

JOB DESCRIPTION

OUR VISION: 'TO BE THE LEADING HEALTH AND WELLBEING SERVICE IN THE PROVISION OF MENTAL HEALTH AND COMMUNITY CARE'

JOB TITLE	Senior Adult Psychodynamic Psychotherapist
BAND	8a
RESPONSIBLE TO	PD and CN and Psychotherapy Operational Manager
ACCOUNTABLE TO	Associate Director for the Psychological Services Directorate for PD&CN Transformation
Clinical Governance	Medical Psychotherapist
BASE	Basildon, Essex
HOURS OF WORK	37.5 HRS- 1.00WTE FOR SW

ROLE SUMMARY

- To work within the context of the Psychological Services Directorate providing psychodynamic psychotherapy interventions, care plans and formulations delivered as appropriate for clients on the Personality Disorder and Complex Needs Pathway.
- Ensure the provision of high quality specialist psychoanalytically informed individual psychotherapy service to clients on the Personality Disorder and Complex Needs Pathway.
- To attend appropriate locality MDT referral meetings supporting the pathway for clients to engage with the most appropriate psychological therapy.
- Provide highly specialist assessment and consultation, autonomously assessing and delivering psychotherapy to clients with severe and complex needs with psychodynamic psychotherapy.
- Provide Mentalisation Based Therapy; for individuals; supporting the development of an MBT provision that is in line with best practice, as per NICE guideline.
- Maintenance of a caseload that includes clients with disturbed behaviour patterns and high levels of psychological distress.

- Provide specialist clinical case consultation and advice, and reflective practice opportunities to colleagues across the multi-disciplinary team.
- Organising caseloads appropriate to honorary therapists and trainees undertaking psychotherapy training.
- Provide or support the supervision of trainees or honorary psychotherapists as allocated
- Provide specialist supervision in psychoanalytic psychotherapy to qualified, honorary therapists and trainees in Psychotherapy and clinically managing the work of those under the post holder's supervision.
- Working autonomously within professional guidelines and within the policies and guidelines of the Trust.
- Understanding what is meant by Trauma Informed Care and how psychodynamic thinking can support EPUT in becoming a trauma informed Trust
- To respect diversity. To treat everyone with dignity and respect and act in ways that acknowledge and recognise people's expressed beliefs, preferences and choices.

KEY RESPONSIBILITIES

CLINICAL RESPONSIBILITIES

- Provide highly specialised management and treatment of patients using psychodynamic psychotherapy, as appropriated to clients with UPD
- Manage independently and autonomously a clinical caseload of patients; including in particular, patients with severe and complex needs who may require more long-term psychotherapeutic input.
- Provide highly specialist treatment of people with diagnosis of Personality Disorder.
- To have knowledge of and experience in providing MBT interventions or willing to commit to training in and providing MBT sessions
- Provide highly specialised consultations for psychodynamic psychotherapy for newly referred patients, making appropriate use, interpretation and integration of complex data from a variety of sources, e.g. referral information, background histories, liaison with other teams and agencies, risk documentation and patient questionnaires that take account of:
 - Determining appropriateness of psychodynamic psychotherapy treatment
 - Recommending appropriate mode of treatment
 - Recommending patient/therapist suitability (gender, level of experience)

- Recommendations for future management, input and treatment.
- To undertake risk assessment and risk management for individual patients and to provide advice to other professions on psychodynamic aspects of risk assessment and risk management.
- Assume care management responsibility for those patients in treatment with honorary staff, trainees in supervision with the post-holder.

CLINICAL TEACHING, TRAINING AND SUPERVISION

- To receive regular clinical professional supervision from a Consultant Medical Psychotherapist or where appropriate, other senior professional colleagues. This should be in line with the Trust's and psychotherapy professional registration policies on supervision.
- Provide supervision and/or staff support to other psychological therapists and nurses from community mental health teams on their clinical patient work from a psychodynamically informed perspective.
- Provide specialist supervision in psychodynamic psychotherapy to honorary therapists who are undertaking training in psychodynamic psychotherapy, and other mental health professionals working with complex clients offering specialist knowledge from a psychodynamic perspective.
- Contribute to and participate in the teaching and training of junior medical doctors, specialist trainee registrars and other members of the multidisciplinary team in the community and inpatient settings on the principles of psychodynamic psychotherapy.

RESEARCH AND SERVICE DEVELOPMENT

- Contribute, as a senior member of the team to the evaluation, monitoring and development of psychotherapy on the PD& CN pathway and for the Psychological Service directorate.
- Lead in the use of Outcome Measures contributing to the evaluation of data and effective usage of the outcome measures in clinical practice.
- Support the use of client feedback platforms as required by the Trust
- In discussion with medical psychotherapist and operational manager, support initiatives undertaken by the Psychological Services Directorate such as those that support the development of psychological mindedness or the understanding of trauma informed practice throughout the workforce.

CLINICAL GOVERNANCE

- To support Operational manager with clinical governance activities.
- To support waiting list risk mitigation initiatives
- Participate in Clinical Governance activities, e.g. supervision and appraisal, including CPD, risk assessment and risk management, clinical audit and evidence-based practice.

MANAGEMENT

- To assist in the management and further development of Psychotherapy ensuring ongoing effectiveness and developing practice based evidence in working with clients on the PD&CN pathway.
- As a senior member of the psychotherapy provision in the locality; to work with the medical psychotherapist and the operational manager in undertaking the operational duties necessary and requested of this senior post.
- Maintain good relationships with psychotherapy training organisations in order to attract trainees and honorary therapists.
- Manage the clinical work of honorary therapists.
- Assess the level of training and experiences of psychotherapy trainees and monitoring and reviewing their progress on a regular basis and liaison with their training organisation as appropriate.
- Contribute as a senior member of the psychotherapy service on the PD&CN pathway to the development of a high quality, responsive and accessible service, taking account of policy implementation on service development.
- Exercise personal responsibility and autonomy for the governance of one's own professional clinical and managerial practice
- Assume clinical responsibility for clients in treatment with trainee or honorary therapists and/or junior doctors in supervision with the post-holder.

WORKING RELATIONSHIPS

- Consult with and communicate to referrers, as well as with members of the PD&CN MDT as appropriate on the clinical care, treatment and management of patients to ensure a high quality of clinical service is maintained.
- To participate in the 'Multi-Agency Forum,' liaising with the wider MDT including but not exclusively: consultant psychiatrists, the community teams, PCN and social care colleagues; supporting the integrated provision of services on the 'PD and Complex Needs pathway'

CONSULTATION AND LIAISON

- Provide a consultation/liaison to the multidisciplinary professional team including: CMHT, inpatient units, the Multi-Agency Forum. This may include advice on appropriate referrals for psychodynamic individual and group psychotherapy, and offering clinical case discussion.
- Provide consultation and reflective practice to staff groups on organisational change taking account of process of unconscious communication, the manifestation of anxiety and social defences that are present in organisations life, as appropriate to the post holder.

RESEARCH AND SERVICE DEVELOPMENT

- As a senior member of the psychotherapy provision on the PD&CN pathway; to contribute to evaluation, monitoring and service development; encouraging critical reflection on one's practice and supporting evidence based practice.
- As a senior colleague be familiar with and take a lead in the systematic use of evaluation and out- come measures developing practice based evidence throughout the patients' engagement.

OTHER DUTIES

- Undertake any other duties as may be appropriate and required in light of changing needs and circumstances in order to provide a high quality specialist psychodynamic psychotherapy intervention and as requested by the Consultant Psychiatrist in Medical Psychotherapy and operational manager for the PD&CN pathway.

GENERAL RESPONSIBILITIES

- Maintain accurate records, ensuring that full documentation is kept up-to-date and that reports are prepared in a timely fashion that takes account of confidentiality and risk assessment.

IT responsibilities:

1. To comply with Trust policy regarding the use of the intranet, internet and e-mail and the requirements of the freedom of information act.
2. To maintain an electronic diary accessible by the head of service and senior administrator.
3. To be able to use SPSS and other software packages necessary for undertaking research.
4. To be familiar and competent in the use of mainstream IT packages.

5. To make appropriate use of test interpretation software packages in line with the test company's requirements.

General:

1. 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 the HCPC and the British Psychological Society and Trust policies and procedures.
2. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both older people and mental health.
3. To comply and keep up to date with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information.
4. To keep up to date with any mandatory courses provided by the Trust, including basic manual handling, CPR and fire training.

Notes:

- i) The post-holder will have access to confidential data on staff and services within the Trust. Failure to maintain confidentiality may lead to disciplinary action that could ultimately lead to dismissal.
- ii) You will be required to assess all risks to your systems, processes and environment and contribute towards the clinical and corporate governance agenda as appropriate.
- iii) You will be expected to produce work to a high standard and to promote quality at all times.
- iv) You will be expected to keep yourself updated on all matters relating to Trust policy. You must familiarise yourself with matters relating to health and safety management as they affect you personally and / or the Trust.
- v) You will be expected to participate in a staff appraisal scheme for staff you manage.
- vi) The above job description does not purport to be an exhaustive list of duties and responsibilities. The post-holder will be expected to undertake additional duties that fall within the grade of the job, as the requirements of the post change.

ADDITIONAL DUTIES

In addition to the above duties you will also be expected to perform the below key activities in line with your job role;

- Complete mandatory training in line with Trust policy and procedures
- To participate in the staff appraisal process and to undertake for any staff you manage
- To keep yourself updated on all matters relating to Trust policy
- To provide management supervision where appropriate

OUR TRUST STRATEGIC OBJECTIVES SUPPORTED BY OUR VISION AND VALUES

PEOPLE FIRST

OUR PURPOSE

We **care** for people, every day.
What we do **together**, matters.

OUR VALUES

We **CARE**
We **LEARN**
We **EMPOWER**



OUR VISION

To be the **leading** health and wellbeing service in the provision of **mental health** and **community care**.

OUR STRATEGIC OBJECTIVES

We will deliver **safe**, high quality **integrated** care services.
We will **enable** each other to be the **best** that we can.
We will work together with our **partners** to make our services **better**.
We will help our communities **thrive**.

ASSURANCE STATEMENT

The purpose of this job description is to outline levels of responsibility and accountability of this post, to ensure that all work undertaken by our staff is identified and lines of accountability are clear.

NHS CONSTITUTION

You are responsible for ensuring that the values outlined in the NHS Constitution are adhered to daily and any matters of concern are raised with the relevant Line Manager or through the necessary processes within the Trust.

You are responsible for delivering a compassionate, dignified and respectful service to patients at all times.

DUTY OF CANDOUR

You must adhere to the principles of openness, transparency and the statutory duty of candour in your day to day work and conduct and encourage the same behaviours within the wider organisation.

EQUAL OPPORTUNITIES STATEMENT

The Trust operates an Equal Opportunities Policy and expects staff to have a commitment to equal opportunity in relation to employment, development, training and service delivery.

NO SMOKING POLICY

The Trust is committed to a policy which discourages smoking and prohibits smoking on Trust property and on Trust business outside it.

INFECTION CONTROL

The post holder is accountable and responsible for the prevention of healthcare associated infections by complying with all Infection Prevention & Control policies and procedures in line with legislation (Health Act 2006; Code of Practice for the Prevention and Control of Healthcare Associated Infections.)

HEALTH AND SAFETY

All employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to provide a safe environment for employees and visitors.

GENERAL DATA PROTECTION REGULATION 2018

The General Data Protection Regulation (2018) is to ensure compliance with all Trust policies, and those procedures relevant to the area of work.

The Trust will always seek to process your personal data in accordance with its obligations and your rights.

The GDPR requires that personal data shall be;

- Processed Lawfully, fairly and in a transparent manner in relation to individuals;
- Collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes; further processing for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes shall not be considered to be incompatible with the initial purpose;
- Adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed;
- Kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the personal data are processed; personal data may be stored for longer periods insofar as the personal data will be processed solely for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes subject to implementation of the appropriate technical and organisational measures

required by the GDPR in order to safeguard the rights and freedoms of individuals; and

- Processed in a manner that ensures appropriate security of the personal data, including protection against unauthorised or unlawful processing and against accidental loss, destruction or damage, using appropriate, technical or organisational measures.

All employees must adhere to the Trust's Policy on the Protection and Use of Personal Information which provides guidance on the use and disclosure of information. The Trust also has a range of policies for the use of computer equipment and computer generated information. These policies detail the employee's legal obligations and include references to current legislation. Copies of the Policy on the Protection and Use of Personal Information and other Information Technology policies are included in the Trust's Policies and Procedures Manual/Intranet.

INFORMATION ASSET OWNERS AND ADMINISTRATORS

An information asset is a service user, staff or corporate information/data, processed by us and held in an electronic or hard copy/manual format. An information asset owner (IAO) is a senior member of staff who is the nominated owner for one or more identified information assets within the service/Trust. If you are a nominated IAO you will understand and monitor the following;

- What information assets are held and for what purpose within your team
- How information is created, amended or added to over time
- Who has access to information and why
- Understand and address the risk to the asset, providing assurance to the senior information risk owner in the overall information risk management function
- As an Information Asset Administrator you will ensure you fulfil the following responsibilities
- Ensure that policies and procedures are followed
- Recognise actual or potential security incidents, consulting with IAO's on incidents and management
- Ensuring that information asset registers are accurate and up to date.

CONFIDENTIALITY

Your attention is drawn to the confidential nature of information collected and used throughout the NHS. The unauthorised use or disclosure of patient, staff or other personal information is a dismissible offence. The unauthorised disclosure of information could also result in a prosecution for an offence, or action for civil damages, under the General Data Protection Regulation.

You are required to observe the strictest confidence regarding any Confidential Information relating to work of the Trust, its patients/clients and its employees.

"Confidential Information" includes but is not limited to information relating to the Trust received by you in the course of your employment with the Trust or its predecessors, information relating to patients, personnel information, budgeting and financial information and information in respect of which the Trust owes a duty of confidentiality to a third party.

You are required not to disclose any Confidential Information either during or after your employment with the Trust, unless expressly authorised to do so by the Trust or required in the proper performance of your duties or as required by law.

This obligation will cease only when such information comes into the public domain other than through unauthorised disclosure by you.

Failure to comply with these requirements could result in action being taken under the Trust's Conduct/Disciplinary Policy and Procedure.

This obligation is without prejudice to the law concerning protected disclosures in the Public Interest Disclosure Act 1998 (the so-called "Whistleblowers Act").

RISK MANAGEMENT

All staff working in, or for the Trust have a responsibility for participating in the risk management programme. All post-holders have a responsibility to assess all risks to systems, processes and environment and contribute to the clinical and corporate governance agendas as appropriate.

SAFEGUARDING DUTY

"It is the responsibility of the post holder to be aware of and follow the legislation and guidance regarding Safeguarding Children and Adults as stated in the Trust Safeguarding Policy and the Southend, Essex and Thurrock (SET) Child Protection Guidance. This applies to all staff regardless of which member of the family is the primary client. The post holder is responsible for ensuring they receive the appropriate level of Safeguarding Children training according to their role".

INFORMATION TECHNOLOGY

It is the responsibility of the post holder to have a level of IT competence relevant to their job role and will be expected to continue to keep their skills up to date as part of their Continuing Professional Development.

CHANGES TO THIS JOB DESCRIPTION

Post holders have a responsibility to discuss any significant job changes with their line manager at the time the change occurs and agree any permanent substantial change.

On appointment within the Trust staff may be allocated to a specific area of care. It is however Trust policy to allocate staff to other areas of work within the Trust from time to time where this is in the interest of the individual and / or the service.

The Job Description does not purport to be an exhaustive list of duties and responsibilities. The post holder will be expected to undertake additional duties as the requirements of the post change.

Date post holder in receipt of job description

Signature of post holder

Signature of line manager