



JOB DESCRIPTION

1. General information

JOB TITLE: Highly Specialist Music Therapist

GRADE: Band 7

DIRECTORATE: Children & Young People

HOURS OF WORK: 22.5 per week (0.6WTE, 3 days)

RESPONSIBLE TO: Head of Music Therapy

ACCOUNTABLE TO: Associate Director, Specialist Children's Services

BASE: High Point House, Shooters Hill, London SE18 3RZ

At Oxleas NHS Foundation Trust, we offer a wide range of NHS healthcare services to people living in South-East London and to people in prison across England. Our wide array of services includes community health care, such as district nursing and speech and language therapy, care for people with learning disabilities and mental health such as psychiatry, nursing and therapies.

Oxleas is a great place to work. It has been recognised as one of the Top 10 Best Places to Work 2023 by the Sunday Times amongst very big employers. Our staff survey results show that we are in the Top 5 in England and the highest in London for staff experience amongst similar trusts.

"We are always delighted to welcome new colleagues to the Oxleas family. We care about making Oxleas a great place to work - it's a big priority in our strategy. Come and join us - it's a place where our values, teamwork, equity, and wellbeing matter and where you can really help to improve people's lives."

A handwritten signature in black ink, appearing to read 'Ify Okocha'.

Ify Okocha
Chief Executive

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care. Our values are very important to us. They help Oxleas to be a great place to work.

2. Overview of the Post

The Music Therapist will be responsible for the clinical management and service delivery of a pilot project which involves the provision of Music Therapy to Children and Young People within Camhs

- Assessing clients' clinical needs
- Implementing appropriate specialist intervention either in group or individual music therapy
- Establishing clear lines of communication in respect of client care within a variety of multi professional paediatric teams
- Collecting and compiling clinical data for evaluation

The caseload will encompass psycho-social, emotional and psychological specialist areas.

Interagency collaboration will be maintained, and written music therapy reports, reflecting specialist clinical knowledge, will be circulated as required.

The project will be registered as a Quality Improvement project and a Quality Improvement report will be submitted at the end of the 12 months period for an extension of the provision to be considered.

3. Key Tasks and Responsibilities

To employ highly developed clinical skills and specialist Music Therapy techniques when establishing therapeutic relationships with referred clients.

To adapt practice to meet individual client's circumstances, including due regard for cultural differences.

To maintain good standards of patient care and personal professionalism to ensure the promotion of an effective therapeutic environment.

To employ excellent communication skills.

To form effective relationships with service users who may be under stress and/or have challenges and emotional psychosocial difficulties.

To demonstrate empathy with clients, carers and families and colleagues, ensuring that effective communication is achieved, particularly where barriers to understanding exist.

To communicate complex condition related information from assessment to clients, carers, families, and members of the multi professional team / other professions.

To work closely with clients, carers and families, agreeing decision making relevant to the client management.

To demonstrate skills in motivating clients and/or carers to engage in the therapeutic process.

To contribute to clinical teams, both multi professional and uni-professional by discussing own and others input around clients needs thereby ensuring a well co-ordinated care plan and providing clinical reports which reflect specialist knowledge.

To liaise with the Camhs team around assessments.

To demonstrate negotiation skills in the management of conflict across a range of situations.

To ensure the safety and welfare of clients under the therapist's care.

Management Responsibilities

To support supervisees in the planning and organisation of caseloads and workloads.

To manage and prioritise own caseload/workload independently.

To plan and implement training programmes to others.

To contribute to the development of team objectives and projects within the team.

To support staff to implement team objectives and projects within the team.

To contribute to the development and evaluation of care pathways/protocols within the team and wider service.

To be a link between relevant external services and other professionals and key stakeholders within allocated service area.

To advise line manager on issues of service delivery including shortfall, service pressures etc. within the team.

To assume delegated tasks as requested by line manager, including leading working groups within allocated area of service, attending multi-professional meetings relating to the service.

To contribute to interagency/multi-disciplinary team building and policy development within the Music Therapy Service.

To adhere to and ensure that team plans, and policies are implemented within the team.

To use highly specialist knowledge to inform service/policy developments as appropriate.

To identify and meet training priorities of other professionals working within client group.

To monitor stock levels in own area and request new equipment as appropriate.

To be responsible for the security, care and maintenance of equipment ensuring standards of infection control and safety are maintained.

To assist in the recruitment of new staff as appropriate.

To explain the role of Music Therapists to visitors, students and volunteers.

To be accountable for own professional actions and recognise own professional boundaries, seeking advice when appropriate.

To access appraisal within a PDR framework at pre-determined intervals.

To employ appropriate strategies to manage aggressive behaviour within the workplace.

Leadership

To provide Music Therapy student placements including assessment of student placements.

To provide mentoring, advice and support to newly qualified music therapists, assistants and volunteers.

To provide second opinions to colleagues.

To co-ordinate support of students from other professional groups as appropriate within own section.

To promote understanding of Music Therapy across the Trust by providing experiential workshops.

To take part in staff and student training programmes, observation visits and workshops offered by the core Music Therapy Service.

To assist with the identification of training needs within the Music Therapy team.

To facilitate the development of others' problem solving/negotiation skills within peer review/support.

To advise and support colleagues on a range of clinical issues and facilitate their own problem-solving skills.

Clinical

To be responsible for, and demonstrate both organisational and clinical skills in, the management of own caseload.

To employ specialist therapeutic skill with clients and carers with highly complex emotional and psychosocial needs.

To maintain intense concentration in all aspects of client care for prolonged periods. In particular, to be able to respond to client's emotional expression across a variety of

modalities within clinical music-making and adapting the interaction in order to facilitate therapeutic process according to the identified client needs.

To demonstrate the ability to work therapeutically with clients with challenging behaviours including the application of appropriate management strategies

To demonstrate highly developed auditory and perceptual skills in the assessment and treatment of clients.

To have a high level of manual dexterity to be a competent musician on a first study instrument.

To develop the ability to reflect and respond to the emotional content of client's individualised modes of communication, including auditory, visual, kinaesthetic, verbal, and nonverbal aspects of the client's expression and to identify appropriate therapeutic strategies.

Assess the level of prioritisation of the referral in conjunction with the line manager and the Camhs generic team.

Assess client's needs, identify outcomes and allocate to appropriate specialist Music Therapy input, or signpost to other services in liaison with the CAMHs team.

Arrange regular sessions and organise timetable.

To implement differential intervention programmes on the basis of evidence from assessment.

To provide appropriate highly specialist music therapy intervention and evaluate outcomes and impact, using a standardised outcome measure.

To demonstrate skills in working with clients with physical disabilities.

To demonstrate the ability to manage children with challenging behaviours including the application of appropriate management strategies.

To maintain up to date and accurate case notes in line with professional standards and local trust policies

To have basic computer skills to include the ability to use the internet/intranet effectively to include managing emails and accessing information as appropriate.

To use the computer to write memos, letters and reports and use software to create resources as appropriate.

To work within infection control and health and safety guidelines in order to deal appropriately and safely with any client contact challenges as they arise, for example: exposure to body fluids, infectious conditions encountered.

To write reports reflecting specialist clinical knowledge.

Maintain liaison with primary carers and other professionals on a regular basis effectively communicating in respect of clinical and professional issues.

To ensure that clients and carers are involved in the planning of their care wherever possible.

To maintain sensitivity at all times to the emotional needs of the client and their carers. In particular, when imparting potentially distressing information, dealing with family trauma, following child protection protocols.

To share information with others, observing data protection guidelines

To form effective working relationships with other professionals in multi professional settings, e.g., health, education, social services and Camhs, contributing to clinical teams both inter-agency/multi disciplinary and uni disciplinary by discussing own and others input around clients' needs ensuring a well-co-ordinated care plan.

To recognise potential break down or conflict when it occurs and seek advice and support to resolve.

Arrange reviews of Music Therapy intervention, prepare clear evaluation and, where appropriate, edited audio / visual material to demonstrate clinical process and effectiveness.

To demonstrate high level of clinical effectiveness by use of evidence-based practice and outcome measures.

To demonstrate advanced skills in dealing with complex issues to generate appropriate strategies for caseload and workload management of self and others.

To use highly specialist knowledge to inform sound clinical judgements/decision making for case management.

To develop clear care plans based on best practice.

To demonstrate the ability to reflect on practice with peers and mentors and identify own strengths and development needs.

To attend specialist short courses and advanced training in relevant clinical areas.

To provide training (formal and informal) targeted appropriately to the needs of course participants.

To reflect on and evaluate training provided.

To participate in personal / professional development review ensuring that the objectives set reflect the service and Trust plans, including specific objectives relating to the clinical specialism.

To develop clinical skills and techniques above and beyond those acquired during training and thereby demonstrate specialist knowledge within a clinical specialism.

To demonstrate knowledge of and adhere to the BAMT Professional national clinical guidelines as well as local clinical guidelines.

To attend relevant training and development in order to maintain and develop skills and knowledge required and to maintain up to date HCPC and BAMT registration.

In common with all clinical arts therapist to undertake regular clinical supervision as part of therapeutic process, in accordance with the British Association of Music Therapists (BAMT) code of practice.

To attend relevant general courses, meetings, and Special Interest Groups.

To keep up to date with new and current trends in therapy and overall philosophies of care.

To provide advice to non-specialists and other specialist professionals within clinical field.

To develop a working knowledge of relevant procedures including Safeguarding Children, SEN procedures and other legal frameworks.

To undertake mandatory and statutory training courses as required by Oxleas NHS Foundation Trust

To develop a working knowledge of the principles of Clinical Governance and their application to professional practice.

Research

To participate in and develop innovations in areas of risk management, quality standards setting, clinical effectiveness.

To undertake Clinical Governance/audit projects as requested by line manager.

To attend meetings regarding clinical governance within the Trust as requested by line manager.

To participate in departmental action research and clinical governance/audit projects.

To gather and update activity data accurately and regularly, ensuring the provision of such information promptly within local Trust guidelines.

To collect and provide research data as required.

To produce a Quality Improvement report at the end of the twelve-month period, with support from the Quality Management Team.

Communication

To contribute to clinical teams, both multi-disciplinary and uni-disciplinary by discussing own and others input around client's needs, ensuring a well co-ordinated action plan.

To embed the Music Therapy service delivery within area of responsibility, in Camhs.

To communicate complex condition related information from assessment to clients, carers, families and members of the multi-disciplinary team/other professions

To negotiate with others around service issues, caseload management within the team.

To work closely with clients, carers and families, agreeing decision making relevant to the patient/client management.

To demonstrate empathy with clients, carers and families and colleagues, ensuring that effective communication is achieved, particularly where barriers to understanding exist.

To demonstrate excellent negotiation skills across a range of issues and established negotiation skills in the management of conflict across a range of situations.

To form productive relationships with others who may be under stress and/or have challenging communication difficulties.

To liaise with other colleagues providing services within the clinical area and beyond to ensure a seamless and co-ordinated service.

To reflect on auditory, visual and kinaesthetic aspects of client's communication and to identify appropriate strategies to facilitate and enhance communicative effectiveness.

To negotiate with carers, clients, staff and others around individual case management.

To recognise potential breakdown and conflict when it occurs and generate potential solutions.

To deal with initial verbal complaints sensitively, avoiding escalation and attempting to resolve where possible following the Trust's complaints process.

Terms and Conditions

The post holder is subject to the terms and conditions of OXLEAS NHS FOUNDATION TRUST. This Job description gives an outline of the post and is subject to review in consultation with the post holder.

Confidentiality

The Post holder must maintain the confidentiality of information about patients, staff, and other health service business in accordance with Trust Policy.

Risk Management

The Post holder will ensure compliance with the Trust's risk management policies and procedures. These describe the Trust's commitment to risk management, the recognition that our aim is to protect patients, staff and visitors from harm and stress and that all staff have a responsibility to minimise risk.

Infection Control

All staff are required to be familiar with the Trusts infection control policies, and national guidance in relation to infection control. All staff whose normal duties are directly or indirectly concerned with patient care must ensure that they complete mandatory infection control training and are compliant with all measures known to be effective in reducing Healthcare Associated Infections.

Equality, Diversity and Human Rights

Oxleas is an organisation which values difference and promotes equality, diversity, and inclusion. Our Equality and Human Rights Policy and Strategy are designed to ensure that all our staff (including agency, bank, students, volunteers, and contractors) as well as our service users, carers and members of the public are treated with dignity and respect. The Trust policies, procedures and practices are reviewed regularly to ensure that everyone who falls under the list of Equality Act 2010 protected characteristics does not suffer discrimination, either directly or indirectly. The current list of protected characteristics includes Age; Disability; Gender Re-Assignment; Marriage and Civil Partnership; Pregnancy & Maternity; Race; Religion and Belief; Sex and Sexual Orientation.

Health & Safety

All staff must be aware of the responsibility placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients, and visitors.

Professional and NHS Codes of Conduct

You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the 'Code of Conduct for NHS Managers' and 'Standards of Business Conduct for NHS Staff'.

Safeguarding

It is the responsibility of all staff to safeguard and protect children and adults at risk at all times and staff must report any concerns as per Safeguarding Children and Safeguarding Adults policies, which are available on the Trust's intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.

Financial Management and Control of Resources

All staff are responsible for the security and the property of the Trust, avoiding loss or damage and being economical and efficient in the use of resources. Staff are required to act in accordance with the rules and regulations as described in the Trust's Policy relating to the Financial Management and Control of Resources'.

Customer Care

It is the aim of the Trust to provide patients and clients with the best possible care. All staff are required to put the patient/client first and do their utmost to meet requests and needs courteously and efficiently.

Personal/Professional Development Planning/Mandatory Training

All staff should have a personal development plan and in conjunction with their manager, should actively determine and pursue agreed training and development needs and opportunities. All staff are required to attend mandatory training as designated by the Trust.

Sustainability

Demonstrate social and environmental responsibility and help establish Oxleas NHS Foundation Trust as a sustainability leader. Collaborate to contribute to or lead change management towards Oxleas NHS Foundation Trust goal of reaching Net Zero by 2040 as stated in the Green Plan.

No Smoking

Oxleas NHS Foundation Trust has a no smoking policy. Staff are not permitted to smoke within or on Trust premises.

3. Our Values

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care.

Our values are very important to us. They help Oxleas to be a great place to work. We want everyone who works at Oxleas to live our values and we will expect this of all our new joiners.

Our Values and Behaviours framework describes what it means for every one of us in the Trust to put our values into action. The framework can be found on our Trust Website: [Our values - Oxleas NHS Foundation Trust](#)



Signed by Line Manager

Signed by post holder

Ergina Sampathianaki

Date 21/03/2024

Date

Print Name

Print Name



PERSON SPECIFICATION

JOB TITLE: Specialist Music Therapist

DEPARTMENT:- Music Therapy

GRADE: Band 7

Education/Qualifications	How measured
Required level of honours degree in music or equivalent performing/work experience	Application form/Certificate
MA or equivalent Postgraduate training in Music Therapy from HCPC validated course.	Application form/Certificate
Health Professionals licence to practice	HCPC Certificate and Registration number
Registered with the British Association of Music Therapists	Application form/Interview
Evidence of continuing professional development	Application form/Interview
Experience	
<p>To have had specialist clinical experience of working with children and young people in the areas of:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Autism <input type="checkbox"/> SEND <input type="checkbox"/> Early Years, school age children and young people <input type="checkbox"/> Social, emotional and mental health 	Application form/Interview

<p>needs</p> <p><input type="checkbox"/> Complex psycho-social profiles</p> <p>Experience of working in multi-professional teams</p> <p>To have had previous experience of working with and involving parents/carers throughout the duration of care</p> <p>To have had experience of working in a range of settings, including health, education and community.</p> <p>To have consolidated experience of conducting assessments, writing assessment reports and making appropriate recommendations for input</p> <p>To have had previous experience of report writing.</p> <p>To have experience supervising Music Therapy students on placement</p> <p>To have had experience of personal therapy</p> <p>Experience of research and audit</p>	<p>Application form/Interview</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p>
Skills/Abilities/Knowledge	
<p>Good organisational skills</p> <p>Excellent interpersonal skills – including observation, listening and empathy skills and for imparting complex and/or sensitive information</p> <p>Good verbal communication skills</p> <p>Good written communication skills</p>	<p>Application form/Interview</p> <p>Application Form/Interview</p> <p>Interview</p> <p>Application Form</p>

Leadership and management skills	Application Form/Interview
Project Management Skills	Application Form/Interview Interview
Good presentation skills, including using audio/video material when appropriate.	Application Form/Interview
Negotiation, problem solving skills.	Interview
Good analytical and reflection skills.	Application Form/Interview
To show a working knowledge of child development (i.e. motor, cognitive, language, emotional, social)	Application Form/Interview
Knowledge of and skills in assessing clients for Music Therapy with ability to form critical analysis and make judgements.	Application Form/Interview
Motivation to explore, develop and implement innovative models of practice.	Application Form/Interview
Knowledge of Evidence Based Practice, Clinical Governance and related knowledge for research and audit.	Application Form/Interview
Knowledge of relevant legislation and the implications for both clinical practice and professional management in relation to Music Therapy and its application to clients with mental health needs.	Application Form/Interview
Evidence of Continuing Professional Development as required by the Association of Professional Music Therapists and HCPC	Application Form/Interview
To show a working knowledge of emotional and psycho-social needs of clients that have experienced trauma.	Application Form/Interview
To show a working knowledge of matters which relate to Child and Adult Safeguarding	Application Form/Interview
To show understanding of other therapeutic disciplines (e.g. physiotherapy, Speech & Language Therapy and Occupational Therapy).	Application Form/Interview

Knowledge of other modalities (i.e. psychoanalytic, medical, systemic, behavioural etc) sufficient to engage appropriately with colleagues about their work with clients	Application Form/Interview
Knowledge of and skill in considering differences and equalities both in therapy and professional relationships, including age, disability, culture and race, sexual orientation, gender, religion/belief system	Application Form/Interview
Knowledge of and skill in using cameras, video equipment, recording equipment etc	Application Form/Interview
Computer literacy	Application Form/Interview
Ability to work as part of a team.	Application Form/Interview
Ability to work single-handedly and autonomously.	Application Form/Interview
Ability to be adaptable & flexible.	Application Form/Interview
Ability to show initiative.	Application Form/Interview
Ability to show a creative approach to problem-solving.	Application Form/Interview
Highly motivated	Interview
Potential for development	Interview
Effort and Environment	
Ability to handle equipment, including musical instruments.	Application Form
Ability to sustain concentration, including the need for focussed attention in intensive situations.	Application Form/Interview
Ability to contain and work with organisational stress and ability to "hold" the stress of others.	Application Form/Interview
Ability to work with trauma and contain emotional impact through clinical supervision and team support.	Application Form/Interview

AFC Reference Number	3626.22
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Signed by Line Manager
Ergina Sampathianaki

Signed by post holder

Date 21/03/2024

Date

Print Name

Print Name