

Psychological Therapist Practitioner Personal Specification

	Essential	Desirable	Assessment Method
Qualification	<p>Psychological Therapy qualification and accreditation (eg Diploma/Masters in CBT, DBT, EMDR, and BABCP accreditation)</p> <p>OR</p> <p>Equivalent:</p> <p>e.g. Post-graduate Doctorate in Clinical Psychology (or its equivalent for those trained prior to 1996) as accredited by the British Psychological Society or doctoral level qualification in Counselling Psychology where CBT is one of the therapy modalities passed. Plus, HCPC registration.</p> <p>AND</p> <p>Appropriate health care professional training required for governance. May be nursing, social work, occupational therapy, arts therapy or psychology.</p> <p>AND</p> <p>Significant experience delivering psychological</p>	<p>Relevant additional training in psychological therapies relevant for treating moderate to severe psychological difficulties and mental health conditions within a Tier 4 CAMHS setting such as PTSD, anxiety, and depression (eg EMDR, Compassion-Focussed Therapy, Mindfulness Based Cognitive Therapy, Acceptance and Commitment Therapy, Brief Solution Focussed Therapy, MBT).</p> <p>Supervision training.</p> <p>Post-graduate knowledge of research and evaluation methods.</p>	<p>Certificates</p> <p>Registration Checks</p> <p>Application Form/CV</p> <p>References</p> <p>Interview</p>

	<p>therapy and interventions to young people.</p> <p>Evidence of continuing professional development.</p>		
Experience	<p>Demonstrated experience of working in physical or mental health services working with people with psychological difficulties and mental health problems</p> <p>Excellent knowledge and background of working with young people in a health or social care setting.</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 .</p> <p>Experience with routine outcome monitoring</p>	<p>Experience of working as a psychological therapist with young people or adults who have recently transitioned to adult services</p> <p>Experience of teaching, training and/or supervision.</p> <p>Experience of the application of clinical psychology or psychological therapy in different cultural contexts.</p> <p>Experience of different world cultures.</p>	<p>Application Form</p> <p>Interview</p> <p>Interview</p> <p>Application form / test</p> <p>Portfolio / test</p> <p>Interview</p> <p>Application Form</p>

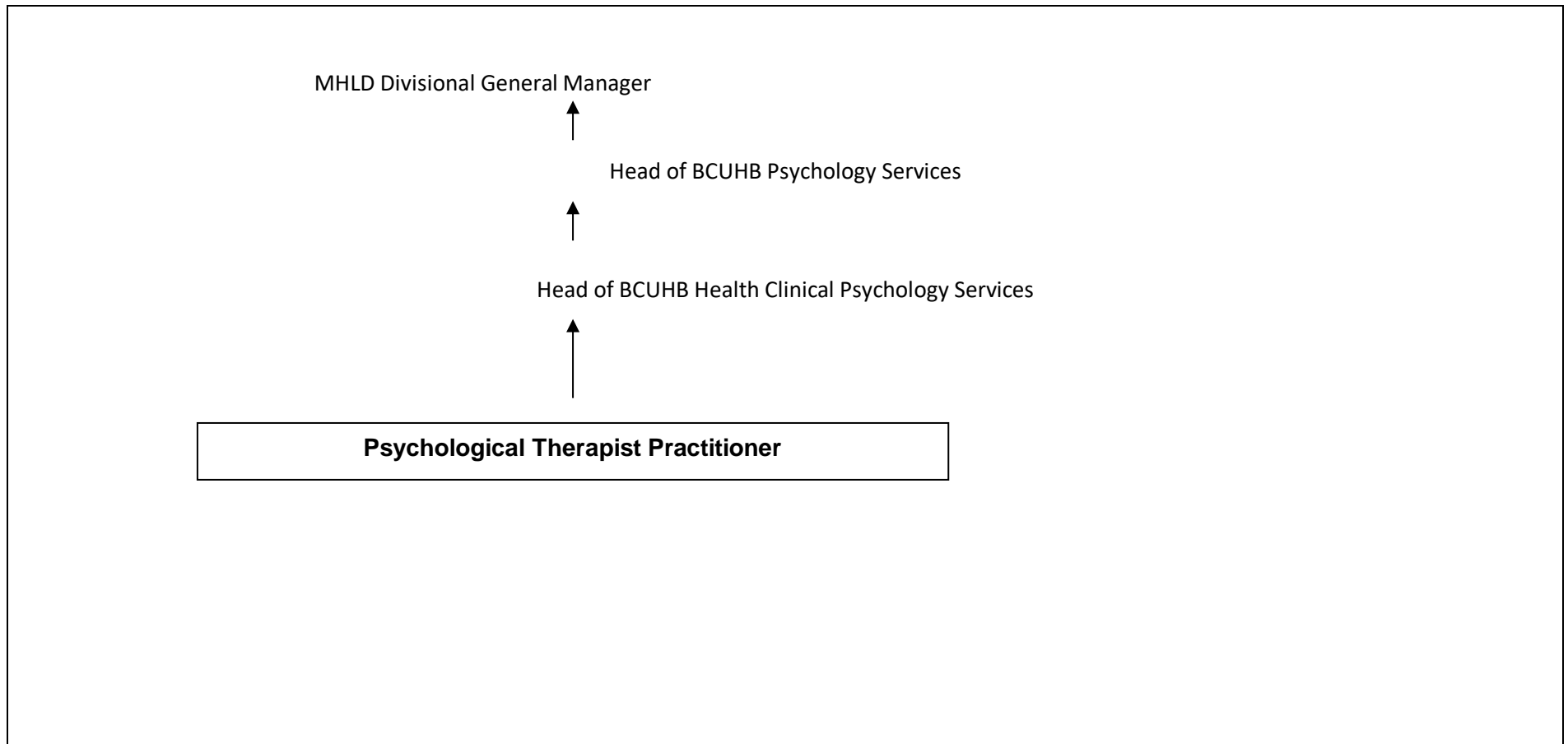
	Experience of teaching and delivering support and training to professionals and families..		
Skills & abilities	<p>Computer literate</p> <p>Well developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS</p> <p>Has received training and carried out risk assessments within scope of practice.</p> <p>Able to develop good therapeutic relationships with clients.</p> <p>The ability to work collaboratively with a wide range of multidisciplinary colleagues.</p>	Ability to speak Welsh	<p>Interview</p> <p>Interview / application form /portfolio /test</p> <p>Interview</p> <p>Interview / References</p> <p>Application Form</p> <p>Application Form, References</p> <p>Application Form</p>
Knowledge	Demonstrates an understanding of	Knowledge of how adverse childhood experiences (ACES)	Interview

	<p>psychological difficulties and mental health conditions and how clients present within Tier 4 CAMHS.</p> <p>Demonstrates a knowledge of the issues that impact on young people's mental health and their recovery.</p> <p>Knowledge of medication used in the management of 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>Knowledge of child protection and safeguarding procedures.</p>	<p>can impact on mental and physical health into adulthood</p> <p>Knowledge of the theory and practice of specialised psychological therapies in specific difficult-to-treat groups (e.g. personality disorder, dual diagnoses and people with additional disabilities).</p>	<p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p>
Training	<p>Able to attend supervision training if not already trained, and other psychological therapy training as the post develops</p> <p>Good record of Continuing Professional Development and willingness to continue this</p>		<p>Interview</p> <p>Application / Interview</p>

Other Requirements	<p>Ability to demonstrate a range of qualities essential to the role (eg compassion, competence, communication, courage and commitment).</p> <p>Ability to work in accordance with the core organisational values.</p> <p>Commitment to maintain confidentiality of clinically sensitive materials and information and to handle personal information with sensitivity and discretion.</p> <p>Ability to demonstrate professional behaviours of the highest standard.</p> <p>Ability to use clinical supervision and personal development positively and effectively</p> <p>Ability to work under pressure</p> <p>Ability to be self-reflective, whilst working with service users, & in own personal and professional development and in supervision</p>		<p>Interview</p> <p>Interview</p> <p>Interview / References</p> <p>Application form/ interview/ references</p> <p>Interview test</p> <p>Interview</p> <p>Interview</p> <p>Interview/application form/licence</p> <p>Interview</p>
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ORGANISATIONAL CHART (Appendix 1)

Please draw an organisational chart showing the post holder and the jobs two levels above and two levels below (where possible) by job title only. **Draw a box round the post holder's job**



Job Title: Psychological Therapist Practitioner

Supplementary Job Description Information

Physical Effort

This factor measures the nature, frequency and duration of physical effort (sustained effort at a similar level or sudden explosive effort) required for the job.

N.B. Walking /driving to work is not included’.

Nature of skills required:

1. Ability to make detailed observations and assessments of individual’s behaviours.
2. Ability to take contemporaneous interview notes during clinical interview.
3. Use of keyboard (type reports, letters, etc) to a good standard and speed.
4. Ability to provide e—therapy via suitable video meeting platforms.

Examples of Typical effort(s)	How often per day / week / month	For how long?	Additional Comments
Requirement to be seated for long periods (up to 90 minutes) during clinical sessions with limited scope for movement. Clinical supervision, meetings, updating clinical case notes, administrative work etc., also require being seated frequently for several long periods every day.	Daily	Up to 90 minutes at a time sometimes longer	This is the core business of a registered/accredited Psychological Therapist or Clinical Psychologist
Requirement to be seated using a keyboard for email, correspondence, clinical report writing, data input, statistical analysis etc.	Daily	Varies from minutes to several hours at a time	

Requirement for psychological and mental health psychometric testing equipment weighing up to 15 kilos to be carried frequently for short periods between base, clinics and clients' homes, and for test materials to be manipulated during testing procedures.	Weekly Varies according to need – at least monthly	15-20 minutes carrying; up to 2 hours to administer	A range of formal assessment tools which are questionnaire and interview based may be undertaken often for diagnostic and screening purposes.
Occasional necessity to work in uncomfortable or unpleasant physical conditions.	Infrequent	Up to 2 hours when occurs	
Requirement to be seated at a computer/laptop for e-therapy sessions via video meeting platforms	Daily	Up to 90 minutes at a time sometimes longer	
Requirement to be trained in the use of restrictive Physical intervention and breakaway techniques to support the wider MDT	Infrequent	Up to 30 minutes.	

Mental Effort

This factor measures the nature, level, frequency and duration of mental effort required for the job, for example, concentration, responding to unpredictable work patterns, interruptions and the need to meet deadlines.

Nature of skills required:

1. Collecting assessment information using a variety of methodologies, requiring interpretation, analysis and formulations.
2. Using formulation to develop intervention plans and recommendations for action.
3. Collating ongoing information and reviewing formulations in order to ensure that intervention plans are meeting the needs of clients.
4. Concentrating for extended periods of time on collecting, analysing and interpreting complex data in real time during interactions with clients and post hoc (after the event).

Examples of Typical effort(s)	How often per day / week / month?	For how long?	Additional Comments
Requirement to work frequently in clinical and other situations requiring intense and sustained concentration and in-depth mental attention. Situations include clinical and psychometric assessments and diagnoses, treatment interventions, clinical supervision, preparing detailed clinical reports, statistical analysis, formal trainee assessments, lecturing/teaching, research literature evaluation.	Several times a day every day	Between 60 minutes and 2 hours per task depending on task	This is the core business of a qualified clinical psychologist and a psychological therapist functioning at a high level.
Present clear, rational theoretically driven explanations of presenting information in the form of psychological formulations.	Several times a day every day	Between 60 minutes and 2 hours per task depending on task	This is the core business of a qualified clinical psychologist and a psychological therapist functioning at a high level.
Occasional requirement to prepare court reports and give evidence at a tribunal/formal hearing, or in court as an expert witness.	Infrequent	Up to 3 hours at a time when occurs	Frequency varies widely according to specific job plan, sustained and intense concentration required as well as potential to be highly stressful.

Emotional Effort

This factor measures the nature, frequency and duration demands of the emotional effort required to undertake clinical or non-clinical duties that are generally considered to be distressing and/or emotionally demanding.

Please identify how often the post holder has exposure to direct and/or indirect distressing and/or emotional circumstances and the type of situations they are required to deal with.

Nature of skills required:

1. Hearing, witnessing and responding to distressing information, e.g. disclosures of abuse from children, young people and/or adults.
2. Responding to high risk presentations where there may be risk to self, others or both.
3. Responding to health care staff in the context of significant individual and/or family distress due to psychological/emotional/behavioural/mental health/disability issues.

Examples of Typical effort(s)	How often per week / month?	For how long?	Additional Comments
Frequent exposure to highly emotional and highly distressing circumstances during clinical sessions including assessing potential risks during assessment and interventions where individuals may be unpredictable or prone to extreme distress.	Weekly	Up to 3 hours	This is the core business of a qualified clinical psychologist and a psychological therapist functioning at a high level.
Help contain health care staff emotional distress and action risk management plans, if need be.	Weekly	Up to 1 hour	This may involve also dealing with staff who do not agree with the outcome of assessments and/or interventions recommended. This involves dealing with the issues sensitively but clearly with a view to keeping people on board.

Occasional exposure to challenge within teams requiring high level skill in managing and containing own emotions.	Monthly	Up to 2 hours	
Requirement to communicate unwelcome or life-changing news to clients/carers.	Occasional – monthly/Bi-monthly	1-2 hours at a time	

Working Conditions

This factor measures the nature, frequency and duration of demands on staff arising from inevitably adverse environmental conditions (such as inclement weather, extreme heat/cold, smells, noise and fumes) and hazards, which are unavoidable **(even with the strictest health and safety controls)**, such as road traffic accidents, spills of harmful chemicals, aggressive behaviour of patients, clients, relatives, carers. **Driving to and from work is not included. May involve working in noisy environments. May involve working in unpleasant home environments.**

Nature of skills required:

1. Ability to work in a typical clinical environment with and alongside multi-professional colleagues.
2. Frequent exposure to potentially aggressive behaviour (verbal and/or physical).
3. Ability to work remotely to provide psychological assessment and therapy such as via telephone, messaging and computer/laptop.

Examples of Typical effort(s)	How often per week / month?	For how long?	Additional Comments
Frequent exposure to highly emotional and highly distressing circumstances during clinical sessions including assessing potential risks during assessment and interventions where individuals may be unpredictable or prone to extreme distress, aggression and violence.	Weekly	Up to 3 hours	
Occasional exposure to challenge within teams requiring high level skill in managing and containing own emotions	Monthly	Up to 2 hours	
Requirement to communicate unwelcome or life-changing news to clients/carers	Occasional – monthly/Bi-monthly	1-2 hours at a time	

Requirement to work alone at times to provide remote assessment and therapy on-line or via the telephone	Daily	1-2 hours at a time	
Occasional requirement to work outside standard office hours.	Varies weekly to infrequent	As required	Based on client need.

Submission of documents for job evaluation

Please sign and retain an original copy for manager and employee.

Send an electronic version of the documents to BCU.JobEvaluation@wales.nhs.uk