

## NHS Lothian

### Post: Staff Nurse CAMHS ID ITS

#### PERSON SPECIFICATION

In order to be shortlisted you must demonstrate you meet all the essential criteria and as much of the desirable as possible. When a large volume of applications are received for a vacancy and most applicants meet the essential criteria then the desirable criteria is used to produce the shortlist.

Criteria	Essential	Desirable	How assessed
Personal Traits	<p>Understands and demonstrates the 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.</p> <p>Committed to the development and maintenance of good relationships with colleagues, patients and the community</p> <p>Ability to motivate staff development through positive leadership skills</p>	<p>Evidence of ability to work in a multi-disciplinary and collaborative approach</p> <p>The ability to facilitate a positive and creative problem solving approach with clients, fellow services and staff</p>	A/ I/ R
Qualifications and Training	Registered Learning Disabilities Nurse (Part 5) or equivalent	<p>Experience in challenging behaviour in the field of learning disabilities/autism</p> <p>Evidence of post registration training in areas of study relevant to this post</p>	C
Experience and Knowledge	<p>Evidence of clinical experience of assessment, treatment and management of clients with the area of challenging behaviour.</p> <p>Demonstrate a good understanding of challenging behaviour in relation to learning disabilities/autism.</p> <p>Ability to use own initiative.</p> <p>Knowledge of working within a positive behavioural support framework</p> <p>Experience of a leadership role with a team of nurses/ health professionals</p>	<p>Experience of working within CAMHS or other children's services</p> <p>Experience of working within a community setting</p> <p>Experience working with children and young people with ID, Autism and challenging behaviour</p> <p>Experience of providing Clinical Supervision</p> <p>Experience of providing continued professional development support with</p>	A/ C/ I/ R

	<p>Knowledge and understanding of relevant legislation, policies and procedures. i.e. Mental Health (Care and Treatment) (Scotland) Act, Children's (Scotland) Act, Child Protection, GIRFEC.</p>	<p>staff</p> <p>Experience of resolving conflict within staff /client relationships</p> <p>Experience in providing consultation/ training to fellow professionals</p> <p>Knowledge and experience of working within the Future Nurse Framework</p> <p>Experience or knowledge of systemic understanding of children and young people and their families/ carers</p> <p>Knowledge of psychological and emotional needs of children and young people with an Intellectual Disability and their families/ carers</p> <p>Experience supporting junior staff and students with supervision and mentoring</p>	
<p>Skills and/or Abilities</p>	<p>Able to communicate effectively i.e. within MDT, other professions; and give presentations.</p> <p>Good observation skills- attending family homes, school and other areas to observe child/ young person and families and to report back accurately</p> <p>Time management skills and an ability to work within a flexible work pattern.</p> <p>IT skills.</p> <p>Have the ability to work both independently and within a multidisciplinary manner.</p> <p>Ability to make decisions based on own clinical judgement</p> <p>Able to maintain professional boundaries in the line management of staff</p> <p>Excellent organisational and record keeping skills</p> <p>Support the team to develop, implement</p>	<p>A flexible and imaginative approach</p> <p>Knowledge and/ or experience of audit and evaluation</p>	<p>A/ I/ R</p>

	<p>and evaluate person centred care plans</p> <p>Ability to prioritise both individual and Team workloads</p> <p>Ability to manage risk assessment processes</p> <p>Able to maintain professional boundaries in the line management of staff</p>		
Specific Job Requirements	<p>Ability to attend appts and meetings throughout Lothian-East, Mid, West and City of Edinburgh</p> <p>Ability to undertake High level Violence and Aggression training</p> <p>Working shift pattern including weekends as required</p> <p>Valid NMC registration and revalidation.</p>	Full valid Driving Licence	C

<b>Key – how assessed</b>	
A = Application form	I = Interview
C = Copies of certificates	T= Test or exercise
P = Presentation	R = References

# JOB DESCRIPTION

## 1. JOB IDENTIFICATION

Job Title:	Staff Nurse
Responsible to (insert job title):	Senior Charge Nurse
Department:	CAMHS LD Intensive Treatment Service [Child and Adolescent Mental Health Service]
Directorate:	REAS
Operating Division:	REAS
Job Reference:	L-CAMHS-SN
No of Job Holders:	6
Last Update (insert date):	

## 2. JOB PURPOSE

As part of a multi professional specialist community based team the post holder will have responsibility for the assessment, development and implementation of complex behavioural treatment packages for young people with learning disabilities who present with severe and enduring challenging behaviour within their own communities. To participate in education and training to carers/staff within the family unit or voluntary, educational and statutory services including Health. Perform acting up duties as required by Charge Nurse/SCN

## 3. DIMENSIONS

The post holder will work as a staff nurse within the Intensive Treatment Service that will function as a Tier 4, Learning Disability CAMHS (LD CAMHS) service in order to provide intensive, time limited assessment and intervention to a small number of young people with moderate/severe learning disability, with or without ASD and with associated complex behavioural, emotional or mental health needs. The Intensive Treatment Service will have the flexibility to provide 24 hour input for young people who present with extremely challenging behaviour and acute mental health problems, who require a more intense level of service and/or a neutral, safer environment that is required for assessment and treatment.

Responsible for providing specialist assessment and intervention packages for clients with complex challenging behaviour.

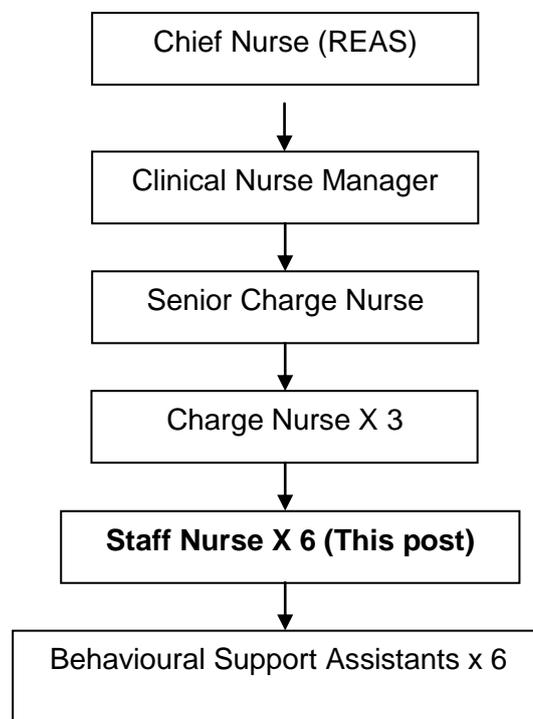
To participate in the provision of training to carers and all service providers including health within Lothian region.

Provide support to assist the discharge of inpatients with complex behavioural needs.

Direct management of band 3 support assistants.

Manage clients in crisis providing direct support in collaboration with senior staff & other statutory and voluntary services

#### 4. ORGANISATIONAL POSITION



#### 5. ROLE OF DEPARTMENT

Working in partnership with Local Authorities and Children's Services, NHS Lothian CAMHS provides a comprehensive range of community, outpatient, day and inpatient mental health and mental illness services for young people up to the age of 18 years. The department is now in the process of reshaping to provide a seamless service across the age range and ensure accessible, responsive and family friendly services. The department also provides an important training resource for CAMHS career development across professional disciplines. In addition the department has an ongoing commitment to research and has a fully equipped research base. It is involved in a number of Scottish

Executive research projects.

## **6. KEY RESULT AREAS**

1. Effective management of a defined workload
2. Responsible for the assessment, intervention planning, treatment implementation and evaluation within a multi organisation environment.
3. Implementation of complex multi faceted treatment plans which require continual adjustment to meet the changes in the residential, interpersonal and social needs of the patients.
4. Provide risk assessment, emergency management procedures and direct hands on support in response to behavioural crisis.
5. To provide specialist behavioural advice to other professionals, relevant agencies and carers within clinical speciality.
6. Responsible for maintaining accurate records ; patient records, assessment data, HoNos LD, maintaining Challenging behaviour team data base, PIMs, off duties, travel claims, sickness returns and annual leave requests.
7. Responsible for the management and supervision of junior staff and student placement providing on job training and personal development planning
8. Contribute to the training offered to carers and organisations to support treatment plan implementation and in response to staff skills analysis.
9. Implement local and divisional nursing policies and practise working in line with Nursing & Midwifery Council requirements, Scottish Executive guidance and changing nursing practice
10. Responsible for implementing, reviewing and contributing policies within own sphere of influence.
11. Develop and maintain knowledge of clinical governance, clinical effectiveness and risk management and participate in the processes in conjunction with senior colleagues in undertaking research, clinical audits and service evaluation
12. Responsible for ensuring the agreed standard of patient care is delivered and is monitored through participating in clinical audit and quality assurance programmes within the clinical area to ensure continuous development of evidence based practice.

## 7a. EQUIPMENT AND MACHINERY

Responsible for maintaining stock and safe use of communal equipment.

### Equipment used:

All standard office equipment

Desktop / laptop computers with client assessment packages

Teaching aids e.g. video projectors, flip charts & overheads.

Assessment aids including Audio and Video taping, digital camera

Mobile phones.

Crown vehicles

Needles & Syringes

Sphygmomanometer

Scales

Height measure

Personal Alarms

Audiovisual equipment

Bodily fluid collection equipment

Urinalysis

## 7b. SYSTEMS

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|--|---|
| <ul style="list-style-type: none"><li>• Maintain client data base ( Research baseline)</li><li>• Activity figures</li><li>• Clinical supervision</li><li>• Travel claims</li><li>• Annual leave / sickness</li></ul> | <ul style="list-style-type: none"><li>• Participate in the data collection for Managed care networks Autism and challenging behaviour service</li><li>• Client Progress recordings</li><li>• Training evaluations</li><li>• Case management protocols</li></ul> |
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## 8. ASSIGNMENT AND REVIEW OF WORK

The post holder will be responsible to the Charge Nurse / SCN for clinical guidance and professional management, work review and formal appraisal of performance.

Workload will be assigned by Charge Nurse/SCN, however the post holder will have responsibility for managing defined workload within professional guidelines.

Will delegate / allocate work to junior members of the team on a daily basis.

Will meet regularly with the charge nurse/SCN for clinical guidance professional management and review progress of objectives through appraisal and clinical supervision.

## **9. DECISIONS AND JUDGEMENTS**

Will take decisions regards the clinical treatment of patients throughout their episode of care consulting with senior staff as necessary. Undertake clinical assessment leading to a formulation of the patient behaviour.

Prioritising interventions and determining the most appropriate treatments based on the needs of the patients, the resources available and the skills of the care staff involved.

Allocation of work and deploy staff.

Efficacy of treatment package.

Capacity of teams to implement intervention strategies and staff training needs.

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

Motivating and directing carers/staff from organisations to provide treatment for clients whose placement is likely to be in jeopardy following a period of crisis.

Effective caseload management and priority planning within a context of providing specialist support to clients with complex severe and enduring challenging behaviour which can rapidly deteriorate requiring immediate intervention.

Providing carer/staff support and guidance to agencies with limited resources that provide a service to this client group.

Negotiation with multiple services to ensure client needs are met.

Risk of injury to self.

## **11. COMMUNICATIONS AND RELATIONSHIPS**

The post holder will be required to have good communication and negotiation skills in order to:

Develop trust and gain compliance from carers/staff working out with their direct professional structure.

To be able to direct carers/staff from other organisations that regularly will be resistant to changing work practices or teams that are in crisis

To relate in verbal and written format, complex behavioural guidelines in a manner that can be carried out by direct care staff. Motivate and gain compliance from carers/staff within other organisations not within their direct sphere of management

Contribute to the deliver of training in support clinical treatment packages

Be able to provide and receive complex, sensitive or contentious information using developed interpersonal skills. This may involve motivating and negotiating in a hostile or volatile situation.

### **Internal Communications**

Expected to communicate and liaise with patients their relatives and carers. The multi disciplinary team and junior staff regards workload and case supervision. With all other relevant support services eg estates, medical records personnel and supplies.

### **External Communications**

Community learning disabilities teams

Education

Social Workers

All voluntary providers involved in patient care

Advocates and Patient Guardians with regard to treatment planning

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

### **Physical Demands**

Keyboard skills

Driving Skills

Safe use of Control and Restraint techniques

### **Mental Demands**

Analysis of severe and complex behaviours

Managing an unpredictable workload while responding to crisis and other frequent interruption.

Continual risk assessment of environments and patient presentation during interventions.

Concentration required when working in family settings, intense individual therapy sessions.  
Retention & communication of knowledge and information.

Working environment leads to interruption from family members, team members & outside enquires

Concentration required when observing patients' behaviour and mental state, which may be unpredictable

Balancing the management and clinical demands of the post

### **Emotional Demands**

Communication with distressed/ anxious relatives and carers

Frequent threat of physical harm

Supporting staff in difficult and threatening work environments

Supporting patients with emotional difficulties and history of aggression.

Communicating with Children and adolescents, anxious parents / relatives.

Caring for young people with moderate/severe learning disability, with or without ASD and with associated complex behavioural, emotional or mental health needs.

Caring for patients and their families; following the receipt of bad news (e.g. serious diagnostic information i.e. physical damage to a young person as a result of self-injurious behaviour)

Discussing sensitive issues such as sexual abuse, relationship problems, family conflict or expression of suicidal ideation.

Dealing with relatives of patients who are uncooperative, hostile and who are occasionally aggressive / threatening.

Caring for young people who self-harm.

### **Working Conditions**

Frequent exposure to physical aggression

Frequent exposure to verbal aggression

Frequent exposure to near misses

Regular exposure to body fluids

Rare exposure to infestation.

Working with difficult patients within environments that are community based and cannot be controlled

Working in a variety of community settings which will include family homes, educational facilities, respite units, public places and in-patient facilities.

Occasional requirement to use road transport in emergency situations.

Occasional exposure to hazards (face to face physical aggression, being threatened by patients using improvised weapons).

Exposure to verbal/physical aggression (which may rise to frequent exposure for periods of time) and physical aggression.

Frequent exposure to blood, body fluids (several times per week) and occasionally head lice / other infestations (several times per year).

Frequent use of pinpoint alarm system responding to incidents of self harm, aggression and absconding.

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

The post holder will be required to have knowledge and experience of working with clients with learning disabilities and complex needs.

Experience of behavioural assessments and behaviour modification techniques as well as practical experience in implementation and evaluation of treatments.

First level registered nurse in appropriate specialty

Evidence of post registration clinical experience of assessment, treatment and management of clients with challenging behaviour within CAMHS or other relevant area

Training will be provided in relation to the management of violence and aggression by NHS Lothian's Centre for Violence and Aggression.

Evidence of continuing professional development in area of speciality including study days / short courses

Evidence of team working skills and ability to work using own initiative.

Effective communication and interpersonal skills

Time management skills and flexibility in work patterns

IT skills

Car driver

<b>14. JOB DESCRIPTION AGREEMENT</b>	
<p>A separate job description will need to be signed off by each jobholder to whom the job description applies.</p> <p>Job Holder's Signature:</p> <p>Head of Department Signature:</p>	<p>Date:</p> <p>Date:</p>