

Job Description

Job title	Family Therapist - CAMHS	Job family	Operations
Reporting to	TSM / Lead Therapist for CAMHS	Job code	
Location		Evaluation Date	18 October 2017

Job Purpose

To work as a member of the Multi-Disciplinary team to provide assessments and interventions for children, young people and their families who have been referred to Child and Adolescent Mental Health Services (CAMHS). To develop a high quality specialist family therapy assessment and intervention team. To provide family therapy advice, training and supervision to colleagues, as appropriate.

Responsibilities

- To provide evidence based assessments and treatments within a hospital and clinic setting for children, young people and families who experience a range of mental health difficulties receiving services from CAMHS in patient services in Priory Group.
- To create assessment formulations, hypothesis and treatment plans which are regularly reviewed.
- To provide specialist family therapy assessments and evidence based interventions on a time limited basis.
- To provide systematic family plans and utilise theory, knowledge and practice based on a conceptual framework using evidence based practice.
- Make highly skilled evaluations and decisions about treatment options taking into account highly complex relationship factors.
- To work in ways that are sensitive to the needs of people of diverse, racial, cultural, religious backgrounds and different lifestyles particularly those who find change difficult.
- To conduct risk assessments and provide risk management plans in line with the clinical risk policy.
- To regularly review and monitor outcome of assessment and effects of treatment in line with goal based outcomes and the care programme approach.
- To escalate to the Consultant and Hospital SMT any issues or concerns regarding adherence to treatment plans.
- To work within hospital, Priory Group and local safeguarding policies and procedures.
- To plan and prioritise their own workload whilst coordinating with colleagues in the home CAMHS locality teams so service users do not wait longer than necessary for a planned intervention and have a seamless transition to community CAMHS services.
- To work autonomously and independently in day-to-day practice with support from colleagues
- To work jointly and in collaboration with other team members and colleagues in other agencies.
- To provide advice and support to colleagues across all agencies involved in the care of children, young people, and their families / carers.
- To plan and chair multi-disciplinary / multi-agency professional and family meetings (e.g. care planning / discharge planning).
- To work within the standards set out by the CQC, other regulators and evidence based practice.
- To provide 20 clinical contacts per week per WTE.
- To work within the Priory Group's behaviours and values.
- Participation in mandatory and other relevant training.

- Knowledge and understanding of relevant legislative frameworks including Mental Capacity Act, Mental Health Act, DOLS.
- To provide specialist supervision, training and consultation to colleagues with the approval of the Director of Clinical Services and Therapy Services Manager.
- To undertake clinical audit / outcomes assessments on a regular basis.
- To participate in service developments including service user feedback.
- To contribute to the development of care pathways and other treatment protocols.
- To abide by the confidentiality policy.
- To ensure all Priory Group policies and procedures are adhered to, understood and carried out.
- To maintain clinical records as per the Group and Divisional policies and ensure any clinical advice is recorded on care notes.

Knowledge / Education / Skills

- Qualified Family Therapist and up to date professional registration
- Post qualification experience of working with children and young people in a mental health service.
- Membership of a relevant professional organisation
- To be aware of current research findings and implement evidence-based practice in line with the CAMHS service lines and relevant NICE guidelines
- Awareness of Child Protection issues and procedures
- Passionate about providing high quality care
- Passionate about continuous improvement with a demonstrated track record in organisation change.
- The ability to deal with multiple issues simultaneously in a highly dynamic environment.
- Proven record of ability to manage time and work to strict deadlines

Experience

- Currently working as part of mental health service or similar for children and young people
- Experience of carrying out supervision both individual and in a group setting.
- Experience of making informed decisions sometimes in difficult circumstances.
- Strong track record of innovation and making changes to the operation to further improve the work environment and site performance.

Communication

Excellent verbal and non-verbal communications with relatives, carers, colleagues and other agencies required.

Responsibility

Leadership

Provides supervisory support to therapy and clinical teams as required.

Budgets & Equipment

Indirect responsibility for budget management and cost control within the hospital.

Information

Shared responsibility for the confidentiality, security and accuracy of patient and colleague records, data and information. Ensuring good quality patient documentation, which meets the Regulatory guidelines and statutory requirements.

Working Environment

The role may be required to process distressing information relating to service users e.g. typing letters / reports relating to child abuse, relationship breakdown or conflict. The role will be based in a hospital setting.

Upholding the Company Behaviours	
This provides some guidance on the types of conduct to support the Company Behaviours	
Behaviour	Evidence
Putting People First	<ul style="list-style-type: none"> • Strives to ensure every colleague is able to make a positive and lasting difference to Service Users and their families • Actively seeks to develop the potential of every service user and staff member
Being a Family	<ul style="list-style-type: none"> • Celebrates success and supports colleagues through difficult times • Demonstrates loyalty to colleagues, manager and team
Acting with Integrity	<ul style="list-style-type: none"> • Is honest and respectful in all interactions with colleagues and customers • Demonstrates emotional control • Ensures accurate recording of any transactions and interactions on all company documentation • Challenges poor performance and behaviours
Being Positive	<ul style="list-style-type: none"> • Promotes the company in a positive way at all times • Strives for positive outcomes, especially when times are challenging
Striving for Excellence	<ul style="list-style-type: none"> • Always puts service quality first • Shares and encourages innovation • Keeps on top of new developments in the sector