



Job description and person specification

Together, we are making life better for our communities

Our behaviours, our values, our mission



We will treat you as an individual; feeling valued, engaged and listened to; a focus on health & wellbeing, continuing development, career progression and equality of opportunity; sustainable approach to addressing inequality; offering complete care and concern for our workforce

JOB DESCRIPTION

DATE: July 2023

REF NO: AFC368

JOB DETAILS

JOB TITLE: Senior Cognitive Behavioural Therapist for Psychosis & Bipolar/ Highly Specialist Clinical/Counselling Psychologist

BAND: 8a

HOURS: 37.5 hours per week

DEPARTMENT: Inclusion Thurrock: EiP/ ARMS

LOCATION: Thurrock (Multi Site)

REPORTS TO: Principal Clinical Psychologist

ACCOUNTABLE TO: East of England Systems Lead

RESPONSIBLE FOR:

- Provision of talking therapies within the Early Intervention in Psychosis (EiP) and At Risk Mental State (ARMS) teams.
 - Psychological leadership and development, as agreed, regarding EiP/ ARMS services. Supervision and line management of Inclusion staff members within these services
 - Responsibility for development of specific areas of psychological knowledge across wider Inclusion services
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WORKING RELATIONSHIPS

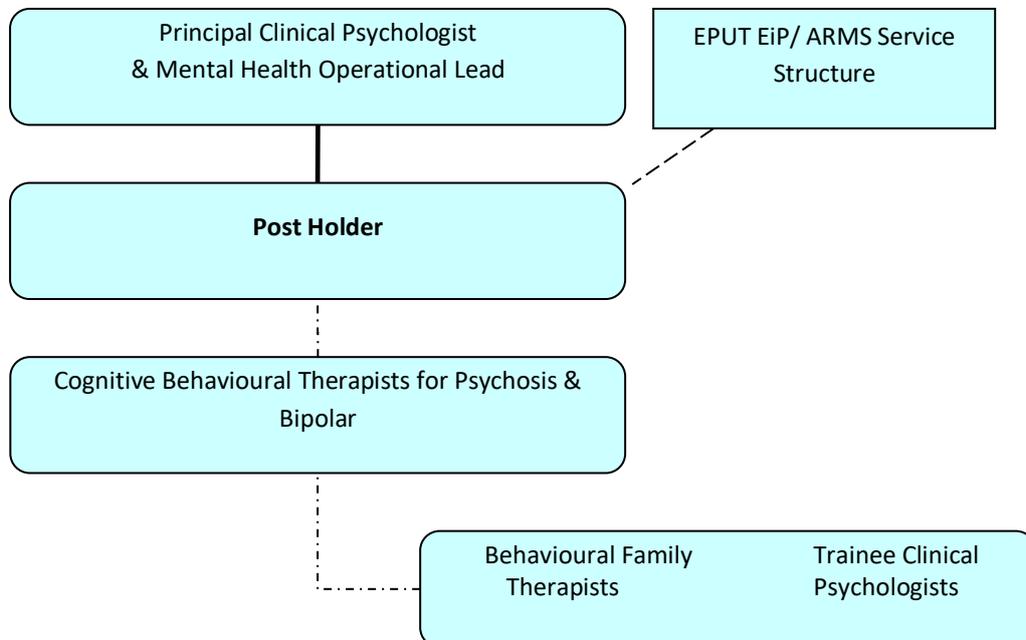
INTERNAL: Operational Lead, East of England Systems Lead, Regional managers, multi-disciplinary team members & other interfacing teams (notably staff from Essex Partnership University Trust)

EXTERNAL: Service users, carers, partnership organisations and other external agencies as appropriate

JOB PURPOSE.

This post is responsible for the provision of talking therapies within Inclusion Thurrock Early Intervention in Psychosis (EiP) and At Risk Mental States (ARMS) Services. The post holder will be a member of the Inclusion Thurrock Senior Leadership Team, and thus will report on outcomes of EiP and ARMS to the wider team. It will have a clinical, supervisory & managerial function.

ORGANISATIONAL STRUCTURE



KEY RESPONSIBILITIES

Main duties and responsibilities

Clinical

1. To provide a NICE compliant therapeutic service to patients, with a wide range of mental health problems with complex needs, the post holder will be expected to maintain high professional levels of clinical judgement and application of complex skills at all times. The post holder will utilise advanced theoretical and practical clinical skills in applying interventions as required.
2. Where indicated and appropriate, to utilise complex data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the client's care. The post-holder will also be responsible for the safe use of any equipment used during assessments (e.g. test batteries).
3. To formulate and implement plans for the formal psychological treatment and/or management of a client's mental health problems, based upon an appropriate conceptual framework of the client's problems, and employing methods of proven efficacy, across a wide range of settings.
4. To provide expertise, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the treatment team.
5. To contribute to team development and management. To facilitate effective and efficient working of the team using analysis of range of options and planning for future development.

6. To undertake risk assessment and risk management for individual clients and to provide general advice to other professionals on psychological aspects of risk assessment and management.
7. 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

Managerial

8. To be part of the senior management team of Inclusion Thurrock.
9. To be accountable to the East of England Systems Lead for the provision of services described in the job description of staff within the service.
10. To advise the senior management team on all clinical, managerial and practical matters relevant to the provision, planning and delivery of psychological services in the area.
11. To participate as appropriate in staff recruitment, both in the short-listing process and as a member of interview panels for assistant, trainees and qualified clinical staff.
12. To provide monthly line management supervision to Inclusion Thurrock staff within the EiP/ ARMS services. To act in line with trust policies in procedures in supporting staff members to carry out their duties.

Research & Development

13. As a senior clinician to participate in the evaluation, monitoring and development of the team's operational policies, through the deployment of professional skills in research, service evaluation and audit and ensuring incorporation of psychological frameworks for understanding and provision of high quality care.
14. Contribute to the development and execution of relevant research including supervision with and advice of professional colleagues.
15. To receive regular clinical supervision in accordance with good practice guidelines. To undertake further training and updating of psychological skills and knowledge to ensure the appropriate provision of a high quality therapeutic service.
16. To evaluate services provided; this may utilise complex audit evaluation methods.
17. To initiate project management, including complex audit and service evaluation, with colleagues within and across the service to help develop and improve services to clients and their families.

Decisions & Judgements

18. The post holder will receive monthly line management supervision from Inclusion Thurrock in addition to the appropriate amount of clinical supervision hours as befits their trained modalities.
19. The post holder will be expected to make decisions regarding care planning for patients and link up with services across the system where appropriate and necessary to do so to ensure that patients receive the correct level of care.
20. Work in association with colleagues to participate in ongoing development of local services and contribute analysis and knowledge relevant to this.
21. To utilise analytical and judgement skills in considering the ongoing development of own contribution to local services, incorporating organisational factors and judgement of most effective and efficient options.

Systems & Equipment

22. The post holder will receive a laptop and appropriate working from home equipment.
23. The post holder will receive access to the relevant systems and receive training in their use.
24. To utilise high-level professional skills in reporting and communication via medium of word processing, presentations and other appropriate technologies.

25. To operate a personal duty of care for any and all Trust equipment and facilities used in pursuit of the above.

Communication & relationships

26. This post holder will require good working relationships with staff across NHS Trusts from EiP/ ARMS in addition to services across the Thurrock footprint.
27. Provide input to relevant MDTs, to attend team meetings and contribute to the team's processes and functions. To liaise and work with other areas/teams and services as agreed with the senior leadership team.
28. To provide clear, efficient and timely communications to all staff across all levels of the organisation
29. To maintain and promulgate 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 and Trust policies and procedures.

Most challenging/ difficult parts of the job

30. The post holder will be required to engage in frequent intense concentration relevant to complex clinical issues and with highly distressing clinical material. This may involve some exposure to aggression or other unpleasant conditions within which the post holder will be expected to maintain the highest levels of expert judgement and application of complex skills.

JOB STATEMENT

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| <p>Infection Control</p> |
| <p>Maintain an up to date awareness of the infection control precautions relevant to your area of work and implement these in practice. As a minimum, this must include hand hygiene, the use of personal protective equipment, the use and disposal of sharps and communicating the importance to patients, prison staff and other health care staff you are working with. Details of the precautions and sources of advice and support to assess and manage infection control risks are provided through mandatory training which all staff must attend at intervals defined in the Trust policy on mandatory training and can be found in the Trust’s infection control policies and national guidance, such as that published by NICE.</p> |
| <p>Learning and Development</p> |
| <p>As an employee of the Trust, you have a responsibility to participate, promote and support others in undertaking learning and development activities. This includes a proactive approach to ensuring you meet the statutory/mandatory training requirements of your role, and engaging in PDC / appraisal processes in line with Trust policy and guidance.</p> |
| <p>Health and Safety</p> |
| <p>As an employee of the trust you have a responsibility to abide by the safety practices and codes authorised by the trust. You have an equal responsibility with management, for maintaining safe working practices for the health and safety of yourself and others.</p> |
| <p>Constitution, Competence and Capability</p> |
| <p>As an employee of the Trust you have a responsibility to promote and abide by the rights and responsibilities outlined in the NHS Constitution. You are additionally expected to adhere to Organisational/National/Regulatory Codes of Practice relevant to the role you are employed to undertake. At all times it is expected that you will limit the scope of your practice to your acquired level of competence and capability.</p> |
| <p>Dignity at Work Statement</p> |
| <p>Midlands Partnership University NHS Foundation Trust is committed to treating all of our staff with dignity and respect. You are responsible for behaving in a way that is consistent with the aims of our Equality and Diversity Policy. This includes not discriminating unfairly in any area of your work and not harassing or otherwise intimidating other members of staff.</p> |
| <p>Safeguarding Children and Vulnerable Adults</p> |
| <p>All Trust employees are required to act in such a way that at all times safeguards (and promotes) the health and well-being of children and vulnerable adults. Familiarisation with and adherence to Trust Safeguarding policies is an essential requirement of all employees as is participation in related mandatory/statutory training.</p> |
| <p>Environmental Sustainability and Net Zero</p> |
| <p>As an employee of the Trust you have a responsibility to be familiar with policies and procedures relating to environmental sustainability and the Net Zero agenda. You are actively encouraged and supported to explore and implement sustainable ways of working within your role to reduce carbon and minimise the environmental impact of health and social care.</p> |

PERSON SPECIFICATION

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| JOB TITLE: Senior CBT Therapist for Psychosis & Bipolar/ Highly Specialist Clinical Psychologist | |
| DEPARTMENT: Inclusion Thurrock EiP/ ARMS | BAND:8a |

*Assessed by: A = Application I = Interview R = References T = Testing

| ESSENTIAL CRITERIA | * | DESIRABLE CRITERIA | * |
|---|-------------------------------------|--|-------------------|
| QUALIFICATIONS & TRAINING | | | |
| <i>Please note two different routes to evidencing qualifications & training for this post</i> | | | |
| <p>Route 1 – Senior CBT for Psychosis & Bipolar Therapist</p> <p>A recognised post graduate professional CBT qualification with the additional CBT for Psychosis & Bipolar qualification.</p> <p>&</p> <p>Current accreditation with the British Association for Behavioural & Cognitive Psychotherapies (BABCP)</p> <p>OR</p> <p>Route 2 – Highly Specialist Practitioner Psychologist</p> <p>Post-graduate doctoral level training in clinical/counselling psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS including two or more distinct psychological therapies and lifespan developmental psychology.</p> <p>&</p> <p>Current registration/accreditation with appropriate body (I.e.: HCPC) with current practising certificate</p> <p>Both routes must demonstrate -</p> <p>Evidence of continuing professional development as recommended by relevant</p> | <p>A</p> <p>A</p> <p>A</p> <p>A</p> | <p>Post-qualification training in one or more additional specialised areas of psychological practice. (i.e. MBT/ DBT/ CAT/ IPT/ EMDR)</p> <p>Evidence of formal supervision qualifications</p> | <p>A</p> <p>A</p> |

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| professional body | | | |
| EXPERIENCE | | | |
| Experience of assessing and treating clients with a range of needs and problems | A/I/R | Experience of working with third sector and/or supported housing providers. | A/I |
| Experience of delivering teaching / training to other staff | A/I/R | Experience of working clinically with people present with challenging behaviours, and/or people who have communication difficulties. | A/I |
| Substantial experience of working as a qualified practitioner in working with patients with psychosis/ at risk mental states | A/I/R | | |
| Experience of supervising CBT for Psychosis & Bipolar work | A/I/R | | |
| SKILLS, KNOWLEDGE & ABILITIES | | | |
| Skills in the use of complex methods of psychological assessment intervention and management frequently requiring sustained and intense concentration. | I | Well-developed knowledge of the theory and practice of specialised psychological therapies | A/I |
| Well-developed skills in the ability to communicate effectively, orally and in writing, highly technical, and clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS. | I | Formal training in supervision of other psychologists. | A/I |
| Skills in providing consultation to other professional and non-professional groups. | I | Experience of working within a multicultural framework. | A/I |
| Knowledge of legislation in relation to the client group | I | Evidence of continuing professional development as recommended by the BPS. | A |
| Ability to meet the travelling requirements of the job | A/I/R | Substantial knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of clinical psychology. | A |
| Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours. | I | | |
| 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. | I | | |
| Ability to develop and use complex multi-media materials for presentations in public, | I | | |

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| professional and academic settings. | | | |
| PERSONAL ATTRIBUTES | | | |
| A passion and enthusiasm for working with people experiencing episodes of psychosis or transient psychotic symptoms in addition to their families and carers | A/I/R | | |
| Able to demonstrate a positive and non-judgemental attitude towards service users and their family and carers. | A/I/R | | |
| Demonstrates behaviours in line with the Trusts values | A/I/R | | |
| Ability to recognise own limitations and seek supervision and support as appropriate. | A/I/R | | |
| Ability to work constructively in a multidisciplinary environment, respect others and to contain the complex demands and conflicts that this can engender. | A/I/R | | |
| Ability to contain the emotional stress of working with clients who are extremely distressed or volatile. | A/I/R | | |
| Ability to deal with organisational stress and to effectively manage own time and resources. | A/I/R | | |
| Ability to deliver sustained effort and concentration to produce demanding pieces of work. | A/I/R | | |

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| JOB HOLDER | SIGNATURE |
| | DATE |
| MANAGER | SIGNATURE |
| | DATE |

