

JOB DESCRIPTION

JOB TITLE:	Senior Cognitive Behavioural Psychotherapist
BAND:	8a (3days 0.6 WTE)
DEPARTMENT:	City & Hackney Specialist Psychotherapy Service, Donald Winnicott Centre, Coate Street, E2 9AG
DIRECTORATE:	City and Hackney Adult Mental Health
REPORTING TO:	Principal Cognitive Behavioural Psychotherapist
ACCOUNTABLE TO:	City & Hackney Psychological Therapies Lead, Specialist Psychotherapy Senior Management Team

JOB SUMMARY

An exciting opportunity has arisen for an individual to join our friendly and forward thinking cognitive behavioural psychotherapies team.

We are seeking to appoint a Senior Cognitive Behavioural Psychotherapist within the City & Hackney Specialist Psychotherapy Service. This service is part of the East London NHS Foundation Trust offering assessment and psychological therapy to service users with complex, chronic and often comorbid presentations, including depression, anxiety disorders, PTSD, complex trauma and Personality Disorder. A number of treatment modalities are offered within the service including cognitive behavioural, psychodynamic, individual, group, systemic and family therapies, as well as more intensive programmes for individuals with Personality Disorder that are delivered according to a Mentalisation-Based Treatment model.

The role will primarily involve the provision of specialist psychological assessment, formulation and CBT treatment, and the provision of clinical supervision within the secondary care specialist psychotherapy service.

The cognitive behavioural psychotherapies team offers evidence based assessment and treatment as recommended by NICE guidelines and current literature for severe and recurrent depression and anxiety disorders; PTSD and complex trauma, often where previous treatment has not been successful. Candidates must have knowledge and substantial applied experience of treating patients with PTSD using trauma-focused treatments.

The successful candidate will have a core professional mental health qualification or equivalent, have additional post-graduate training in CBT, and we welcome applications from Cognitive Behavioural Therapists, Counselling Psychologists or Clinical Psychologists who have accreditation with the BABCP as a Cognitive Behavioural Psychotherapist for at least 2 years.

The post holder also will have experience of providing specialist clinical supervision to junior colleagues and/or trainees.

The post holder will be expected to participate in clinical governance, quality improvement and service development initiatives and trainings.



KEY RESPONSIBILITIES

- The delivery of high quality, time limited, specialist Cognitive Behavioural treatment interventions for service users in both individual and group formats.
- Providing clinical co-working with other health professionals.
- Proactively developing robust professional relationships with a range of professional groups within local statutory and non-statutory services.
- Actively participating in the further development of the service, including but not exclusively, training, service user involvement, clinical governance, Quality Improvement.
- The provision of generic mental health and specialist CBT assessments to identify all groups of adult mental disorders and suitability for psychotherapy as required.
- The provision of assessment that identifies if the service user would benefit from alternative mental health treatments (including medication and other psychological treatments), weighing up the relative advantages and advising the service user accordingly.
- Where CBT is not an indicated treatment, liaising as appropriate with other professional groups to effectively communicate that assessment and facilitate transfer of care to an appropriate professional/team.
- Conducting risk assessments, preparing risk management plans and initiating appropriate action where indicated.
- Eliciting, recording, collating and communicating outcome data of their clinical activity and that of their supervisees to Modality, Clinical and Operational Leads.
- Co-ordinating and participating in CBT supervision with professional colleagues.
- Providing CBT specialist clinical supervision to departmental staff, trainees and honorary staff.
- Undertaking of managerial duties within what might reasonably be considered the duties of a Senior Cognitive Behavioural Psychotherapist, which may include line management supervision, waiting list management, and service or modality representation.
- Promoting and contributing to the development and maintenance of a healthy therapeutic culture within the Psychotherapy Service amongst colleagues and service users.
- Engaging in CPD, including active engagement in and use of clinical supervision.
- Providing consultation to and communicating as appropriate with external agencies (housing, police, local authority, employers etc) as required.
- Developing and maintaining good professional relationships with mental health workers in primary, secondary care and Neighbourhood Mental Health teams.
- Actively contributing to and supporting the integration of clinical governance in the CBT Team and the Specialist Psychotherapy Service generally, leading on areas of work as directed.
- Exercising personal responsibility for the systematic clinical governance of



their professional practice and that of their supervisees, including regular attendance to and participation in line management supervision.

- Being aware of and complying with the policies, procedures and standards of service in the Specialist Psychotherapy Service.
- Fulfilling the professional code of conduct and ethical guidelines in their professional work of both their core professional and accrediting bodies (including BABCP).
- Any other duties necessary to the running of the service and falling within what might reasonably be considered the duties of a Senior Cognitive Behavioural Psychotherapist.

MAIN DUTIES AND RESPONSIBILITIES (DELETE IF NOT APPLICABLE)

Clinical	<p>To provide highly specialist psychological assessment and therapy as part of our Specialist Psychotherapy Service (SPS). To offer advice and consultation on clients' psychological care to colleagues and to other, non- professionals, carers and working autonomously within professional guidelines and the overall framework of the team's policies and procedures.</p> <p>Have specialist theoretical and practical clinical knowledge of Cognitive Behavioural Therapy and of clinical supervision and training of other staff in CBT.</p> <p>Have knowledge, training and experience in disorders common in primary and secondary mental health care sufficient to identify, provide preliminary education to the Service User and direct the Service User to clinical resources where CBT is not the optimum intervention.</p> <p>Be responsible for providing and receiving highly complex, sensitive, distressing and emotional information in relation to mental and physical health issues, where there are often difficulties in terms of acceptance or understanding.</p> <p>Communicate across language and cultural barriers, including working for sustained periods by communicating with Service Users, carers or groups through professional interpreters or advocates.</p> <p>Develop and maintain close professional therapeutic relationships with Service Users using advanced psychotherapy skills to bring about lasting psychological change.</p> <p>Work closely with referrers in providing feedback of the results of the referral and assessment process and ongoing management</p>
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	<p>of the patient.</p> <p>Assess Service User(s), prepare a psychotherapy care plan and deliver specialist CBT to individuals and to groups of Service Users. Support and supervise other clinicians in the delivery of individual and group CBT.</p> <p>Hold a clinical caseload and respond to Service User crises as appropriate.</p>
Administration	<p>To be responsible for providing accurate and timely clinical information as required.</p> <p>To make full use of the Trust electronic record systems which include Electronic Patient Record Systems, Electronic Staff Record systems (e.g. appraisal and supervision records) and other Assurance systems such as Incident recording (InPhase).</p> <p>Use information technology in line with Trust and NHS information governance requirements, and maintain up to date knowledge of systems and government requirements.</p> <p>To make full use of available teleconferencing and electronic diary scheduling facilities.</p>
Management	<p>Ensure the development of a high quality, responsive and accessible psychotherapy service within Hackney Specialist Psychotherapy Service including advising both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.</p> <p>Provide professional and clinical supervision to junior, trainees and honorary staff. To offer line management to junior, trainees and honorary staff. To manage their caseloads in accordance with their training needs and to attend mid term reviews to monitor their progress whilst on placement in the service.</p> <p>Co-ordinate their activities and those of their supervisees and trainees to balance the conflicting: needs of Service Users, demands of the different areas of service provision and training needs of the CBT service. This will involve sudden changes in plans to respond to clinical emergencies on a frequent but not regular basis.</p> <p>Undertake audit and surveys as necessary to contribute to the clinical governance framework of the CBT service and the Specialist Psychotherapy Service.</p> <p>Participate as a member of the Hackney Specialist Psychotherapy Service attending relevant business, clinical and quality assurance</p>

	meetings, including whole service meetings & away days.
Human Resources	<p>Co-ordinate the workloads of their supervisees within the framework of the team's policies and procedures.</p> <p>Participate in the job planning of supervisees as appropriate.</p> <p>Participate, as appropriate, in staff recruitment, both in the short-listing process, and as a member of selection panels for trainee and qualified CBT posts.</p> <p>Adhere to service and Trust policies and procedures.</p>
Performance and Quality	<p>Make an active contribution to pursue the aims, objectives and overall strategy of the CBT service, thereby contributing to the development of clinical services provided within the CBT service.</p> <p>Undertake audit and surveys as necessary to contribute to the Clinical Governance framework.</p> <p>Undertake Trust training in Quality Improvement.</p> <p>Participate in service related Quality Improvement and/or academic research or service evaluation projects, and advise/support other staff undertaking research and evaluation activities.</p>
Emotional and Physical Resources	<p>Be frequently exposed to distressing or emotional circumstances arising from therapeutic contact with Service Users (including relatives and carers), requiring emotional engagement with the material discussed, emotional self-regulation by the therapist and the delivery of a therapeutic response within professional boundaries. Provide emotional support to professional colleagues dealing with distress arising from their clinical work.</p> <p>In addition to ordinary combinations of sitting, standing and walking, be able to tolerate sitting in a static position for extended periods in clinical sessions.</p>

JOB DESCRIPTION AGREEMENT

This job description is intended as a guide to the main duties of the post and is not intended to be a prescriptive document. Duties and base of work may change to meet the needs of the service or because of the introduction of new technology. This job description may be reviewed from time to time and changed, after consultation with the postholder..



We care

We respect

We are inclusive

<u>Statement on Employment Policies</u>	
In addition to the requirement of all employees to co-operate in the implementation of Employment related policies, your attention is drawn to the following individual employee responsibilities:-	
Health and Safety	Under the Health & Safety at Work Act 1974 it is the responsibility of individual employees at every level to take care of their own health and safety at work and that of others who may be affected by their acts at work, and to co-operate with management in complying with health and safety obligations, particularly by reporting promptly any defects, risks or potential hazards.
Equal Opportunities	<p>ELFT is committed to equality of opportunity for all employees, job applicants and service users. We are committed to ensuring that no one will be discriminated against on the grounds of race, colour, creed, ethnic or national origin, disability, religion, age, sex, sexual orientation or marital status. The Trust commits itself to promote equal opportunities and value diversity and will keep under review its policies, procedures and practices to ensure that all employees, users and providers of its services are treated according to their needs.</p> <p>For management posts, to ensure that within their service area fair employment practice and equality of opportunity are delivered.</p>
Dealing With Harassment/ Bullying In The Workplace	<p>The Trust believes employees have the right to be treated with respect and to work in a harmonious and supportive working environment free from any form of harassment and / or bullying.</p> <p>The Trust has taken positive steps to ensure that bullying and harassment does not occur in the workplace and that procedures exist to resolve complaints as well as to provide support to staff. It is your responsibility as an employee to abide by and support these steps so all employees can work in a harmonious, friendly and supportive working environment free of any harassment or intimidation based on individual differences.</p> <p>Disciplinary action will be taken against any member of staff found to be transgressing the Dignity at Work Policy.</p>
No Smoking	To refrain from smoking in any of the organisations premises not designated as a smoking area. 'East London Foundation Trust is a Smokefree Trust – this means that staff must be smokefree when on duty or otherwise in uniform, wearing a badge or identifiable as ELFT staff or undertaking trust business.'
Alcohol	To recognise that even small amounts of alcohol can impair work performance and affect ones ability to deal with patients and the public in a proper and acceptable manner. Consumption of alcohol during work hours in not permitted.
Confidentiality	<p>As an employee of the Trust the post-holder may have access to confidential information. The postholder must safeguard at all times, the confidentiality of information relating to patients/clients and staff and under no circumstances should they disclose this information to an unauthorised person within or outside the Trust. The post-holder must ensure compliance with the requirements of the Data Protection Act 1998, Caldicott requirements and the Trust's Information and IM&T Security Policy.</p> <p>To safeguard at all times, the confidentiality of information relating to patients/clients and staff.</p>
	To maintain the confidentiality of all personal data processed by the

General Data Protection Regulation (GDPR)	<p>organisation in line with the provisions of the GDPR.</p> <p>As part of your employment with East London Foundation Trust, we will need to maintain your personal information in relation to work on your personal file. You have a right to request access to your personal file via the People & Culture Department.</p>
Safeguarding	<p>All employees must carry out their responsibilities in such a way as to minimise risk of harm to children, young people and adults and to safeguard and promote their welfare in accordance with current legislation, statutory guidance and Trust policies and procedures. Employees should undertake safeguarding training and receive safeguarding supervision appropriate to their role.</p>
Service User and Carer Involvement	<p>ELFT is committed to developing effective user and carer involvement at all stages in the delivery of care. All employees are required to make positive efforts to support and promote successful user and carer participation as part of their day to day work.</p>
Personal Development	<p>Each employee's development will be assessed using the Trust's Personal Development Review (PDR) process. You will have the opportunity to discuss your development needs with your Manager on an annual basis, with regular reviews.</p>
Quality Improvement	<p>The Trust encourages staff at all levels to engage in the Trust's approach to quality through quality improvement projects and quality assurance.</p>
Professional Standards	<p>To maintain standards as set by professional regulatory bodies as appropriate.</p>
Conflict of Interests	<p>You are not precluded from accepting employment outside your position with the Trust. However such other employment must not in any way hinder or conflict with the interests of your work for the Trust and must be with the knowledge of your line manager.</p>
Risk Management	<p>Risk Management involves the culture, processes and structures that are directed towards the effective management of potential opportunities and adverse effects. Every employee must co-operate with the Trust to enable all statutory duties to be applied and work to standards set out in the Risk Management Strategy.</p>
Personal and Professional Development/Investors in People	<p>The Trust is accredited as an Investor in People employer and is consequently committed to developing its staff. You will have access to appropriate development opportunities from the Trust's training programme as identified within your knowledge and skills appraisal/personal development plan.</p>
Infection Control	<p>Infection Control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of all Healthcare Associated Infections including MRSA. In particular, all staff have the following key responsibilities: Staff must observe stringent hand hygiene. Alcohol rub should be used on entry to and exit from all clinical areas. Hands should be washed before and after following all patient contact. Alcohol hand rub before and after patient contact may be used instead of hand washing in some clinical situations.</p> <p>Staff members have a duty to attend infection control training provided for them by the Trust as set in the infection control policy. Staff members who develop an infection that may be transmissible to patients have a duty to contact Occupational Health.</p>

PERSON SPECIFICATION

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ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE	SELECTON METHOD (S/I/T)
Education/ Qualification/ Training	<p>Core professional training in any mental health field (e.g. nursing, psychology, social work, OT etc.) or equivalent. Registered with the Health and Care Professions Council (HCPC) or registered by a body overseen or accredited by the Professional Standards Authority (PSA).</p> <p>Recognised Cognitive Behavioural Psychotherapy training and accredited with BABCP as a Cognitive Behavioural Psychotherapist for at least 2 years.</p>	<p>Formal training in teaching and lecturing.</p> <p>Formal training in CBT supervision.</p> <p>Training in EMDR and/or Narrative Exposure Therapy (NET).</p>	S/I
Experience	<p>Significant post qualification experience within the NHS or equivalent, working with a wide range of psychological problems, including severe, complex and comorbid mental health problems.</p> <p>At least 2 years (or part-time equivalent) of post-CBT qualification experience working with a wide range of psychological problems, ranging from mild to complex conditions.</p> <p>Experience of working within a diverse cultural setting.</p> <p>Substantial experience of having delivering trauma focused CBT for patients with PTSD.</p> <p>Experience providing CBT clinical</p>	<p>Experience in delivering EMDR and/or Narrative Exposure Therapy (NET).</p> <p>Experience of working within a multidisciplinary setting.</p> <p>Experience of working within a secondary care psychological therapies setting.</p> <p>Experience of delivering CBT in</p>	S/I

	<p>supervision.</p> <p>Experience of involvement in service development, clinical governance or quality improvement initiatives.</p>	<p>a group setting.</p> <p>Experience of delivering CBT through interpreters.</p> <p>Experience of staff management.</p> <p>Experience of providing teaching or training in CBT.</p>	
Knowledge and Skills	<p>Knowledge pertinent to effective risk assessment and management.</p> <p>Comprehensive knowledge of CBT theory and practice.</p> <p>Ability to work both autonomously and as a member of a team to manage conflicting demands between service users, the health care system and broader contexts.</p> <p>Assess, formulate care plans, implement interventions and evaluation of interventions using CBT.</p> <p>Ability to provide teaching and training to professionals.</p> <p>Ability to provide CBT clinical supervision.</p> <p>Ability to undertake appropriate risk assessment and formulate risk management plans and implement these plans.</p> <p>Skills to elicit, record and communicate routine clinical outcome data collection as part of clinical care. Skills to undertake appropriate clinical audits.</p>	<p>Capacity to conduct therapy in a language other than English.</p> <p>Accredited as a CBT supervisor with the BABCP.</p> <p>Knowledge of one or more psychotherapeutic approaches other than CBT.</p> <p>Skills in research methodology.</p>	S/I

	<p>Ability to engage service users and contribute to service development.</p> <p>The ability and skills to act as an advocate for the service, to engage and foster good professional relationships with all health professionals in promoting the good integration of this service.</p> <p>Ability to analyse complex health information and respond appropriately.</p> <p>Skills and abilities to contribute and lead on the service development process.</p> <p>Knowledge of one or more psychotherapeutic approaches other than CBT.</p>		
Other	<p>Excellent verbal and written communication skills relevant to a wide range of audiences.</p> <p>Ability to engage patients with different language and cultural needs, including clinical work via interpreter.</p> <p>Ability to develop and generate self- help material in conjunction with the team.</p> <p>Experience of participation in clinical governance activities, such as clinical audit.</p>		S/I

S: Shortlisting I: Interview T: Test

Final JD/PS Updated by Natalie Appelboom, Principal Cognitive Behavioural Psychotherapist on 25/3/2024

