmental problems
7. There may be a requirement to manage verbal and/or physical aggression from patients and/or carers

8. To ensure patient and carer confidentiality in accordance with NHS Lothian policies
9. To provide clear and accurate written reports on individual patients when requested by services such as Children's reporter, referrers, educational establishments, and children services
10. Work within systems in the out-patient teams to achieve and maintain current Scottish Government waiting times targets.

### **Leadership and Management**

11. Develop effective partnerships and positive working relationships with a variety of internal and external agencies to support seamless care provision across all agencies
12. Develop effective positive working relationships within the CAMHS multidisciplinary team to inform assessment, formulation, and appropriate treatment
13. Provide and participate in individual and peer clinical supervision. The postholder will provide consultation and training to relevant professionals
14. Undertake Assessor/Supervisor as per NMC requirements for student nurses or those undertaking non-medical prescribing modules as appropriate. This will include but not limited to providing shadowing and training opportunities, signing off placement/work based clinical competencies and signing off placements.
15. May be required to undertake supervision of junior staff including management of appraisal process and personal development plan review in line with knowledge and skills framework , performance management and absence management where delegated by Advanced Practitioner/Team Lead
16. To deputise for the Team Lead/Advanced Practitioner in their absence for the operational management of the team and the representation of the team at CAMHS management meetings.
17. To support NHS Lothian's values of quality, teamwork, care and compassion, dignity and respect and openness honesty and responsibility through the application of appropriate behaviours and attitudes.

### **Research and development**

18. Promote, develop, and undertake quality improvement and clinical audit programmes to support own and team's best practice which is research and evidence based leading to continuous improvement in care.

### **7a. EQUIPMENT AND MACHINERY**

The post holder is expected to be familiar with the use, storage and need for maintenance of all equipment used within the clinical area of work, ensuring this is checked and maintained and where problems are identified these resolved so that all equipment is fit for purpose. Examples include but are not limited to:

IT equipment.

Medical equipment including for venepuncture, ECG equipment and sphygmomanometer.

Telephone and communication systems.

Alarms.

Personal computer; printer; photocopier and scanner.

Waste disposal including disposal of sharps.

**Note:** New equipment may be introduced as the organisation and technology develops, however training will be provided.

## **7b. SYSTEMS**

The following are examples of systems which will be used when undertaking the role:

To maintain accurate and up to date clinical records complying with patient confidentiality and provide data for core surveillance.

To be responsible for recording all activity/contact on appropriate local system.

To update and maintain a range of information databases.

Responsible for regularly completing mileage/expenses forms.

Responsible for ordering supplies e.g., supplies and equipment using PECOS system.

To be proficient in the use of IT systems - internet/intranet including use of email and other digital platforms such as Attend Anywhere and Microsoft Teams.

Mental Health Risk assessments.

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**Note:** New systems may be introduced as the organisation and technology develops, however training will be provided.

## **8. ASSIGNMENT AND REVIEW OF WORK**

The postholder will have a professional development plan which will be reviewed annually by the responsible line manager in accordance with NHS Lothian's appraisal and performance system. Governance of clinical competence is undertaken by the CAMHS Advanced Practitioner/Team Lead.

The Post is self-directed, autonomously organising own workload in relation to specialist caseload to meet the demands of the service. The postholder will meet regularly with the designated line manager to agree a work plan, allocate casework, review progress, and set objectives. They will work within broad occupational, national, and local policies and guidelines.

The post holder will evidence a high degree of initiative, independence, personal organisation and planning to anticipate and respond to changes in service needs and to work towards agreed objectives and goals.

## **9. DECISIONS AND JUDGEMENTS**

Manage a caseload making complex clinical decisions and judgements regarding assessment, formulation and clinical management based on an in-depth broad knowledge and interpretation of clinical and other findings e.g., parental/school reports, digital mental health risk assessment, physical health parameters, MEED guidelines, clinical observation, mental health assessments, SRS, and ADHD rating scales.

Responsible for identifying, assessing, documenting, and managing clinical risk (e.g., to self and others, risk to physical health from medical compromise) involving other members of the multi-disciplinary team as required e.g., CAMHS unscheduled care, tier 4 services, on-call psychiatry, dieticians, eating disorder development team, primary care, parents, and carers.

Makes autonomous clinical and professional decisions daily. This can include but is not limited to decisions about referral criteria being met, referral/signposting to other services, clinical risk, medication titration (if appropriately qualified) and discharge. Team tasks such as triage, team duty clinician and telephone consultation to professionals and carers.

As required, identify and address performance management issues as appropriate for area of responsibility.

As required, participate in the appraisal process through Personal Development Planning and review in line with the Knowledge and Skills Framework

## **10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB**

Working with children and young people with serious and complex mental health problems, some of whom present risk from self-harm or suicide or being medically compromised, and where there can be challenges to change and engagement. Potential exposure to verbal and/or physical aggression.

Witnessing or hearing sensitive, emotionally challenging, or distressing accounts regarding personal history including but not limited to physical or sexual abuse, self-harm, bullying, or domestic violence.

Managing provision of nurse specialist role in CAMHS whilst working within finite resources.

Taking account of competing demands and resources, whilst ensuring equitable care is received for this patient group.

Working within a multi-disciplinary team and a health and social care agenda which at times may result in the need to manage conflict and understand culture to support effective working at a team and service level across organisational boundaries.

## **11. COMMUNICATIONS AND RELATIONSHIPS**

### **Internal communication**

The post holder will work closely with the Advanced Practitioner/Team Lead, other members of the team, local multi-disciplinary team, Clinical Nurse Manager, Nurse Consultant and where required other members of CAMHS.

The postholder will use highly developed communication and interpersonal skills to communicate sensitive complex clinical information appropriately with patients, carers, referrers, and other involved agencies regarding patients.

Communicates verbally and in writing using a range of methods, including digital platforms, with members of the CAMHS multidisciplinary team and other relevant CAMHS professionals.

Express professional views within group settings and support client advocacy.

### **External Communication**

Works in partnership with health and social care agencies and children's services within the Getting It Right for Every Child (GIRFEC) Framework.

Communicates verbally and in writing using a range of methods including digital platforms with children, young people and their careers, members of Primary and Secondary Health Care Teams, Social Care, statutory and non-statutory services.

Acts as a patient/staff advocate through the application of ethical, legal, and professional knowledge and skills.

Partnership, Trade Union, and Professional Organisation representatives in relation to service and staffing issues.

## 12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

### Physical Skills

Keyboard skills.

Phlebotomy.

Physical observations such as height, weight, blood pressure, pulse, and temperature.

ECG.

Manual Handling techniques.

### Physical Demands

Occasional physical manual handling of patient.

Push wheelchairs and other mobile equipment.

Carry portable equipment to clinic settings.

Requirement to train to a minimum of low level management of aggression techniques.

### Mental Demands

Concentration required for all clinical contact including family, individual and group sessions with long periods of concentration required for tasks including but not limited to undertaking physical observations, clinical decision making, observing patient behaviours and communication, record keeping. Sessions can vary from 30 minutes to 2 hours.

Retention of knowledge and information and imparting clear and understandable information to patients, carers, and families.

Requirement to manage frequent interruptions from patients/carers/team members

Managing a busy and complex workload with unpredictable and competing demands and moderate to high level risk.

Maintenance of precise and accurate records and report writing often to short time scales

Understanding and awareness of multiple systems, pathways, and processes.

Maintenance of professional boundaries with complex patients, carers, and their families.

### Emotional Demands

Communicating with depressed, anxious, distressed and / or suicidal young people and / or their concerned relatives.

Working with patients with serious and / or complex mental health or neurodevelopmental difficulties.

Working with patients who may present with high risk due to being medically compromised

Exploring sensitive issues such as family conflict, abuse, or relationship problems.

Working with patients where there are barriers to positive change.

Supervising/training other professionals, whom at times themselves may have high levels of stress and anxiety.

Working in a high stress environment where colleagues may exhibit stress and anxiety and require emotional support and/or directed to appropriate staff support resources.

Receiving and interpreting complex clinical information and relaying clinical decisions or information which

may be contentious or highly sensitive.

Caring for patients and carers following receipt of bad news and supporting them in identifying realistic expectations in relation to clinical conditions.

Motivating and supporting junior staff/colleagues in the work environment.

Potential exposure to distressing child protection or adult support and protection issues.

**Working Conditions**

Potential exposure to verbal and physical aggression from patients, carers/other visitors.

Potential exposure to body fluids.

Exposure to temperature variations.

Requirement to travel between sites on most days.

**13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB**

Current NMC registration relevant to area of practice  
Educated to first degree level - RMN or RNLD Qualification or equivalent  
Evidence of significant post registration professional practice experience including postgraduate evidence-based training in interventions such as Family Based Therapy, Certificate in Cognitive Behavioural Therapy  
Independent Prescribing (V300) experience if appropriate to role  
Knowledge and skills working with families / carers of patients with complex mental health problems  
Knowledge of current legislation including Mental Health (Care and Treatment) (Scotland) Act 2003  
Evidence of management, education, training, and supervision skills  
Excellent listening, interpersonal and communication skills  
Competent in standard IT packages and digital platforms e.g., Microsoft word, TRAK.  
Excellent organisational, time management and record keeping skills  
Ability to work autonomously and within a team  
Ability to prioritise workload  
Evidence of research/audit experience

**14. JOB DESCRIPTION AGREEMENT**

A separate job description will need to be signed off by each job holder to whom the job description applies.

Job Holder's Signature:

Date:

Head of Department Signature:

Date:

