

Job Description

1. JOB IDENTIFICATION

Job Title: IAPT High Intensity / Cognitive Behavioural Therapist (Band 7)

Department(s): IAPT service - Service provision, Rotherham

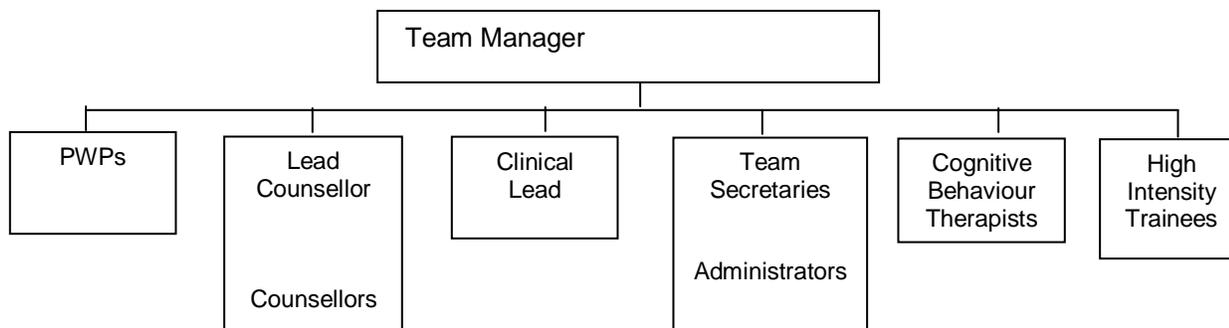
Job Holder Reference:

2. JOB PURPOSE

The post holder will be part of an Improving Access to Psychological Therapies (IAPT) service and will provide high intensity interventions - cognitive behavioural therapy (CBT). The post holder will work with clients who have a range of psychological disorders and complex Anxiety and Depression related problems.

The post holder will work with people aged from 18 + with different cultural backgrounds and ages, using interpreters when necessary and should be committed to equal opportunities

3. ORGANISATIONAL POSITION



4. SCOPE AND RANGE

- To work as a high level clinician providing Specialist Cognitive Behavioural assessments and treatment to adults with a range of psychological and emotional disorders at steps 2 –3 inclusive of the Stepped Care Model. (National Institute for Clinical Excellence anxiety and depression guidelines.)
- To liaise with Cognitive Behavioural Therapists and other colleagues in the specialist mental health services in relation to work which fits within the remit of the IAPT service, and to facilitate the throughput of work between the services as appropriate.
- To actively “case manage” workload in lines with National Institute for Mental Health guidance.
- To act as a clinical expert in the field of Cognitive Behavioural therapy (CBT), providing consultation and education to service colleagues, primary care staff and other relevant stakeholders.

- To provide expertise in all aspects of Cognitive Behavioural Therapy to clients.
- To provide Clinical Supervision and support to colleagues delivering Cognitive Behavioural Therapy interventions at steps 3 inclusive of the stepped care model. (National Institute for Clinical Excellence depression and anxiety guidelines) including PWP's, and Hi-intensity trainees

5. MAIN DUTIES/RESPONSIBILITIES

Professional Clinical

- To manage a highly specialised caseload consisting of complex psychological disorders including obsessive compulsive disorder (OCD), eating disorders, phobias, somatic disorders and major depressive disorder.
- Advise other professionals on appropriate referrals for CBT.
- To utilise specialist assessment skills to determine a potential client's suitability for CBT, and make informed recommendations for other treatment modalities where indicated.
- To carry out specialised comprehensive assessments, collecting, interpreting and integrating clinical data from a range of sources including psychometric tests, direct observation and interviews with patients, carers and other professionals involved with the clients care.
- To develop individual case formulations for all clients integrating clinical assessment data with evidence based psychological models in order to plan CBT for individual clients and collaboratively engage them in the process of therapy.
- To plan, implement and evaluate CBT treatment packages across different modalities including individual, group and psycho-education within primary care settings.
- To make decisions on the level of clinical input required based on individual need and current CBT evidence base. This includes the use of 'stepped-care' and guided self help approaches where these are indicated.
- To act as a scientific practitioner, i.e. to be aware of and able to critically judge evidence to inform, develop and evaluate CBT practice.
- To model physical techniques e.g., hyperventilation or vigorous exercise in behavioural experiment techniques with clients where clinically indicated and to maintain physical effort required to complete exposure programmes or exercises e.g. standing or walking for significant periods of time.
- To model adaptive coping strategies in anxiety provoking situations for the client
- To guide clients in exposure techniques and utilise therapeutic relationship skills to assist the client with unavoidable high levels of emotional distress.
- To assess client suitability for exposure treatments, being aware of medical conditions which may contra-indicate therapy including cardiovascular disease, asthma, epilepsy and pregnancy.
- To conduct assessment and treatment sessions in a wide variety of community setting, according to an individuals needs. Locations may include the client's home but also any other situations relevant to the client's problem such as shopping arcades, public houses, transport etc.
- To be prepared to tolerate challenging or unpleasant working environments necessary for client therapy exposure programmes e.g. exposure to animals, heights, storms, injections, germs or dirty objects.
- Evaluate treatment outcomes with clients, selecting appropriately validated psychometric measures and other assessment techniques.
- To work autonomously, being accountable for own actions and decisions without direct or day to day supervision or support.

- To work within and adhere to the policy guidelines, both locally and nationally for the safeguarding of children and the safeguarding of adults.

Educational, Consultancy and Research

- To provide teaching and training packages to different professions and professional groups.
- To provide supervision for trainee PWP's, PWP's and training for student nurses on placement and trainees in Cognitive Behavioural Therapy including Case Managers.
- To assist with the caseload management and supervision of PWP's and CBT/High intensity therapists.
- To undertake a liaison role with a specified GP practice (s) providing a consultation and advice function.
- Attend mandatory training courses in line with service policy
- To attend training events and clinical supervision, and maintain personal study in order to maintain an up to date knowledge of current CBT practice and research evidence.
- To maintain registration and accreditation with both BABCP and core profession registration body, e.g. NMC.
- To undertake a consultancy role in multi-disciplinary teams, to instruct, inform and advise other professionals on the role and use of CBT
- To undertake research and lead audit projects within the sphere of CBT, and support others in doing so.

Administration/Managerial and Service Development.

- To manage specialised caseload and maintain clinical records, including electronic, in accordance with service policies and Core Professional guidelines (e.g. NMC, BPS) and BABCP guidelines.
- To contribute to the development of CBT within the service
- To maintain supplies of appropriately validated psychometric tests
- To provide supervision for other workers as needed, within agreed time constraints.
- To participate in PDR and managerial supervision with Team Manager.
- To participate and present at service meetings
- To monitor and maintain standards of treatment / care in line with policies, procedures, legislation and professional bodies e.g. NMC, BPS, BABCP

- To contribute to the consultation and engagement of service users in planning and developing services.

Communication

- To convey highly complex and specialist information to clients and involved others regarding their treatment
- To convey highly complex and specialist information to other professionals
- To liaise closely with all other care professionals
- To participate and present at service meetings
- To maintain client confidentiality with adherence to Trust, core profession (e.g. NMC) and BABCP policies
- To liaise as appropriate to promote and ensure effective working and client care

6. SYSTEMS AND EQUIPMENT

Daily use of the following computerised systems will be required:

- a. Use of a personal computer, with e-mail facilities, the internet, and Word, Excel and PowerPoint software packages.
- b. Knowledge of and ability to (learn to) use primary care and General Practice information packages
- c. Understanding of, and ability to work with quality assurance and patient assessment packages is also necessary, e.g. CORE (Clinical Outcomes in Routine Evaluation), PHQ9, primary care risk assessment tool.

7. DECISIONS AND JUDGEMENTS

- Accountable for own professional actions but will operate within organisational policies and protocols.
- Expected to carry out routine assessment activities in line with agreed operational policies.
- Expected to carry out routine risk assessment in line with agreed operational policies.
- Expected to organise own day-to-day work in GP surgeries.
- Expected to anticipate and identify operational problems and bring them promptly to the attention of managers.
- Expected to make recommendations about the prioritisation and allocation of day to day work.
- Formal supervision is via a monthly meeting.
- Expected to innovate and be creative in terms of service delivery

8. COMMUNICATIONS AND RELATIONSHIPS

- It will be necessary to communicate and have relationships with a wide variety of other professionals within all stakeholder organisations. This may be with staff on a wide variety of levels.
- This is often to persuade, or negotiate with them in order to be able to ensure that the service performs effectively.
- It will also be necessary to communicate effectively with service users or carers, in a manner that

is sensitive to and acknowledging of, their needs and experience.

- There may be a need to make presentations as part of the job. This will usually be part of an information giving process.
- Training others will also be part of the remit.
- There may be times when, it is necessary to communicate unpleasant news sensitively, for example when dealing with complaints

9. PHYSICAL DEMANDS OF THE JOB

Keyboard skills are required to be able to write reports, maintain databases etc, frequently and accurately.

10. CASELOAD MANAGEMENT

Maintain and manage own caseload using appropriate computer systems, i.e. system one, Emis

11. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

Knowledge, Training and Experience required for the post will be as follows:

Occupational Therapist or Mental Health Nurse

plus

Demonstrable experience in a mental health setting

and

A CBT Qualification at Diploma level

or

Completed a High Intensity training programme as in line with the national IAPT programme and qualified as a High Intensity therapist, (or can evidence pending qualification.)

Must be registered and accredited with the BABCP /NMC or equivalent professional body

Required to provide

Evidence of providing consultation and advice on matters related to adult CBT to members of the service, local primary care teams, and other agencies responsible for client care.

Maintain up to day knowledge of legislation, national and local policies, guidelines and clinical issues in relation to both the specific client group and mental health.

Utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other teams.

An understanding of and support for facilitated self help.

Evidence of Clinical Supervision and a balance of Continued Professional Development to at least fulfil the BABCP/NMC requirements for accreditation.

Establish and maintain effective professional relationships with a wide range of personnel on a multi agency basis.

Ability to develop and maintain effective therapeutic alliances with clients, who may be challenging, highly emotive and distressed.

Design and implement plans for formal psychological treatment and/or management of clients with highly complex mental health problems. Employing methods based on evidence across a wide range of care settings.

Attendance of regular Clinical Supervision and sufficient clinical hours undertaken relevant to stage of professional development.

Awareness of professional issues within the field of CBT.

Carry out clinical audit, at a local level within the speciality of CBT

12. GENERAL

- To contribute to the development of best practice within the service.
- To maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to Mental Health and Primary Care Services.
- All employees have a duty and responsibility for their own health and safety and the health and safety of colleagues, patients and the general public.
- All employees have a responsibility and a legal obligation to ensure that information processed for both patients and staff is kept accurate, confidential, secure and in line with the Data Protection Act (1998) and Security and Confidentiality Policies.
- It is the responsibility of all staff that they do not abuse their official position for personal gain, to seek advantage of further private business or other interests in the course of their official duties.

This Job Description does not provide an exhaustive list of duties and may be reviewed in conjunction with the post holder in light of service development.

Personal Specification

	<i>Essential</i>	Desirable	Assessment Method
Qualification	<p>A professional mental health qualification in one of the following in nursing, RMN, social work, occupational therapy, low intensity / primary care mental health, arts therapy or a psychological therapy.</p> <p style="text-align: center;">AND</p> <p>A qualification in CBT at Diploma level</p> <p style="text-align: center;">OR</p> <p>Completed a Hi Intensity training programme as in line with the national IAPT programme and qualified as a Hi-Intensity therapist.</p>	Graduate Level	Application Form
Experience	<p>Demonstrable experience of working in mental health services</p> <p>Ability to meet agreed/specified service targets</p> <p>Ability to manage own caseload and time</p> <p>Demonstrates high standards in written communication</p> <p>Able to write clear reports and letters to referrers</p>	<p>Experience of working in Primary Care Services / IAPT service</p> <p>Worked in a service where agreed targets in place demonstrating clinical outcomes</p>	<p>Application Form</p> <p>Interview</p> <p>Interview</p> <p>Application form</p> <p>Portfolio evidence / test</p>
Skills & Competencies	Computer skills		Application form

	<p>Excellent verbal and written communication skills</p> <p>Has received training and carried out risk assessments within scope of practice</p> <p>Basic understanding of issues surrounding clinical risk</p> <p>Able to develop good therapeutic relationships with clients</p> <p>BABCP accredited</p>	<p>Trained in provision of supervision for CBT</p> <p>Completed clinical audits within a service</p>	<p>Interview/ application form</p> <p>Interview / application/ portfolio /test</p> <p>Interview/ Application form</p> <p>Interview/ Application form</p> <p>Application form/Interview</p> <p>Application form / interview</p> <p>Application form/ interview</p>
Knowledge	<p>Demonstrates a high level of knowledge of anxiety and depression and how it may present in Primary Care</p> <p>Knowledge of medication used in anxiety and depression and other common mental health problems</p> <p>Demonstrates an understanding for the need to use evidence based psychological therapies and how it relates to this post</p>		<p>Interview question/ Application form</p> <p>Interview question/ Application form</p> <p>Interview question/ Application form</p>
Training	IAPT Supervision course		Interview question/

	Good record of Continuing Professional Development and willingness to continue this		Application form Application form/ Interview
Other Requirements	<p>High level of enthusiasm and Motivation.</p> <p>Advanced communication skills</p> <p>Ability to work within a team and foster good working relationships</p> <p>Ability to use clinical supervision and personal development positively and effectively</p> <p>Ability to work under pressure</p> <p>Regard for others and respect for individual rights of autonomy and confidentiality</p> <p>Ability to be self reflective, whilst working with service users, & in own personal and professional development and in supervision</p> <p>The ability and skills to act as an advocate for a new service, to engage and foster good professional relationships with all health professionals in promoting the good integration of this service with the wider health care system</p>	<p>Access to transport and ability to travel around the required geographical area.</p>	<p>Interview/ Application form</p> <p>Interview/ Application form</p> <p>Application form/ interview</p> <p>Interview/ Application form</p> <p>Interview/ Application form</p> <p>Interview/ Application form</p> <p>Interview/ Application form</p> <p>Interview/ Application form</p>