

Team Lead/Nurse Manager CAMHs

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Job Advert



WESTERN ISLES HOSPITAL, STORNOWAY, ISLE OF LEWIS, HS1 2AF

Team Lead / Nurse Manager CAMHs

Band 7 £50,861 - £59,159 per annum
Plus Distant Islands Allowance of £1,406 per annum
37 hours per week
Permanent Post

The post attracts a generous relocation budget of up to £8,000

An exciting opportunity has arisen to recruit an inspiring and innovative CAMHs Team Lead for the Western Isles. As an integral member of the multi-disciplinary which includes Consultant Psychiatrist, CAMHs Psychology and CAMHs OT, team the post holder has responsibility for clinical nurse leadership, managing and supporting the ongoing team's development to fulfil the key functions of service in a remote and rural setting.

The post holder must be 1st level Registered Mental Health Nurse with experience in CAMHs Mental Health Nursing and experienced in managing and leading a multi-disciplinary team.

Candidates are expected to demonstrate their ability to work effectively within a multi-agency environment and think creatively and flexibly around the delivery of the CAMHs specification within a remote and rural context.

You will be responsible for the delivery of the CAMHs Service and its accessibility to those who need it.

For further information regarding this post, please contact: Mike Hutchison, Associate Director of Mental Health & Learning Disabilities on 01851 704704 Ext: 2410 or Maggie Macleod Child & Adolescent CPN on 01851 701868.

The successful applicant will be required to register with the PVG Scheme (Protecting Vulnerable Groups Scheme). This post is eligible for relocation expenses.

All NHS Western Isles vacancies appear on the NHS Scotland website: apply.jobs.scot.nhs.uk, along with a job description.

Tha beàrnan-obrach NHS Eilean Siar uile gu léir a' nochdadh air làrach-lìn NHS na h-Alba <https://apply.jobs.scot.nhs.uk/>, còmhla ri dealbh-obrach.

If you have any further queries, please contact Tel: 01851 762027.

**NHS WESTERN ISLES (NHSWI)
JOB DESCRIPTION**

1. JOB IDENTIFICATION	
Job Title:	CAMHs Team Lead / Nurse Manager
Responsible to:	Associate Director of Mental Health & Learning Disabilities
Department(s):	Mental Health
Base:	Springfield Road, Health Centre
Operating Division:	Mental Health Services
Job Reference:	
No of Job Holders:	1
Last Update:	14.10.2024

2. JOB PURPOSE
<p>The post holder has:</p> <ul style="list-style-type: none"> Operational responsibility for providing clinical, managerial, and professional leadership in the running of Child and Adolescent Mental Health (CAMH) including Learning Disability/ Autism children's services influencing future service delivery and strategy. A pivotal role within the delivery of national CAMH specifications and Neurodevelopmental specifications, the Healthcare Quality Strategy for NHS Scotland and in the development of staff and practices, i.e. Mental Health Strategy for Scotland, CAMH Framework for Prevention Promotion and Care, Substance Misuse Strategies including Children Affected by Parental Substance Misuse (CAPSM) Strategy, The Keys to Life, Scotland's Learning Disability Strategy, Getting It Right For Every Child (GIRFEC), Early Years, Corporate Parenting, A lead responsibility for the interpretation, development, and implementation of agreed clinical and non-clinical policies, both local and national, pertaining to areas of responsibility and liaises and influences other disciplines, services, and agencies as appropriate. Clinical governance accountabilities, ensuring safe, efficient, and effective care, compatible with professional and national clinical standards. A lead responsibility to facilitate and participate in effective joint / partnership working arrangements within specialist CAMHS, NES, NoS regional partners and Local Authority partners to support the development of multi-agency Child and Adolescent Mental Health Services across NHS Western Isles integrated children's services. The role includes the responsibility for a clinical caseload of high acuity, for

example, CYP and young people who have multiple mental health needs that co-exist with psychological difficulties which can create MDT (which will include educational services) concerns in regards to multiple / differential diagnoses in environments that are not always conducive to effective clinical interventions, where parental and social influences can sometimes undermine clinical effectiveness and CYPO/young person's wellbeing.

- Carries responsibility for liaison with the Regional Tier 4 network.

The post holder will demonstrate advanced knowledge and expertise in diagnosis, biopsychosocial treatment models and techniques and be able to provide support and advise to colleagues in primary care and other disciplines on complex case presentation and management of the patients' functional needs.

N.B In the event of NHS Scotland being placed on an 'Emergency Footing' and or NHSWI declaring a 'Major Incident,' or similar critical service demand, the role will be subject to change based on the exigencies of the service and post holder competence.

3. DIMENSIONS

The area covered by service provision has a population of approximately 5,000 child and adolescents under the age of 18 years. The age range access to services is generally up to 18 years, extended to 25 years for vulnerable specified groups such as Perinatal, looked after children, Asylum seekers and refugees, young people with severe and enduring illness, Youth justice with co-existing mental illness.

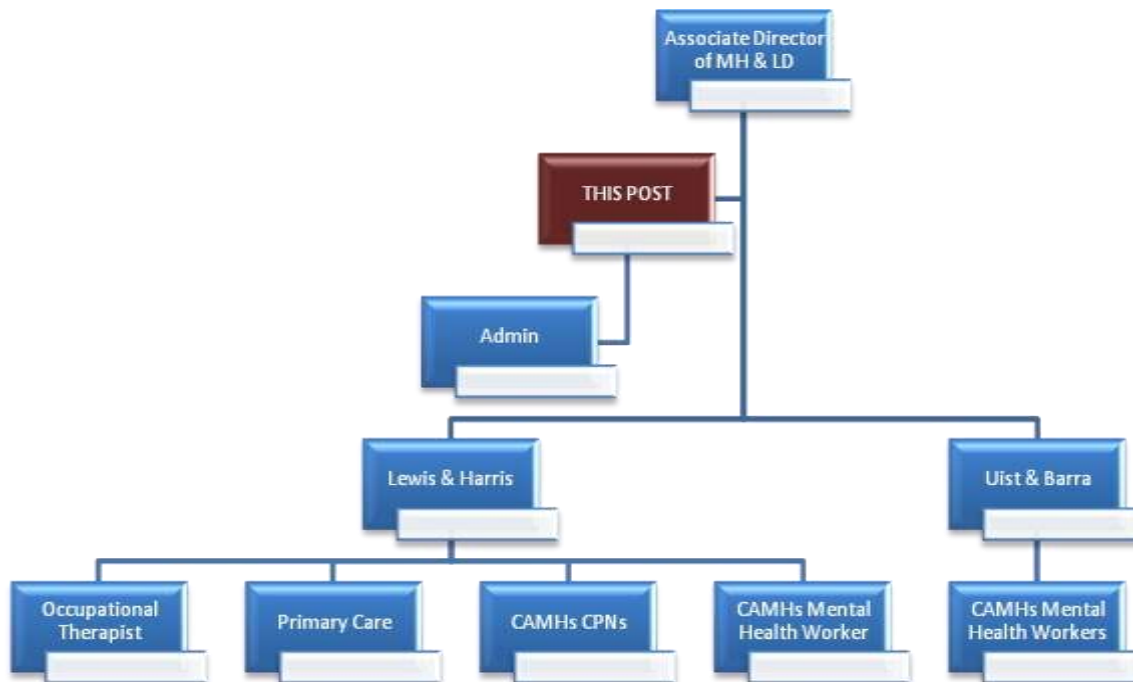
The post holder has a pivotal responsibility for supporting the Associate Director of Mental Health & Learning Disability and the Nurse Director/Executive Lead for CAMHs for the strategic implementation of the Mental Health Strategy related to children and young people, the development and implementation of policy, operational systems and integrated care pathways across children's services for CAMHs and Neurodevelopmental services, linking into the following regional workstreams:

- Scottish Government CAMHs Lead clinician Group – strategy, performance review and reporting on performance.
- National Neurodevelopmental specification Management group – representative for performance review and reporting
- Regional Planning group – strategy performance review and reporting
- CAMHs Learning Coordinator across services- NES national strategy group.
- Learning Disability CAMHs national group– strategy, performance review and reporting
- CAMHs Lead Nurse Group – national strategy group for mental health nursing.
- Western Isles Integrated Children's Service Group

The post holder:

- Has operational management responsibilities for direct clinical care across the three localities within island archipelago.
- Leads a team of differing professions and disciplines where work is allocated by this post.
- Has in year delegated responsibility for CAMHs financial allocation for project workstreams, specific Scottish Government in year allocations for CAMHs strategy, training initiatives or similar and managing any staff associated with this, identifying any areas events situations that may have an adverse impact on financial expenditure for the service.
- To occasionally liaise with the Mental Welfare commission on a range of diverse issues pertaining to legislation, human rights, and ethical matters that relate to the Mental Health (Care and Treatment) (Scotland) Act 2003, Children (Scotland) Act 1995, UNCRC issues that can occasionally arise and create complex challenges within the field of child and adolescent mental health
- To represent Western Isles at the Scottish Executive Mental Health Forum. To work in collaboration with child and adolescent agencies, child health services, schools, mainland inpatient units and to conduct placement visits to mainland specialist services, local authority facilities and home visits so as to provide and develop specialist programmes of care for children and adolescents held on caseload.
- Identifying and prioritising clinical and non -clinical risk ensuring that work and care environments are safe for both patients and staff.

4. ORGANISATIONAL POSITION CHART



5. ROLE OF DEPARTMENT

The CAMH Service provides specialist mental health services to children, young people and their families/carers who present with a wide range of mental health problems, from moderate (Tiers 2 and 3) through to severe and enduring Tiers 3 and 4). Primary mental health workers are integrated and aligned to the specialist team providing services that support GPs, schools, and community services at universal level. Both strands of CAMH service delivery work seamlessly together with step up/down staged intervention approach and in partnership with other agencies and services.

The service provides direct care by way of assessments, care planning and interventions. The service offers indirect care by the provision of consultation, training, and supervision to colleagues across the wider children's workforce. Referrals into the team come from Primary and Secondary Health Care, Acute Medical services in the Hospital, Educational Psychology and Children and Families Social Work, external providers such as neuropsychology and specialist units for children and Young People.

6. KEY RESULT AREAS

Leadership

- Provide leadership within Learning Disability/Neurodevelopmental Services and Child and Adolescent mental Health Services, through translating agreed strategy into service delivery objectives including service redesign in accordance with strategic reviews of services, to build capacity and thereby deliver high quality, modern and exemplary services to the population of NHS Western Isles.
- Support, contribute, and liaise in relation to the development of the strategic direction of Mental Health Services, through contributing directly towards strategy development, integration, and review to deliver the organisation's mental health service commitments.
- Provide expert and specialist advice to NHS and partner organisation to assist in strategy and policy development.
- Contributing to national and regional CAMHS strategic planning and training groups.
- Performance review and planning of services based on key result areas utilising national benchmarks.
- Take a lead role in the development of a range of policies, guidelines, audit, risk assessment, performance management and statutory reports aimed at achieving Scottish Government and NHS Western Isles policy objectives within area of responsibility to ensure that workforce delivers safe clinical practice.

Transformation

- Lead service planning and development through introducing innovative and challenging service strategies to facilitate optimum service delivery based on robust patient care pathways, models of best practice and a values-based culture focused on recovery.

Develop an effective communication interface within a highly complex, multi-agency environment, which will deliver effective change both internally within the service and externally with other mental health services, wider NHS services and partners through achieving integration of service systems at all levels and across all boundaries.

Operational Delivery

- Provide professional and clinical leadership to CAMHS disciplines staff and develop clinical leadership skills of team members.
- Provide a visible, accessible, authoritative, and supportive presence; ensuring staff can contribute effectively to the overall strategy for the service/Directorate/division.
- Possess highly developed specialist clinical knowledge to support direct clinical work delivering professional advice and direction to workforce across a range of

areas of practice including risk assessments and full spectrum of mental health disorders.

- Act as an expert information resource.
- Lead by example and promote an environment where clients / patients and staff are treated with compassion, dignity, and respect at all times.
- In conjunction with the Associate Director ensure clinical activity and financial targets are met along with the delivery of service redesign and improvement projects.
- Ensure the appropriate knowledge; skills and expertise are readily available to operationally support current and future service provision in accordance with local and national directives to deliver services both effectively and efficiently.
- Develop a service culture which is comfortable with and accepts assessed management of risk and clinical governance and places safety at the centre of service planning, analysis, and delivery to develop high quality, safe and effective service improvements.
- Prepare responses to enquiries and FOI requests from MSPs and media enquiries on high profile and contentious matters to support effective communication interfaces.
- Responsible for leading and establishing clinical governance arrangements for the service in conjunction with the Associate Director and develop a comprehensive clinical governance agenda to deliver high standards of clinical quality and patient safety and risk management.
- Develop effective governance arrangements within the service to achieve robust financial performance and maximise efficient use of resources in accordance with Mental Health Services performance management targets.
- Develop systems and procedures in conjunction with the Associate Director to provide all staff within the service (including medical) with relevant and service-related objectives and regular PDP review and appraisal, to promote a culture of accountability and empowerment to deliver service innovation at local level.
- Develop robust systems within the service to effectively integrate clinical activity levels and the deployment/redeployment of staff and implement procedures to audit and review management of sickness absence and backfill of staff to achieve staffing levels and skill mix in accordance with patient dependency and resource parameters.

Performance Management

- Lead the development and implementation of robust local, national and partnership reporting arrangements within the service to accurately record, monitor and analyse governance and performance indicators and implement effective and timely improvement actions where necessary, to deliver effective performance management against local and national criteria.

- Design effective systems for investigation and resolution of occasional complaints and other adverse events within the service to achieve a learning culture focused on delivering high quality based on continuous improvement.
- Be responsible for ensuring that services in each area including CAMHs neurodevelopmental and primary care services work cohesively, and that protocols and guidelines are in place enabling delivery of objectives and the maintenance of a robust performance management framework.

Partnership

- Lead and develop children's services partnership working within the service and work with local authority, voluntary and independent partners to develop strategic service delivery plans that integrate with and support the wider health, social care and community justice agendas and improve service equity and access.
- Lead and develop patient focus and public involvement within the service in conjunction with all partners and stakeholders to ensure service users and carers can influence provision and delivery of services.
- Work with regional and national partners to ensure compliance with the health components of key national, regional, and local policy.

RESPONSIBILITY FOR PATIENT / CLIENT CARE

- Has responsibility for the assessment, development, implementation, and evaluation of specialised care packages for patients who have diverse and complex care needs, negotiating locally and in partnership to build capacity to promote mental health and the provision of services.
- The post-holder is responsible for developing specialised programmes of care for Child and Adolescent patients and their families in the context of hospital, home, school, and wider community ensuring clinical risk is managed and contained.
- As lead assessor and specialist assessor to make decisions on immediate interventions required at times of crisis and to make provision for initiating and co-ordinating treatment plan and working diagnosis.
- To provide consultation and specialist advice to Tier 1 and Tier 2 professionals including the Primary Care Service and to take a lead role in managing referrals, accepting referrals directly or sign-posting routes to more appropriate agencies.
- Ensure care is delivered in a patient centred manner ensuring the gender, ethnic, cultural, and spiritual needs of service users inform practice and to ensure carers and significant others are included in the implementation, delivery, and evaluation of care.
- Be instrumental in reducing and maintaining the shortest possible waiting times for all services provided by the CAMHs.
- Has specific expertise in the planning, organisation, and implementation of CAMHs Mental Health education and promotion for specific client groups/individuals and carers.

POLICIES / SERVICE DEVELOPMENT

- Is responsible for the interpreting, development, implementation and review of agreed Mental health policies and clinical guidelines/protocols as directed nationally and for rolling out strategy and service initiatives.
- Is responsible for developing Integrated Care Pathways in partnership with uni- and multi-disciplinary, multi-agency colleagues and service users in response to changes in legislation, patient complaints, adverse incidents, audit outcomes etc.
- Proposes and implements agreed service changes/developments relating to mental health and where appropriate participates in organisational development at a strategic and operational level, for example clinical management team, Mental Health Partnership, service re-design, Child Health strategy, Mental Health Strategy and represents the Western Isles NHS Health Board at Scottish Executive level on a regular basis to participate in review of Scottish Mental Health Services.
- To be aware of all Western Isles NHS Board policies and ensure colleagues comply with the policies and (where appropriate), make members of the public aware of the existence of relevant policies.

RESPONSIBILITY FOR FINANCIAL AND PHYSICAL RESOURCES

- The post-holder has delegated in year responsibility for managing the ward/department budget and the resources that fall within that budget.
- The post-holder is an authorised signatory for financial payments such as payroll expenses, staff and patient travel expenses, stock items, patient escort and on-call payments incurred on behalf of the ward/dept. and the Child and Adolescence nursing service.
- The post-holder is responsible for monitoring the safe and economical use of service resources i.e. clinical and patient support and educational materials and equipment and other sundry items,
- Expected to contribute to efficiency and effectiveness requirements.
- Responsible for ensuring the maintenance and regular checking of equipment and the reporting of faults.

RESPONSIBILITY FOR HUMAN RESOURCES

- The post-holder is the line manager for all nursing staff within the service.
- Is responsible for advising on and demonstrating practice to the nursing workforce in mentoring, coaching, and training students, new staff, junior staff etc.
- Is responsible for the allocation and supervision of work delegated to nursing staff within the Adult Service and the Child and Adolescent Service.
- Is responsible for providing educational sessions and supervision to staff out with the health service e.g. local authority, voluntary agencies,
- Is responsible for monitoring the effectiveness of Nurse Mentorship and Nurse

Preceptorship within the ward/Dept.

- Is responsible for the investigation of occasional complaints and incidents.
- Responsible for the appraisal of staff and the implementation and review of staff Personal Development Plans
- Responsible for managing matters relating to staff absences, staff grievances and staff discipline.
- Responsible for the promotion of an environment that provides learning and growth for registered nurses and healthcare assistants and to lead on and participate in ward learning programmes.
- Responsible for fostering an environment that is conducive to 'reflective practice' and clinical supervision.
- Responsible for the recruitment, selection, interview, and induction process of all new staff to the ward / Dept.
- Responsible for ensuring personnel attending the ward/dept to conduct adjunct supportive therapies are adequately screened and supervised throughout sessions.

RESPONSIBILITY FOR INFORMATION AND RESOURCES

- The post-holder is responsible for the maintenance of patient records and documentation i.e. care-plans, charts, investigations, test results
- The post-holder is responsible for ensuring the systems for safe storage and maintenance of the Psychiatric medical records are secure and functional for readiness of the filing or pulling of notes.
- The post-holder is responsible for the accuracy of computerised data such as payroll information, sickness levels etc. within the ward/dept. and ensures that there is team participation in the effective use of information technology to meet local and national standards of documentation and recording for every patient admitted and discharged from the mental health services i.e. ISD, discharge letters for GPs.
- The post-holder is responsible for ensuring that video link facilities are available and utilised as part of coordinated care planning, patient assessment and involvement and liaising with mainland units.

RESPONSIBILITY FOR RESEARCH AND DEVELOPMENT

- The post-holder is responsible for initiating, participating in, and where appropriate, co coordinating clinical audits relating to good practice guidelines (SIGN, QIS, Infection Control etc.), national standards and local audit programmes.

7. TECHNICAL REQUIREMENTS

7.1. EQUIPMENT AND MACHINERY

Operation of a wide range of office machinery/equipment, including;

- Personal computer for production of relevant documentation and use of e-mail.
- Laptop and data projector for delivering PowerPoint presentations.
- Fax machine for the transfer of information in a timeous manner.
- Car for transportation between sites.
- Telecommunications
- Carry use and transport of materials for assessment i.e. play materials, leaflets, and documents

7.2. SYSTEMS

The post holder has primary responsibility for the security, maintenance and confidentiality of databases and information held on their own computer:

- Health & Safety – DATIX System
- TEAMS
- TOPAS
- SCI referral management systems
- SSTS Payroll System – authorisation of payroll/expenses
- Recruitment and Selection Systems
- Electronic data storage e.g. Word, Access, Excel, PowerPoint
- Budget Systems
- Personal Development Planning System – E-KSF/TURAS
- Audit and monitoring
- Audit and monitoring reporting systems – Benchmarking systems
- Intranet / Internet
- Performance monitoring, report writing and project management systems

8. ASSIGNMENT AND REVIEW OF WORK

The post holder will exercise a high degree of independence in the management of the service and direction in relation to prioritising their workload. Much of the activity will be self-generated or from within the individual service e.g. in the anticipation of events and proactively managing service developments and demands. In addition, work will be generated through the Associate Director of Mental Health and from partnership and regional activity.

In conjunction with the Associate Director of Mental Health, the post holder will set annual service and personal performance objectives, and these will be reviewed in accordance with established performance management systems.

9. DECISIONS AND JUDGEMENTS

- The post holder will be responsible for determining the appropriate and effective delivery of a CAMHS model of care.
- The post holder will integrate stakeholder perspectives within a highly complex locality, multi-agency decision making environment influencing strategic and operational direction
- The post holder is expected to function with a high degree of independence, by planning own workload, anticipating, and resolving problems and pro-actively leading service development negotiations based on informed decision making and judgements.
- Required to make decisions and judgements which impact on clinical service delivery across the Western Isles.
- Participate in general service reviews, critical incident reviews and Root Cause Analysis reviews and related complex investigations.
- Produce and implement relevant action plans / reports.
- Ability to make immediate decisions in response to crisis or emergency situations.
- Ability to respond to short deadlines, and changing priorities

10. MOST CHALLENGING / DIFFICULT PARTS OF THE JOB

- To provide leadership in the integration and delivery of a diverse range of services within a highly complex multi-agency environment.
- Influencing and facilitating change through leading and developing multi-disciplinary teams in a complex climate of modernisation and redesign.
- Leading a multi-agency partnership approach to service development within the Western Isles integrating and distilling various perspectives to deliver services to meet the requirements of all stakeholders.
- To maintain consistently high standards of service delivery and patient care in a climate of change and redesign based on clear governance accountabilities and performance management frameworks.
- Managing high levels of clinical risk within community settings.
- Balancing a range of future service, planning and operational and partnership demands

11. COMMUNICATIONS AND RELATIONSHIPS

- Provide and receive high complex, sensitive or contentious information; barriers to understanding; present complex, sensitive or contentious information to large groups.
- Communicates service-related information to senior managers, staff, external

agencies require negotiating, persuasive, motivational, reassurance skills; gives formal presentations.

- The post holder works at many different levels, both within NHSH and with external partners.
- Ensuring effective management and performance of services through a process of influencing and persuasion, highly complex empathic and reassurance skills required when dealing with families in the course of investigations, complaints, and critical incident reviews.
- Communication will be multifaceted with face-to-face, electronic, large, and small groups, multi-disciplinary meetings, workshops and presentations.
- Deal effectively with difficult, highly emotional and serious situations (e.g. delivering news on service changes, performance/non-performance of teams/individuals, staffing issues, serious complaints and critical incidents or service reviews)
- The ability to communicate effectively at written and oral level complex, highly technical and clinically sensitive information to young people, their families, carers and a wide range of lay and professional persons within and outside the NHS.

Internal

The post holder will have key working relationships with staff at all levels within the Mental Health Services and NHS Western Isles, for example:

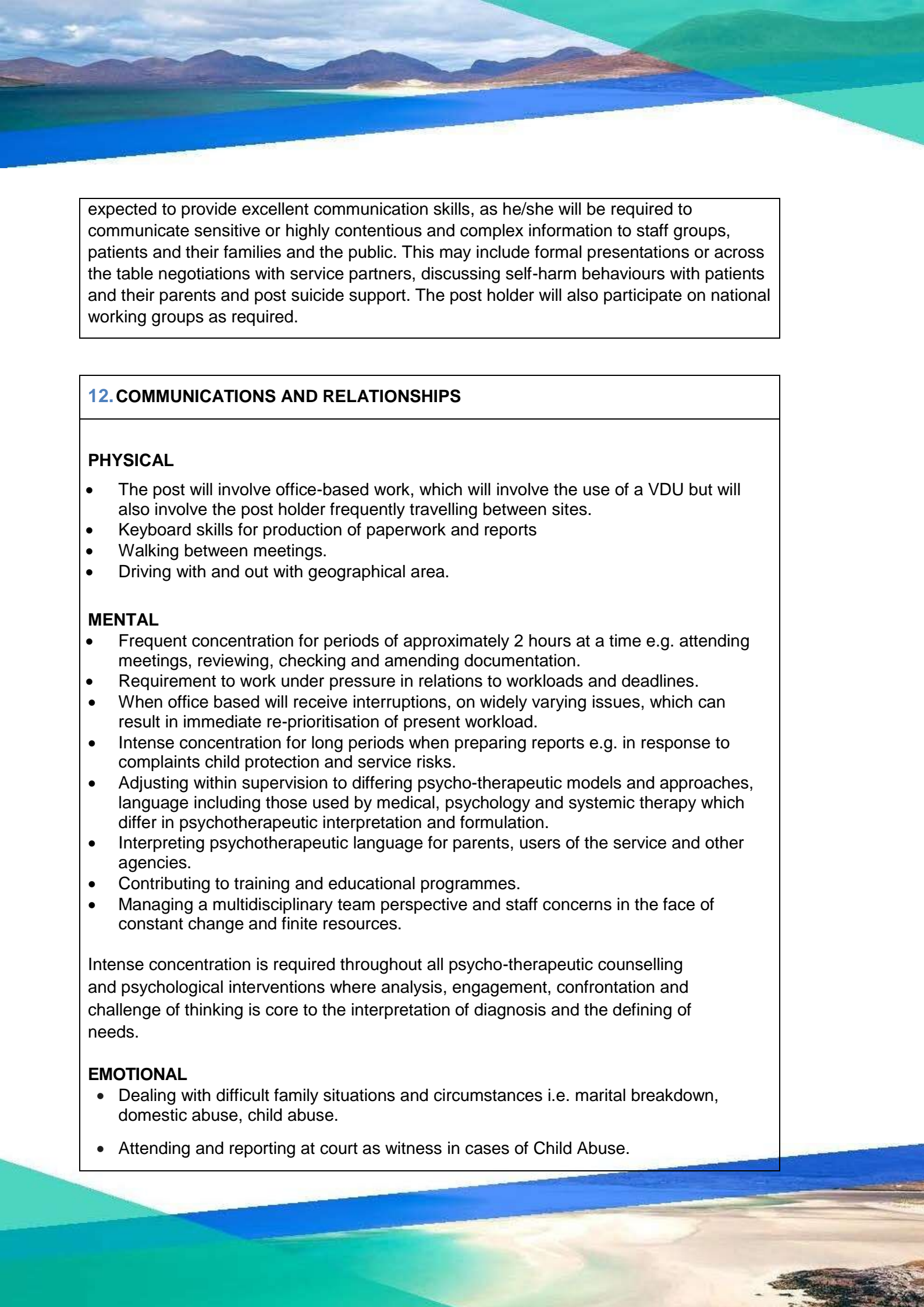
- Directors
- Senior Managers
- Senior Nurses
- Frontline staff
- Finance
- Health and Safety
- Administrative personnel
-

External

The post holder requires to participate in diverse communication processes with several partner agencies, including:

- Regional strategic groups
- The Local Authority
- Other NHS Scotland Boards including the special boards
- Community Justice Authority
- Patients/carers
- Advocacy groups
- Central legal office
- Nursing and Midwifery Council
- Mental Welfare Commission
- NHS HIS

The post holder requires to use a variety of communication methods which will include verbal, written, formal and informal, individual and group contacts. The post holder is



expected to provide excellent communication skills, as he/she will be required to communicate sensitive or highly contentious and complex information to staff groups, patients and their families and the public. This may include formal presentations or across the table negotiations with service partners, discussing self-harm behaviours with patients and their parents and post suicide support. The post holder will also participate on national working groups as required.

12. COMMUNICATIONS AND RELATIONSHIPS

PHYSICAL

- The post will involve office-based work, which will involve the use of a VDU but will also involve the post holder frequently travelling between sites.
- Keyboard skills for production of paperwork and reports
- Walking between meetings.
- Driving with and out with geographical area.

MENTAL

- Frequent concentration for periods of approximately 2 hours at a time e.g. attending meetings, reviewing, checking and amending documentation.
- Requirement to work under pressure in relations to workloads and deadlines.
- When office based will receive interruptions, on widely varying issues, which can result in immediate re-prioritisation of present workload.
- Intense concentration for long periods when preparing reports e.g. in response to complaints child protection and service risks.
- Adjusting within supervision to differing psycho-therapeutic models and approaches, language including those used by medical, psychology and systemic therapy which differ in psychotherapeutic interpretation and formulation.
- Interpreting psychotherapeutic language for parents, users of the service and other agencies.
- Contributing to training and educational programmes.
- Managing a multidisciplinary team perspective and staff concerns in the face of constant change and finite resources.

Intense concentration is required throughout all psycho-therapeutic counselling and psychological interventions where analysis, engagement, confrontation and challenge of thinking is core to the interpretation of diagnosis and the defining of needs.

EMOTIONAL

- Dealing with difficult family situations and circumstances i.e. marital breakdown, domestic abuse, child abuse.
- Attending and reporting at court as witness in cases of Child Abuse.

- Managing change in clinical practice.
- Supporting staff with complex and demanding caseloads.
- Managing professional and personal anxieties of staff both internal and external working with risk management and child protection.
- Dealing with conflicting views, hostility and confrontational behaviours, especially when trying to facilitate major changes or reviews within the service or partners agencies.
- Frequently dealing with people with challenging and aggressive behaviour and overcoming barriers to understanding especially when communicating contentious information.
- The ability to maintain professionalism and not be provoked by displays of challenging, hostile and aggressive behaviour. Required to have good emotional resilience in difficult emotional circumstances such as breaking bad news or managing complex change processes and resistance.

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

Education

- RMN
- Nursing Degree
- Evidence of appropriate and relevant postgraduate study to MSc level.
- Demonstrate evidence of CPD.

Professional Experience

- Evidence of service management roles and developing innovative and creative solutions to achieve organisation objectives within a Mental Health or related environment.
- Experience and specialist knowledge of LDS.
- Experience of effectively managing service modernisation and redesign initiatives and integrating service strategy. Demonstrate in-depth understanding of governance principles and the development of systems and frameworks to establish clear accountabilities based on effective performance management protocols.
- Ability to supervise and guide other disciplines and approaches within mental health services

14. STANDARD ELEMENTS

Confidentiality

Comply with all approved NHSWI Policies and Procedures.

Comply with NHSWI Communication Strategy and Media Strategy.

This involves taking the necessary precautions when transmitting information only disclosing it to those who have the right and need to know it.

All personal health information is held under strict legal and ethical obligations of confidentiality.

NHS staff must follow guidance (NHS Code of Practice on Protecting Patient Confidentiality) before disclosing any patient information. All staff must respect confidentiality of all matters that they may learn relating to their employment, other members of staff, patients and their families.

Health and Safety

Assist in maintaining own and others' health, safety and security.

This involves:

- a) Complying with Board health and safety policies, procedures and participating in mandatory training.
- b) Maintaining a safe working environment and reporting any issues of concern as appropriate.

NHS Western Isles attaches the greatest importance to the health and safety of its employees. It is the Board policy to do all that is reasonable to prevent personal injury and hazard to health by protecting staff and others including the public from foreseeable hazards compatible with the provision of proper services to patients. The Board expects its entire staff to take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions at work. More detailed information is given in departmental safety policies where appropriate.

Ensure own actions support equality, diversity and rights.

This involves:

- a) Acting in ways consistent with the Board's policies and procedures.
- b) Treating those you come into contact with equitably and with respect.
- c) Recognising the need for aids or adaptations.

15. JOB DESCRIPTION AGREEMENT

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

Job Holder's Signature:

Head of Department Signature:

Date:

Date: 14.10.2024

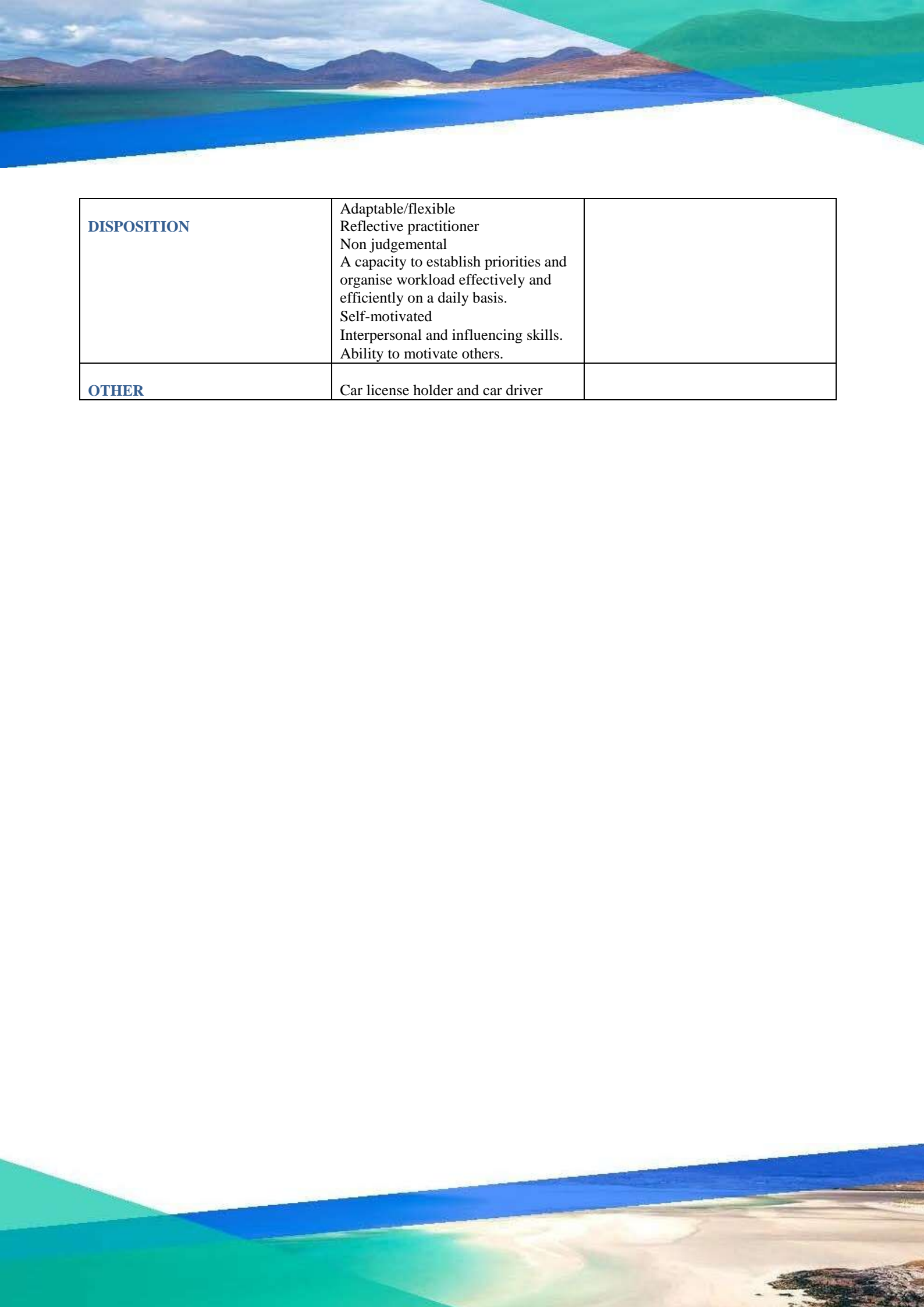
**NHS WESTERN ISLES
PERSON SPECIFICATION GUIDANCE**

Job Title: Clinical Nurse Manager – CAMHs

Department: Child & Adolescent Mental Health Services

Location: Springfield Road, Health Centre

FACTOR	ESSENTIAL	DESIRABLE
EXPERIENCE	Experience of working with adult and CAMH mental health nursing. Leadership experience	Previous Senior level professional experience to at least band 7 level
QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS	Registered Mental Health Nurse, Nursing degree together with appropriate and relevant evidence of postgraduate study to MSc. level Non-medical prescriber Evidence of CPD	MSc Child and Adolescent Mental Health. MSc Psychological Interventions within Child and Adolescent Mental health services.
KNOWLEDGE AND SKILLS	Interpersonal clinical leadership skills Experience at management level IT skills Planning and organisational skills Advanced clinical assessment and risk management skills Management and leadership skills for integrated partnership working Ability to network locally regionally and nationally to establish liaison and clinical pathways To interpret organisational policies and directives for local implementation Ability to contribute to and influence strategic agendas and translate strategy into deliverable and localised operational objectives Planning and organisational skills to drive the operational CAMH integration with wider children's services teams and GIRFEC framework Awareness and understanding of relevant National and Local initiatives, imperatives and factors influencing service provision Skills as a Senior Clinician to undertake clinical leadership roles and tasks within multidisciplinary and multi-agency contexts	Teaching skills/training Research skills Formal negotiation skills for crisis resolution Experience with addiction behaviours



DISPOSITION	Adaptable/flexible Reflective practitioner Non judgemental A capacity to establish priorities and organise workload effectively and efficiently on a daily basis. Self-motivated Interpersonal and influencing skills. Ability to motivate others.	
OTHER	Car license holder and car driver	

A Place to Live

The quality of life in the Western Isles, particularly for those with families, is outstanding: a safe space to bring up children, stress-free commutes with jaw-dropping views, and the opportunity to stroll along our pristine beaches or explore our dramatic scenery on your days off.

Community spirit is at the heart of the Western Isles. It is close-knit and welcoming, residents are proud of the place where they live and are keen to support young and old. The islands have a strong cultural identity stemming from their distinctive history.

Although the islands are remote, you can still keep connected with the wider world. There are frequent transport links to the mainland via ferries and three island airports – Barra, Benbecula, and Stornoway. The Air Discount Scheme (cheaper flights for islanders) and Road Equivalent Tariff (subsidised ferry fares) ensure transport is affordable. High-speed internet is widely available and allows islanders to stay connected globally.

Local Primary and Secondary Schools provide high quality education with the opportunity to learn through the Gaelic language. There is a network of excellent sport and leisure facilities in the Western Isles with annual cultural festivals and venues with live entertainment.

Key worker housing can be applied for through Hebridean Housing Partnership.

Useful Information

cne-siar.gov.uk Comhairle nan Eilean Siar (Western Isles Council - for more information on Schools, leisure and culture)
visitouterhebrides.co.uk (for more information on our islands and what to see and do)

A Place to Work

NHS Western Isles employs over 1000 staff over a number of sites, including:

- Ospadal nan Eilean Siar (Western Isles Hospital), Stornoway
- Ospadal Uibhist agus Bharraigh (Uist and Barra Hospital), Benbecula
- St Brendan's Hospital, Barra
- A number of GP and Dental Practices across the island chain
- A variety of community-based health services

Being part of a smaller team with a flat management structure provides the opportunity to widen your experience and be involved in a range of planning and decision-making that you might not otherwise experience in a larger setting. Our patients are our community, and there is opportunity to contribute to multi-disciplinary and holistic care to patients and families across healthcare settings.

Support and development are central to NHS Western Isles' ethos, and this involves working in partnership with the University of the Highlands and Islands, NHS Education for Scotland, and other higher education institutions. Our Professional Practice and Learning team will support and advise you on your learning journey. Many opportunities can now be accessed remotely through online learning. Regular clinical training is available and scenario-based learning is available in our recently-installed sim lab.

The Western Isles has a range of employment opportunities in the public and private sector for those that are relocating as a family. Please contact us and we can direct you to vacancies that might be suitable.

All staff are valued equally and we welcome and encourage those from diverse backgrounds to come and work for us.



NHS WESTERN ISLES BENEFITS

Pay

The NHS pay system is known as Agenda for Change (AfC) which applies to all staff excluding medical, dental and executive level managers.

The benefits include a standard working week of 37 hours, with pay enhancements to reward weekends, nights and overtime working. This ranges from time plus 88% to time plus 30% depending on your pay band and shifts you work.

Distant Islands Allowance is paid to all staff who live in the Western Isles. This is currently £1,349 per year.

Annual Leave

Annual leave entitlement is 27 working days, rising to 29 working days after 5 years' service and 33 days after 10 years' service. In addition to this, you are entitled to 8 statutory public holidays every year.

Work-life balance

We understand that balancing work and home commitments can sometimes be difficult.

Our policies offer:

- Flexible working including home working
- Paid parental leave
- Paid carer leave
- Paid bereavement leave
- Occupational sick pay scheme

Wellbeing

We recognise that your mental and physical wellbeing is important and we aim to support you in the workplace.

We have a 24-hour confidential helpline to support you and your family through any of life's issues or problems. This includes counselling, family issues, bereavement, financial wellbeing, relationship advice, legal information and more.

NHS Pension Scheme

All new employees will automatically be enrolled in the NHS Pension Scheme, or if you are an existing member your membership will continue.

Key features

- Benefits accrued on a Career Average Revalued Earnings (CARE) basis.
- Normal pension age the same as your State Pension Age.
- Pension accrual rate of 1/54th of pensionable earnings each year.
- Valuable death benefits for your dependents.
- Option to take part of your pension and continue working.

Further information on the benefits of the scheme, can be found at sppa.gov.uk.

Travel & Transport

We participate in the Cycle to Work scheme, enabling you the opportunity to buy a bike tax-free.

Those who need to travel a lot for work will be eligible for a leased car.

Right to Work in the United Kingdom

We will support those that are eligible for a certificate of sponsorship to apply for a work visa. Candidates who require a Certificate of Sponsorship can access further information on the UK Border Agency's new points based system that now governs the way individuals from outside the EEA can work in the UK at bia.homeoffice.gov.uk.

