JOB DESCRIPTION & PERSON SPECIFICATION

JOB DESCRIPTION

JOB TITLE: Highly Specialist Psychological Therapist
GRADE: Band 7 and 8a
HOURS OF WORK: 37.5
RESPONSIBLE TO: Clinical Lead
ACCOUNTABLE TO: Clinical Lead and Service Manager

Role Summary
To provide a high quality specialist psychology service to clients with moderate-complex mental health problems across agreed sectors of care. To provide specialist psychological assessments and interventions as well as providing consultation and advice on clients’ psychological care to non-psychologist colleagues and to other, non-professional carers. To work autonomously within professional guidelines and the overall framework of Efficacy’s and TMN’s service policies and procedures

LIAISES WITH:
Psychological therapists and trainees, statutory and non-statutory mental health services, physical health services, employment support workers, Service users and carers, GPs and practice nurses, other relevant professionals involved with patient care

BASE: Organisation locations
Overview of the Post

Responsible for the autonomous provision of a highly specialised psychological therapy service for service users experiencing a range of complex mental health problems, working to NICE guidelines for Depression, OCD, PTSD, Anxiety and other mental health problems classified under clusters 4, 5, 6 & 8 which may include secondary care non CPA patients.

Responsible for the provision of highly specialised psychological therapies which include Cognitive Behavioural Therapy (CBT), specialist clinical supervision for CBT practitioners, CBT trainees, psychological well-being practitioners, qualified Specialist Psychological therapists and other psychological therapists and students.

Expected to contribute substantially to the development of the service. Including the routine collection, review and feedback of outcome data, ensuring that activity targets are adhered to.

Maintains good relationships with personnel of partner organisations.

Key Task and Responsibilities

1) The provision of highly specialised psychological therapy including CBT to service users experiencing PTSD, OCD, Depression, Anxiety and other mental health problems.
2) The provision of CBT and other clinical supervision for High and Low Intensity trainees and qualified Specialist Psychological therapists and other psychological therapists and students.
3) The personal provision of consultancy, support, professional advice and clinical leadership to carers, other professions, and other agencies providing support for the client.
4) Maintenance of professional standards, codes of conduct and good clinical governance.
5) To work effectively with the Clinical Lead to promote the service.
6) Good relationships with partner organizations including voluntary, non-statutory and private sector organisations.
7) Advises service management about psychological approaches and needs for service users.
8) Effective liaison and supervision for other staff who may in the future join the service.
9) To maintain professional accreditation with relevant professional body eg the HCPC and BABCP, keep an updated CPD log and attend training to maintain psychological skills including CBT and competencies as appropriate.
Clinical

To exercise professional responsibility for the assessment, intervention and discharge of clients, using highest level of interpersonal and communication skills when presenting and receiving complex, sensitive and contentious information to clients, family, support workers and other professionals

Use psychological models including CBT to provide expert:

a) Assessments: Psychometric assessments including the full range of Improving Access to Psychological Therapies (IAPT) data set requirements making use of Data management systems; behavioural assessment; observational assessment; assessment by interviewing; assessment by analysis of archive material, multi-disciplinary notes and discussions, reviews, and supervision and information from relatives / carers where appropriate

b) Interventions: Behavioural therapies and Cognitive Behavioural Therapies and other psychological therapies as appropriate with a range of complex presenting problems primarily including anxiety and mood disorders and PTSD, but including the full range of primary and some secondary care mental health problems.

c) To develop, monitor and support interventions that will be applied by Psychological Wellbeing Practitioners (formerly known as Low intensity workers and/or primary care mental health workers).

d) To provide professional assessment and discharge reports as required based on expert psychological clinical judgement and training.

To provide highly specialised input to service development of CBT and evidenced based therapies and be familiar with other modalities of therapy.
To provide guidance and advice to relevant significant others (such as parents, partners or peers) in order to improve the psychological health of clients.
To provide advice to other professionals within and external to the multi-disciplinary team, and agencies that provide services to this client group.
To keep adequate clinical records in accordance with organisational guidelines, the HCPC, BABCP/UKCP or professional regulatory bodies and DH guidance.
Clinical Governance
To implement and maintain the principles of Clinical Governance, including risk management.

1. To ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes, in consultation with the postholder's professional and service manager(s).

2. To participate actively in own clinical supervision as per professional requirements of registration body and best clinical practice.

3. To contribute to the development and articulation of best practice in psychological therapies, taking part in regular professional supervision and appraisal and maintaining an active engagement with current evidence-based developments in the field of clinical or counselling psychology and related disciplines.

4. 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 professional codes of practice of relevant professional bodies, TMN policies and procedures.

5. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.

6. To work within the Code of Ethics and the relevant professional practice guidelines of the BABCP/HCPC or other relevant professional bodies, the Caldicott principles and the Data Protection Act.
Management responsibilities

To plan and prioritise own caseload and time management.
To implement and maintain the TMN’s policies and procedures
To participate as a senior clinician in the development of the service where CBT and other evidence-based therapies or organizational matters need addressing.
To line manage and performance manage junior staff as required.

Leadership

To provide high quality supervision for High and Low intensity therapists and trainees and other staff engaged in psychological therapies.
To provide courses/seminars/workshops/presentations relevant to specialist area including teaching to team members and external services.
To sit on relevant committees/projects/working groups of the service as required
To represent the Service with other agencies and organisations.

Research and service development

To use published research and information on good practice regularly to keep clinical practice up-to-date and evidence based.
To participate and lead service evaluation and audit.
To use research evidence, service evaluation and audit to inform service developments within the service.

Teaching and Training

To provide educational inputs on CBT and other psychological models to other professionals and to staff of other agencies and organisations as required.
To participate in staff recruitment for various positions within the service as and when appropriate
Proposing and undertaking research relevant to the client group.

Communication

Maintain clear communication channels with:
- clinicians within the IAPT service and clinicians within primary and secondary care services in local NHS Trusts.
- Senior Health Care Professionals and commissioners, when indicated or appropriate i.e. service development.
- General Practitioners and GPs with special interest.
- Ward managers and medical personnel at local hospital in-patient wards and Day Hospital as required.
-Service providers from both statutory and voluntary organisations e.g. NHS Health Services, CAMHS, Social Services, other statutory services and voluntary organisations.

**On Call/Unsocial Hours**
To participate in out-of-hours clinical sessions

**General**
To frequently sit in a restricted position for substantial proportion of working time during clinical sessions and meetings, requiring long periods of concentration

**Terms and Conditions**
The post holder is subject to the terms and conditions of Talking Matters Northumberland (TMN)
This Job description gives an outline of the post and is subject to review in consultation with the post holder.

**Confidentiality**
The Post holder must maintain the confidentiality of information about patients, staff and other health service business in accordance with Trust Policy.

**Risk Management**
The Post holder will ensure compliance with the Trust’s risk management policies and procedures. These describe the Trust’s commitment to risk management, the recognition that our aim is to protect patients, staff and visitors from harm and stress and that all staff have a responsibility to minimise risk.

**Infection Control**
All staff are required to be familiar with the Trusts infection control policies, and national guidance in relation to infection control. All staff whose normal duties are directly or indirectly concerned with patient care must ensure that they complete mandatory infection control training and are compliant with all measures known to be effective in reducing Healthcare Associated Infections.

**Equality, Diversity and Human Rights**
The Post holder will treat all colleagues, service users, carers and members of the public with respect and dignity regardless of their gender, age, race, religious beliefs, religion, nationality, ethnic origin, social background, sexual orientation, marital status, disability, HIV/Aids status, criminal background and Trade Union status. The Trust has a Policy for Equality and Human Rights and it is the responsibility of all staff to ensure that this is implemented.
Health & Safety
All staff must be aware of the responsibility placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients and visitors.

Professional and NHS Codes of Conduct
You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the ‘Code of Conduct for NHS Managers’ and ‘Standards of Business Conduct for NHS Staff’.

Safeguarding Children
Safeguarding children is everyone’s responsibility. Whatever your role within the trust the welfare of children should be your paramount consideration. In cases of suspected abuse or neglect the duty of care that a member of staff owes to a child, will take precedence over any obligation to the parent or other adult. All members of staff who have contact with service users, or their families, should be familiar with guidance on Child Protection/Safeguarding Children from their own Professional organisations; the trust and the London Safeguarding Children Procedures. Staff are also required to attend mandatory safeguarding children training.

Financial Management and Control of Resources
All staff are responsible for the security and the property of the Trust, avoiding loss or damage and being economical and efficient in the use of resources. Staff are required to act in accordance with the rules and regulations as described in the Trust’s Policy relating to the Financial Management and Control of Resources’.

Customer Care
It is the aim of the Trust to provide patients and clients with the best possible care. All staff are required to put the patient/client first and do their utmost to meet requests and needs courteously and efficiently.

Personal/Professional Development Planning/Mandatory Training
All staff should have a personal development plan and in conjunction with their manager, should actively determine and pursue agreed training and development needs and opportunities. All staff are required to attend mandatory training as designated by the Trust.

No Smoking
Efficacy and TMN has a no smoking policy. Staff are not permitted to smoke within or on TMN premises.
Signed by Line Manager

Signed by post holder

Date

Date

Print Name

Print Name
PERSON SPECIFICATION

JOB TITLE: Highly Specialist Psychological Therapist (CBT)

DEPARTMENT:

GRADE: 7 & 8a

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<th>Education/Qualifications</th>
<th>How measured/Tested</th>
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<td>• Clinical psychology or Counselling Psychology (HCPC registered) or • Professional clinical qualification in core mental health e.g. RMN, Dip SW, OT, with substantial experience of delivering services in the NHS And • be eligible for accreditation by the BABCP as a Cognitive Behavioural Psychotherapist and be trained in at least one other model of psychological therapy</td>
<td>Degree/Professional Qualification Certificate and HCPC Register Professional registers and certificates Diploma level qualification in CBT (Min) Therapy organisation (eg BABCP) register Application form</td>
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Experience

• Experience of working with a wide variety of client groups, presenting with the full range of clinical severity across a wide range of care settings eg outpatient, community, primary care, in-patient and residential care settings including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.

• Experience of working as a qualified Psychological therapist, providing psychological therapy to a wide range of clients (and for 8a posts for more than 4 years).

Assessed by application form (length and type of experience), interview and references.
- Experience of providing clinical supervision essential for 8a posts and desirable for band 7.

- Experience of writing expert psychological assessment and discharge reports.

  **Desirable**

  - Experience of teaching training or supervision

- Experience of multi-professional working

- Experience of delivering services in primary care

- Experience of the application of evidence-based therapy such as CBT in different cultural contexts.

**Skills/Abilities/Knowledge**

- Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration.

- A high level ability to communicate effectively, orally and in writing, complex, highly technical and clinically sensitive information to clients, their families, carers and a wide range of lay and professional persons within and outside the NHS.

- Skills in providing consultation to other professional and non-professional groups.

- Knowledge of the IAPT programme and stepped care model of service delivery.

**Assessed by interview and references**
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<th>Effort and Environment</th>
<th>Assessed by interview and references</th>
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<td>Excellent interpersonal and communication skills enabling good working relationships with others within and external to the Trust.</td>
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<td>Maintaining a high degree of professionalism in the face of emotive and distressing problems</td>
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<td>Interpersonally calm and able to defuse difficult situations.</td>
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<td>A commitment to the evaluation of services, enthusiasm for both multi-</td>
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professional and uni-professional audit, and a wish to continue to develop expertise in the service area.

- Ability to demonstrate leadership skills.

Other Requirements

- Ability to identify, and employ, as appropriate, clinical governance mechanisms for the support and maintenance of clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.

- Works well under pressure

- Motivated and proactive

- Car driver and full driving licence (desirable)

- Willingness to work flexibly including non social hours

- Good organisational and time management skills, ability to plan and prioritise own work load.

- Ability to work as part of a team and independently

- Ability to work flexible hours up including out of hours evening and Saturday working

Experience of working within a multicultural framework.

**Assessed by interview and references**