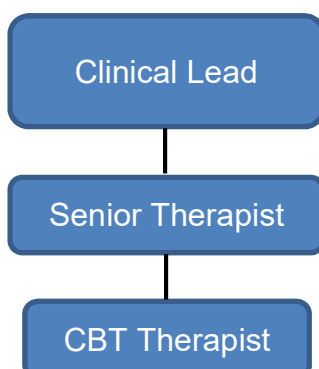


HR Use Only	
Job Ref:	Occ. Code
CHC_CBTPS01	

JOB DESCRIPTION

JOB TITLE:	Cognitive Behavioural Therapist (IAPT High Intensity Therapist)
PAY BAND:	7
DIRECTORATE:	Primary Care Directorate
TEAM/SERVICE:	North Staffordshire and Stoke on Trent NHS Talking Therapies Service
BASE:	Lancaster House
RESPONSIBLE TO:	Clinical Lead/ Service Lead
ACCOUNTABLE TO:	Senior Practitioner / Service Lead
RESPONSIBLE FOR:	N/A

Organisational Chart (*Responsible to/Accountable to/Responsible for*)



Job Summary:

The post holder will be part of a Talking Therapies service and will provide high intensity interventions - initially cognitive behavioural therapy (CBT). The post holder will work with clients who have a range of anxiety and depression related problems for which CBT is demonstrated to be clinically effective.

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

Key Duties/Responsibilities

- Accept referrals via agreed protocols within the service
- Assess clients for suitability for psychological interventions

- Make decisions on suitability of new referrals, adhering to the department's referral protocols, and refer unsuitable clients on to the relevant service or back to the referral agent as necessary.
- Formulate, implement and evaluate therapy programmes for clients. Use highly developed communication skills in working with people to understand their personal and often very sensitive difficulties
- To exercise autonomous professional responsibility for the assessment and treatment of clients in line with the service.
- Educate and involve family members and others in treatment as necessary, conveying CBT and other psychological formulations with sensitivity in easily understood language.
- Adhere to an agreed activity contract relating to the number of client contacts offered, and clinical sessions carried out per week in order to minimise waiting times and ensure treatment delivery remains accessible and convenient.
- Attend multi-disciplinary meetings relating to referrals or clients in treatment, where appropriate.
- Complete all requirements relating to data collection within the service.
- Keep coherent records of all clinical activity in line with service protocols
- Work closely with other members of the team ensuring appropriate step-up and step-down arrangements are in place to maintain a stepped care approach.
- Assess and integrate issues surrounding work and employment into the overall therapy process
- Carry out clinical audits of service performance, including service user surveys and evaluations, and help to collate and disseminate the results for feedback.
- Liaise with other health and social care staff from a range of agencies in the care provided clients.
- Provide specialist advice and consultation to other professionals / individuals / groups / committees across Mental Health Trusts, Primary Care Trusts and other voluntary agencies regarding service matters related to the practice and delivery of specific agreed therapeutic modalities and service provision.

Specialist/technical requirements

- Attend and fulfil all the requirements of the IAPT approved supervision training.
- Contribute to the teaching and training of mental health professionals and other staff working in the service.
- After completion of supervision training, supervise staff in the service.
- Ensure the maintenance of standards of practice according to the employer and any regulating, professional and accrediting bodies (e.g. BPS, UKCP, BABCP), and keep up to date on new recommendations/guidelines set by the Department of Health (e.g. NHS plan, National Service Framework, National Institute for Clinical Excellence).
- Ensure that client confidentiality is protected at all times.
- Ensure the maintenance of standards of practice according to the employer and any regulating,



professional and accrediting bodies (e.g. BPS, UKCP, BABCP), and keep up to date on new recommendations/guidelines set by the Department of Health (e.g. NHS plan, National Service Framework, National Institute for Clinical Excellence).

- Ensure that client confidentiality is protected at all times

GENERIC CLAUSES

- To maintain a broad understanding of the work of North Staffordshire Combined Healthcare NHS Trust as a whole, and actively contribute your ideas for the improvement of service provision.
- To ensure own actions contribute to the maintenance of a quality service provision.
- To be responsible for the self-development of skills and competencies through participation in training and development activities and to maintain up to date technical and professional knowledge relevant to the post.
- To participate in the Performance and Development Review and to undertake any identified training and development related to the post.
- To undertake statutory and mandatory training as deemed appropriate by the Trust.
- To develop and maintain effective working relationships with colleagues.
- To adhere to all Trust policies and procedures.

Trust Values:

As an employee and representative of the Trust, you are required to demonstrate and uphold the Trust's Values. These are:

Proud to CARE:

Compassionate

- Caring with compassion, it's about how we listen, what we say, what we do.

Approachable

- Friendly, welcoming, sharing ideas and being open

Responsible

- Taking personal and collective responsibility, being accountable for our actions

Excellent

- Striving for the best, for high-quality safe care and continually improving

Health & Safety:

All staff have a duty to ensure the health and safety of themselves and others whilst at work. Safe working practices and health and safety precautions are a legal requirement. ALL incidents/ accidents must be reported to your manager and in line with the general philosophy of the Trust, you must participate in accident prevention by reporting hazards and following relevant policies and procedures including Moving and Handling guidelines and mandatory health and safety training.

Infection Control:

Infection Prevention and Control (IPC) is everybody's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and Procedures and make every effort to maintain high standards of infection prevention and control at all times. This includes good antimicrobial stewardship, hand decontamination, cleanliness and adhering to the Dress and Appearance policy. This will reduce the risk of Healthcare Associated Infections including MRSA and Clostridium Difficile



in accordance with the Code of Practice on the prevention and control of infections and related guidance (2015).

Risk Management:

You are required to contribute to the control of risk and use the incident reporting system to alert the Trust of incidents or near misses that may compromise the quality of services.

Data Security:

To ensure that the Trust Policies and Procedures regarding data security are adhered to, and that staff are aware of their obligations under these policies.

Confidentiality:

Working within the trust you may gain knowledge of confidential matters which may include manual/electronic personal and medical information about patients and staff. Such information must be considered strictly confidential and must not be discussed or disclosed. Failure to observe this confidentiality could lead to disciplinary action being taken against you.

Equality & Diversity:

The Trust is committed to ensure that no job applicant or employee receives less favourable treatment on the grounds of age, disability, gender, race, religion or belief, sexual orientation, marital status, gender reassignment or pregnancy/maternity. We fully support the right of all staff to equal opportunities and are committed to the development of a diverse workforce.

Safeguarding:

The Trust is committed to safeguarding and promoting the welfare of children and vulnerable adults and is signed up to Stoke-on-Trent Safeguarding Children Board Procedures, Staffordshire Safeguarding Children Board Procedures and the Staffordshire and Stoke-on-Trent Safeguarding Adults Partnership Procedures. All Trust staff must be familiar with, and adhere to, these procedures. It is the post-holder's responsibility to attend the Trust's mandatory Safeguarding Training, and to follow the relevant Trust's Policies and Practice Guidance.

Codes of Conduct and Accountability:

You are required to comply with Trust codes of conduct and accountability and codes of conduct which are relevant to this post.

Raising Concerns

If you have any concerns about a risk, malpractice or wrongdoing at work you are expected, as a Healthcare professional, to raise these concerns at the earliest opportunity, either with your line manager or lead clinician. This may be done verbally or in writing. As a result of raising a genuine concern under the Raising Concerns procedure, you will not be at risk of losing your job or suffering any detriment (such as a reprisal or victimisation) provided you are acting in good faith and the matter is not raised maliciously. Please refer to the Raising Concerns (formerly Whistleblowing) procedure for further information.

Registration:

Registration with a professional body imposes a duty on health care professionals to maintain the safety of the public through working within professional standards, to provide good quality care to patients and to promote professional education and conduct. It is the policy of the Trust that all health care professionals register or re-register and act in accordance with the requirements of their professional body.

Disclosure & Barring Service (DBS)

This post may be exempt from the Rehabilitation of Offenders Act 1974. If so, should you be offered the



post it will be subject to a criminal check from the DBS before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions. North Staffordshire Combined Healthcare NHS Trust may require a Disclosure through the DBS for this post to ensure suitability for employment. Should an employee be subject to a caution, reprimand, final warning or convictions during the course of their employment then they must share this with their manager at the first possible opportunity, to assess their continued suitability for employment in the post.

THE TRUST OPERATES A NO SMOKING POLICY

EMPLOYEE
SIGNATURE:

DATE:



Person Specification

	Essential	Desirable	Method of assessment
Qualifications	<p>Band 7 Therapist:</p> <p>Qualification from High Intensity IAPT Course (Post Graduate Diploma)</p> <p>OR</p> <p>Equivalent:</p> <p>e.g. A recorded/registered doctoral level qualification in clinical or counselling psychology/ a recorded/registered qualification in one of the following - nursing, social work, occupational therapy, arts therapy or a psychological therapy – plus further post graduate qualification training in a psychological therapy which may be CBT or another IAPT appropriate evidence based therapy (i.e. IPT) to at least equivalent of a post graduate diploma</p> <p>AND</p> <p>significant experience working as a psychological therapy practitioner and demonstrating the competences as required.</p>	<p>Relevant experience in Primary Care treating anxiety and depression.</p>	<p>Application form</p>
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 Able to write clear reports and letters to referrers</p> <p>Experience with routine outcome monitoring</p> <p>Experience of teaching and liaising with other professional groups</p>	<p>Experience of working in Primary Care Services</p> <p>Worked in a service where agreed targets in place demonstrating clinical outcomes</p>	<p>Application form / interview</p>

Knowledge and skills	<p>Full range of skills and competencies as laid out in the competence framework for CBT (Roth and Pilling 2007)</p> <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 (either formal or through experience) and carried out risk assessments within scope of practice</p> <p>Able to develop good therapeutic relationships with clients</p> <p>Demonstrates an understanding of anxiety and depression and how it may present in Primary Care</p> <p>Demonstrates a knowledge of the issues surrounding work and the impact it can have on mental health / benefits & employment systems</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>Knowledge of child protection issues and other relevant legislation</p>	<p>Trained in provision of supervision for CBT</p> <p>Accredited with a professional psychological therapy organisation</p> <p>Completed clinical audits within a service</p>	<p>Application form / interview</p>
Other	<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>Car driver and/or ability and willingness to travel to locations throughout the organisation</p> <p>Fluent in languages other than English</p>	<p>Application form / interview</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>		
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