

Job Description

Job title:
Psychological Therapist & Senior Lead Practitioner: Family Intervention for Psychosis (Flp)
Directorate:

Relevant care group

Department:

Relevant department

Professionally accountable for:

Trainee Psychological Therapists and Psychological Practitioners and students from core discipline

Responsible to:

Named Team Leader

Accountable to:

Named Professional Lead

Pay band:
Band 6
Contract:

Agenda for Change

On call requirement:

No

Disclosure required:

Enhanced DBS

Professional Registration:

see Appendix

Job outline:

To work as a member of the clinical service/ team, providing a high quality, specialist psychological therapy service to clients, their families or carers. In addition, to support psychological practice within the team by communicating effectively about the psychological care of clients, by contributing to the supervision of psychological practitioners and trainee and less experienced psychological therapists, and by participating in systematic clinical governance.

To work in partnership with service users in the designated care group, developing their care plans and recovery plans to enable them to lead fulfilling lives. They will demonstrate an understanding of clinical interventions relevant the care group to include education, care plans and discharge planning, working closely with carers, families and partner agencies to facilitate this. The post holder will work at all times to promote the safety and the wellbeing of service users and their families/carers. The post holder will assess, plan and implement care, and provide specialist advice and carry out specialist procedures in keeping with their professional registration and additional psychological therapy training. They will provide clinical supervision to staff within their field of core professional registration and trainee psychological therapists.

Scope & Authority

- To provide a qualified, high-quality specialist psychological therapy service to individuals, carers, families and groups, within and across teams as appropriate, in line with best, evidence-based practice and trust care pathways.
- To be responsible for holding and managing a clinical caseload and to exercise autonomous professional responsibility for the planning and prioritising of own workload and the assessment, treatment and discharge of clients, within the bounds of the service operational policy.
- To use analytical and judgment skills and be responsible for taking clinical management decisions in complex clinical issues.
- To undertake assessments of individuals and their families in the designated care group with complex health presentations, including those service users presenting with higher levels of risk. To develop alongside the service user their care plan.
- To offer specialist assessment and advice where required, in accordance with core professional registration.
- To assess and manage on going risks as identified during the assessment, ensuring that this is done in collaboration with the service user and carers. To regularly review risk factors and make changes to the management of them as necessary.
- To contribute to the clinical supervision of psychological practitioners and trainee psychological therapists, within the bounds of the postholder's expertise
- To offer information and advice within the postholder's expertise to other members of the team/service and other professionals working with service users about psychological issues relevant to their care.
- To work autonomously within professional guidelines and exercise responsibility for the systematic governance of the postholder's own psychological practice and that of any supervisees.
- To practice using a time sensitive model of psychological therapy in accordance with relevant guidelines and Trust wide policies
- To implement policy changes within the area served by the service.

Key Result Areas:

Clinical

1. To carry out specialist psychological assessments of clients referred to the service, based upon the appropriate use, interpretation and integration of psychological data from a variety of sources including clinical self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the client's care, in order to reach a psychological formulation of the client's difficulties.
2. To formulate and implement plans for the formal psychological treatment and/or management of clients' mental health problems, based upon an appropriate conceptual framework of the client's problems, and to practice within the context of evidence-based approaches and the overall therapeutic approach/ philosophy of the service.
3. To be responsible for implementing appropriate psychological interventions for individuals, families and groups, adjusting and refining psychological formulations, drawing upon recognised explanatory models and the evidence base.
4. To evaluate and make decisions about treatment options for clients considering both theoretical and therapeutic models and complex factors concerning historical and developmental processes that have shaped the individual, family or group.
5. To provide accurate and useful information about psychological issues within the postholder's expertise to other professionals contributing directly to clients' formulations, diagnoses and treatment plans.
6. To undertake risk assessment, formulation and management for individual clients and to provide information to other professionals on psychological aspects of risk assessment, formulation and management, in order to contribute to effective and therapeutic management of risk.
7. To attend multi-disciplinary reviews and, where appropriate to the service context, act as a Lead Practitioner, for specified clients and their families in order to monitor progress during the course of multi-disciplinary interventions. To liaise with clients, their relatives / carers and other health care providers, other departments and community providers to ensure continuity of care for service users.
8. To communicate information concerning the assessment, formulation and treatment plans of clients in a skilled and sensitive manner in order to promote effective multi-disciplinary working and therapeutic outcomes for clients.
9. To promote and participate in multi-disciplinary team working, development and liaison.

10. To promote actively, user and carer involvement in care planning and service development.
11. To be up to date with both de-escalation, physical breakaway and PMVA techniques appropriate to the service environment.

Teaching, Training and Supervision

12. To receive regular clinical and professional supervision with designated supervisor(s) in accordance with relevant Trust policies and professional guidelines
13. To engage in Continued Professional Development in line with a professional development plan and in keeping with service needs (as agreed with the professional lead).
14. To develop skills in the supervision of psychological work offered by trainee psychological therapists and psychological practitioners as appropriate, supporting supervisees in acquiring the necessary skills, competencies and experience to contribute effectively to good mental health care and to contribute to the assessment and evaluation of such.
15. To contribute to providing information and advice on psychological issues pertaining to clients' care, to other members of the team.
16. To provide staff and students with clinical supervision and mentoring in line with core professional registration.

Management, Leadership, Recruitment, Policy and Service Development

17. To contribute actively to developing and maintaining a psychological therapy service to clients characterised by accessibility and high standards in consultation with the team manager and supervisor
18. To contribute psychological knowledge and expertise to policy and service development through participation, where practical, in multidisciplinary meetings and special interest groups, working parties etc that may impact on the functioning of the service.
19. To participate in the management of psychological resources available to the team, in the form of psychological materials employed in the assessment and treatment of service users.
20. Promote equality, diversity and rights, and treat others with dignity and respect ensuring services are developed, managed and delivered to meet specific needs linked to protected characteristics.
21. Promote equality, diversity and Human Rights in working practices by developing and

maintaining positive working relationships, ensuring that colleagues are treated fairly and contributing to developing equality of opportunity and outcomes in working practices.

22. Contribute to developing and maintaining equality of opportunity in working practices by complying with legislation and organisational policies.
23. Behave in a non-discriminatory way and challenge the discriminatory behaviour of others. Be supportive of colleagues or service users who wish to raise issues about discriminatory practice or experience.

Service Development, Audit and Service Evaluation

24. To participate in the evaluation, monitoring and development of the service operational policies,
25. To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members.

General

26. To ensure required registration/accreditation specified in the appendix is maintained, complying with Continuing Professional Development requirements to maintain this registration/accreditation.
27. To ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and where appropriate, external CPD training and development programmes.
28. To ensure the development and articulation of best practice in psychological therapy within the service area and contribute across the service by taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of psychological therapy and related disciplines.
29. Contribute to the development of innovative practice where appropriate through participation in agreed programmes of innovation and research.
30. To contribute to the development of an open learning culture within the organisation, which supports clinical governance, innovation, and the provision of safe and effective services, in line with broad government and Department of Health policies to tackle inequalities, improve public services and promote social inclusion, which involves users and staff and values learning.
31. To participate fully in the Trust's performance review and personal development planning process on an annual basis.
32. To maintain and promulgate the highest standards of clinical record keeping including

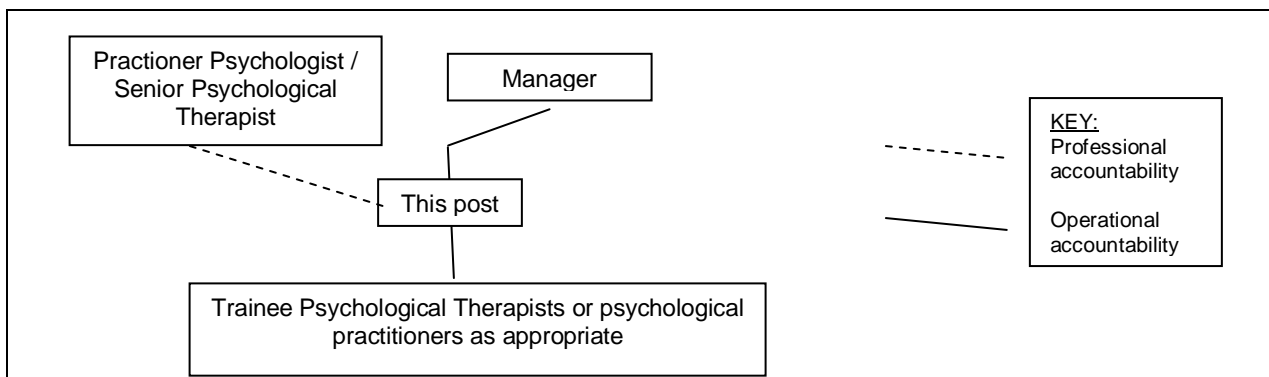
electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice of the professional registration/accreditation body and Trust policies and procedures.

33. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
34. To work within agreed Trust policies and guidelines including adult and child protection guidelines and including health and safety regulations and policies.
35. To receive instructions from, and carry out any other duties as reasonably requested/ delegated by the Team manager and Psychology and Psychological Therapies Lead.

IT Responsibilities

36. To use IT skills at a high level of competence in order to maintain effective communication systems within the service. To be able to use a range of software packages to support research and teaching work e.g. Microsoft office including Word, PowerPoint, Access and Excel or equivalent. Familiarity with SPSS.

Position in the Organisation & Key relationships



All staff are required to:

- Abide by the standards of behaviour expected by their professional body and the standards of behaviour expected of all staff in the Trust disciplinary policy and procedure.
- Adhere to all Trust policies and procedures and be responsible for making themselves aware of these policies and procedures.
- Treat information relating to patient, employees and businesses of the Trust in the strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. At all times employees are required to comply with the provisions of the Data Protection Act.

- Maintain their own awareness of, and comply with, policies and procedures relating to Health and Safety (whether statutory or Trust), and assist in ensuring the compliance of other staff.
- Support the Trust's visions and values and in particular the promotion of a positive approach to diversity, equality, rights, and treating others with dignity and respect; to eliminate discrimination and disadvantage in service delivery and employment, and to manage, support or comply by adhering to the Trust's Equality and Diversity Policy.
- Demonstrate the core principles of safeguarding and protection of Human Rights; treating people with dignity, fairness, equality, respect and autonomy.
- Develop and maintain positive relationships with all colleagues, taking account of their age, religion or belief, ethnicity, sex, marital or civil partnership status, sexual orientation, gender identity, pregnancy or maternity status and any disability. Ensure that they are approachable and that their conduct towards colleagues is open and honest, dealing with differences in opinion, in ways which avoid offence.
- Take responsibility for the safeguarding and protection of children and young people and vulnerable adults very seriously, as does The Trust. The Trust works with adult and children's social care to ensure that the integrated service has systems in place to equip staff with the knowledge and skills to recognise abuse, and take action to safeguard and protect vulnerable adults and children and young people. It is expected that all staff familiarise themselves with the appropriate structures and policies and with the Sussex child protection and safeguarding procedures and the Sussex multi-agency policy and procedures for safeguarding vulnerable adults and undertake the relevant essential training and further training appropriate to their role.

<p>effective interventions beyond a single model of therapy</p> <ul style="list-style-type: none"> ▪ Lived experience of mental health issues. 		✓	
<ul style="list-style-type: none"> ▪ C – Skills – 			
<ul style="list-style-type: none"> ▪ Communication/Relationship skills: ▪ Well developed skills in the ability to communicate effectively, orally and in writing, highly technical, and clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS. ▪ Proven ability to establish, maintain and conclude therapeutic relationships with clients ▪ Good inter-personal and inter-professional skills and ability to work autonomously as a single discipline practitioner in a multi-disciplinary setting 	<p>✓</p> <p>✓</p> <p>✓</p>		A / C / I / T
<ul style="list-style-type: none"> ▪ Analytical & Judgement skills: ▪ Skills in the use of psychological assessment, formulation and intervention frequently requiring sustained and intense concentration. ▪ A capacity to reflect upon the therapeutic process and upon one's own part in it. ▪ An ability to make effective use of clinical supervision and to utilise these skills in contributing to clinical consultation within the team and to other professional and non-professional groups 	<p>✓</p> <p>✓</p> <p>✓</p>		A / C / I / T
<ul style="list-style-type: none"> ▪ Planning & Organisational skills: ▪ Ability to work within a large geographical area effectively, managing travel arrangements and using creative working solutions. ▪ Ability to plan and manage a work load ▪ Ability to assist in research and audit 	<p>✓</p> <p>✓</p>		A / C / I / T
<ul style="list-style-type: none"> ▪ People Management/Leadership/Resources ▪ Skilled to provide clinical supervision to junior staff and students ▪ Able to follow policies and comment on proposals for change. 	<p>✓</p>	✓	A / C / I / T
<p>IT skills:</p> <ul style="list-style-type: none"> ▪ Ability to use electronic clinical record systems. ▪ Experience of software such as EXCEL 	<p>✓</p> <p>✓</p>		A / C / I / T
<ul style="list-style-type: none"> ▪ Physical skills: ▪ Ability to use a keyboard and VDU ▪ Able to carry out PMVA physical interventions 	<p>✓</p> <p>✓</p>		A / C / I / T
<ul style="list-style-type: none"> ▪ Mental Effort: ▪ Ability to maintain sustained concentration over considerable time and to be able to manage a number of competing work demands such as clinical 	<p>✓</p>		A / C / I / T

work, meetings and organisational targets			
	Essential	Desirable	Evidenced by
<ul style="list-style-type: none"> ▪ Emotional Effort: ▪ Ability to deal with distressing or emotional circumstances and take care of own well being on a very regular and frequent basis. ▪ Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour. 	<p>✓</p> <p>✓</p>		A / C / I / T
<ul style="list-style-type: none"> ▪ Working Conditions: ▪ Ability to manage exposure to upsetting, distressing or challenging behaviours (frequency depends on job setting) ▪ Ability to be able to use a PC. ▪ Ability to manage a working environment that includes flexible working across a range of venues and locations 	<p>✓</p> <p>✓</p> <p>✓</p>		A / C / I / T
D – Approach/Values:			
<ul style="list-style-type: none"> ▪ Demonstrate support for the values and beliefs of the Care Group and those of the Trust 	✓		I
<ul style="list-style-type: none"> ▪ Demonstrate an understanding of the practices of Human Rights in the delivery of this role 	✓		I
<ul style="list-style-type: none"> ▪ Supports the values and beliefs of biopsychosocial models of work. 	✓		I
<ul style="list-style-type: none"> ▪ The belief that people with mental and physical illness have the capacity for personal growth and learning, and the same goals as any other person. The belief that service users have the intrinsic right to be involved in all aspects of their care, including the development and evaluation of the service. 	✓		A / I
<ul style="list-style-type: none"> ▪ Commitment to empowering service users, their relatives and carers at all levels. 	✓		A / I
<ul style="list-style-type: none"> ▪ Commitment to and enthusiasm for multidisciplinary team working. 	✓		A / I
<ul style="list-style-type: none"> ▪ Ability to travel across sites. 	✓		I
<ul style="list-style-type: none"> ▪ Punctual and flexible across hours of work when required 	✓		I

APPENDIX**Band 6: Psychological Therapist: Family Intervention for Psychosis**

	Essential	Desirable	Evidenced by
A – Qualifications			
A recognised professional training in Family Intervention for Psychosis eg SPFT Family Intervention Training or other nationally recognised training of at least 10 days duration.	✓		A/ I/C
A recognised qualification and registration in one of the core mental health professions e.g. mental health nursing, social work, occupational therapy OR evidence of having achieved the Knowledge Skills and Attitudes (KSA) route to BABCP accreditation.	✓		A/C
B- Knowledge / Experience			
Knowledge of the principles that inform family intervention for psychosis	✓		I
Knowledge of the evidence-base for family intervention for psychosis	✓		I
Knowledge of psychosis, bipolar disorder and other mental health difficulties and their impact on family functioning	✓		I
Knowledge of factors that influence the ways in which family interventions are delivered	✓		I
Knowledge of the core components of family interventions	✓		I
Knowledge & Experience of using assessments specific to Family Intervention	✓		I
C - Skills			
Ability to initiate contact and engage the family in an assessment	✓		I
Ability to promote engagement and maintain a working alliance with the family	✓		I
Ability to work with another therapist (co-working)	✓		I
Ability to work with Confidentiality and consent in context of Family Engagement & risk management	✓		I
Ability to work with the family to develop a formulation	✓		I
Ability to help the family generalise specific skills by practising them outside clinical sessions	✓		I
Ability to establish therapeutic ground rules for family meetings	✓		I
Ability for the therapist and the family to share information	✓		I
Ability to work on Early warning signs, relapse prevention and “Staying Well” work with families	✓		I
Ability to work with children of parents with mental health issues	✓		I

Ability to work with enhancing family communication	✓		I
Ability to use Problem Solving techniques in families	✓		I
Ability to manage a planned disengagement	✓		I
Ability to evaluate the intervention	✓		I
An ability to engage in family intervention for psychosis supervision even when not actively engaged in formal family intervention (i.e. supervision as an effective forum for discussion of issues such as identifying families, difficulties with engagement)	✓		I
An ability to ensure appropriate case supervision is in place through a supervisor experienced with family intervention for psychosis or through peer supervision.	✓		I

To be evidenced by key: *A – Application C - Certificate I – Interview T - Test*

Approved by:

Approved

Manager **Date**