

Appendix 1: CAMHS Workforce Development

Role	Recruitment Position	Purpose	Indicators and Outcomes
2.0 WTE Liaison Posts	Psych Liaison post in Bournemouth/Poole/East Dorset currently in post. Interviews for the West Dorset post on 19th April 2016.	<p>To improve communication and liaison with colleagues in the acute hospitals.</p> <p>To free crisis workers in the teams from undertaking DSH assessments to support intensive home based interventions at Tier 3 to prevent patient admission.</p> <p>To provide training and consultation to staff in physical health settings.</p> <p>To reduce referrals to CAMHS from physical health settings and improve access.</p>	<ul style="list-style-type: none"> • Development of a pan-Dorset DSH and psych liaison pathway and protocol. • Number of DSH assessments undertaken by the psych liaison post holder. • Number of psych liaison interventions delivered by the post holders on the wards in acute hospitals. Scope evaluation of the impact of these on length of stay. • Number of training sessions delivered. • Qualitative feedback regarding improved communication to hospital and physical healthcare staff. • Number of referrals into CAMHS services from the hospitals.
<p>Introduce dedicated Nurse Prescriber roles</p> <p>(To CAMHS teams pan-Dorset)</p>	<p>Nurse prescriber post in Bournemouth/Poole/East Dorset currently in post.</p> <p>Recruitment in West Dorset has been unsuccessful despite two recruitment rounds. To be re-advertised in April.</p>	<p>Two dedicated posts will support Consultant Psychiatrists to manage ADHD and Autism Spectrum Disorder patients and other YP needing reviews for psychotropic medication.</p> <p>Consultant, nurse prescriber and team to agree priority cases for consultant to see personally, and not diagnosis specific.</p> <p>Through doing this the service aims to see:</p> <ol style="list-style-type: none"> a) A reduction in waiting times to see a medical consultant. b) Increase capacity for consultant to offer consultation and support teams to manage complex cases. c) Increase capacity for consultants to further develop links with GPs and external agencies. d) Cost effective solution to manage young people with more complex needs. 	<ul style="list-style-type: none"> • Number of appointments offered to review medication. • Waiting times for consultants for medication reviews. • Number of consultation sessions provided by consultants to CAMHS teams. • Qualitative feedback regarding engagement with GPs and external stakeholders

<p>0.8 WTE Behavioural Nurse Practitioner</p> <p>1 WTE Occupational Therapist. (OT)</p>	<p>Behavioural Nurse Therapist in post.</p> <p>0.5 WTE OT in post in West Dorset.</p> <p>0.5 WTE OT in post in North Dorset.</p>	<p>To improve the skill mix across the Weymouth and Portland, North and West Dorset teams.</p> <p>To increase capacity and flexibility in the teams.</p> <p>Behavioural nurse therapist will increase provision of specialist behavioural interventions and development of co-delivered parent/carer group pilot.</p> <p>OT will increase provision of occupational therapy and care co-ordination in west and north teams. Provide responsive outreach interventions in local schools/home where appropriate.</p> <p>Overall a positive impact should be seen on Tier 2 and Tier 3 waiting times.</p>	<ul style="list-style-type: none"> • Reduced waiting times for specialist behavioural interventions. • Delivery and evaluation of parent/carer groups. • Reduced waiting times for occupational therapy. • Number of YP care coordinated by occupational therapist; use of released resources.
<p>2 x WTE Development Workers</p>	<p>Posts have been appointed to on a fixed term basis and are now in the recruitment process for substantive staff</p>	<p>The workers will be based in the Bournemouth and Poole teams but will lead discrete projects both local to their teams and across Dorset e.g.</p> <ul style="list-style-type: none"> • Support development of ART project. • Develop assessment clinics pan-Dorset. • Support roll out of Skype consultations. • Roll out ROMs across CAMHS teams. • Additional support to Bournemouth/ Poole to manage and reduce waiting lists. • Develop standardised group programme. • Support development of e-Referral pilot. 	<p>Outcomes will be defined as the individual projects come on line, and will be aligned to the CAMHS work streams.</p>
<p>0.5 WTE Emotional Wellbeing Post based in Bournemouth Borough Council Access to Resources Team</p>	<p>CAMHS worker recruited to for fixed term January 2016 – December 2016.</p>	<p>Pilot model for Early Intervention/Prevention</p> <p>To pilot new models of working between early Help hubs and CAMHS teams.</p> <p>To reduce inappropriate referrals to CAMHS.</p>	<p>Discussed at JCOG on the 21st April 2016 the remit of this pilot is currently being urgently reviewed</p>

<p>2.0 WTE Behavioural Development Co-ordination Roles.</p>	<p>Posts went out to advert with interviews in April 2016 however no successful candidates. To be re-advertised by the end of April including on RCN Online.</p>	<p>Support families to navigate the multiagency diagnostic ASD pathway and to understand their treatment plans and what they should expect from professionals.</p> <p>Contribute to clinical diagnostic pathway through the use of tools such as the Autism Diagnosis Observation Schedule.</p> <p>Collate community and digital resources to support young people.</p>	<p>To be determined as part of Pan Dorset multi-agency workstream for new Development and Behaviour Pathway.</p>
<p>2.0 WTE Band 6 Community Nurses to the Bournemouth and Christchurch team</p>	<p>Posts were interviewed for in March, unsuccessful and therefore back out to advert.</p>	<p>The purpose of these posts is to significantly increase capacity within the team with the most pressures for assessment and treatment.</p>	<ul style="list-style-type: none"> • Increased number of assessment and treatment appointments offered. • Reduced waiting times for Tier 3 assessments and improved RTT.