

Job Title: Senior Practitioner Targeted Mental Health	Role Profile Number: SBC_11656
Grade: 11 Salary: £46,549	Date Prepared: December 2022
Directorate/Group: Children Families and Community	Reporting to:
Structure Chart attached:	

Job Purpose

- To work with the Operational Manager and Professional Lead to ensure the effective day to day management of TaMHS to ensure the service provides a responsive, high quality service to service users
- To line manage, co-ordinate and supervise the work of a team of TAMHS practitioners/workers
- To provide clinical case and safeguarding supervision to members of the team
- To provide guidance and consultation as required to other workers around mental health issues in children and young people
- To manage a caseload of children and young people delivering core and traded services across Swindon Borough Council
- To screen and triage referrals collaboratively with CAMHS and Project Me identifying risk and assessing and communicating this appropriately when relevant
- To liaise with Community CAMHS and work in partnership to ensure appropriate and timely interventions are offered to children and young people
- To support the Operational Manager and Professional Lead in liaising with stakeholders
- To ensure there is good evidence that standards are being met in the services being delivered
- To follow professional guidelines and Codes of Practice as laid down by Nursing and Midwifery Council or other professional organisation (Social Work England)

Key Accountabilities

- To undertake supervision of staff
- To participate in the recruitment and induction of new staff as required.
- To undertake annual Performance Development Plans with supervisees
- Responsible and accountable for triaging referrals in collaboration with CAMHS and Project Me
- Responsible for the allocation of referrals to the team
- Responsible for referring on to specialist services
- Performance managing the team and the work flows to ensure timely and appropriate interventions for children and young people
- Support integrated working practices
- Delivering specialist clinical advice to SBC colleagues and practitioners from external agencies e.g. GPs, Schools, Colleges etc
- To undertake risk assessment and risk management for individual service users and to provide advice to other professions on psychological aspects of risk assessment and risk management.
- To maintain the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with relevant professional codes of practice and Trust policies and procedures.
- Work with the Professional Lead for TAMHS to ensure there is continuous professional development for the whole team
- To ensure their own practice and CPD activity meets the standards set by the relevant Professional Body
- To ensure that the evidence for Good Practice is up to date, scrutinised and of good quality and recorded in the Good Practice Folder
- To deliver a TAMHS service to a defined caseload of children and young people from Single Point of Access and Traded areas
- To work closely with the management team to ensure risk, staffing, HR processes, finance and performance are monitored regularly
- To deliver training to colleagues and to a range of universal settings
- To act up in the absence of the Professional Lead
- To lead and contribute to team meetings and ensure a healthy workplace and team morale is maintained.
- To lead on specific areas of service improvement and development as agreed with the Operational Manager and Professional Lead
- To ensure annual leave, sickness absence and other staffing issues are addressed in order to maintain service delivery.
- To utilise theory, evidence-based literature, and research to support evidence-based practice in individual work and work with other team members

Supplementary Accountabilities

- To ensure self and team attend regular professional development activities and implement best
- To ensure that CQC and Ofsted evidence is of a high standard

- To support the Professional Lead with auditing
- To work with the other Senior Practitioner and Professional Lead for TAMHS to ensure co-ordinated and consistent standards across all teams

Knowledge & Experience

Candidates must have substantial knowledge and experience in the following areas of business and will be required to provide evidence of this:

- Relevant recent experience of children and young people's mental health services
- Knowledge of local Safeguarding procedures
- IT literate and experience of use of databases and software including interpretation and reporting of analysis of information and data
- Knowledge of escalation and relevant policies
- Relevant experience of working with children, young people and families.
- Relevant experience of a variety of settings
- Knowledge and experience of implementing and evaluating evidence-based interventions
- Experienced at using a wide range of communication skills to a high level
- Knowledge and experience of supervision policies, procedures and supervision of staff

Qualifications

- Relevant qualification; Registered Mental Health Nurse, Adult Nurse, Children's Nurse or Learning Disability Nurse, and currently registered with the NMC or a Social Work qualification and currently registered with Social Work England.
- Relevant and recent post qualification training and experience within children and young people's mental health services

Decision Making

- Decision making skills for screening of referrals
- Decision making skills for triaging of referrals
- Decision making skills to analyse risk and plan appropriately
- Decision making skills for managing people
- Decision making skills for assessment of mental health in children and young people

Creativity and Innovation

- To support others and self to develop creative approaches to solutions for complex situations.
- To approach working with others in a creative and innovative way to ensure they all contribute to the solution
- To empower all universal settings to support children and young people to develop good emotional well being
- To work in an empowering way with children, young people and families
- To ensure best outcomes are achieved quickly and efficiently

<p><u>Job Scope</u></p> <p>Number and types of jobs managed</p> <ul style="list-style-type: none"> • 5 TaMHS Clinical Practitioners / Outreach Workers. <p>Typical tasks supervised/allocated to others</p> <ul style="list-style-type: none"> • Deliver interventions with children and young people • Deliver training to schools 	<p>Budget Holder</p> <p>Responsibility</p> <p>Asset Responsibility:</p>	<p>No</p> <p>Resources and IT equipment</p>
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Contacts and Relationships

- *Close work with a wide range of people: families, schools, early years settings, children centres, colleges, hospital staff, GPs, Specialist mental health services, SBC colleagues in children and adult services*
- *Independent and voluntary and charitable organisations*

Other Key Features of the role (working environment / emotional / conditions i.e. regular outside work, unpleasant or hazardous conditions, practical demands such as standing, carrying or working in constrained positions, potential verbal abuse and aggression from people, or risk of injury)

- Covers a wide range of settings and homes across SBC
- Deals with complex and challenging communication
- Deals with emotionally charged situations including physical and verbal aggression

Employee Signature:	Print Name:
Date:	
Line Managers Signature:	Print Name:
Date:	