

Job description

Job title:	High Intensity CBT Trainee
Directorate:	Primary Care and Wellbeing
Department:	NHS Talking therapies (East Sussex or Brighton and Hove)
Responsible to:	Senior Psychological Therapist- Trainee Lead
Accountable to:	Area Clinical Lead
Pay band:	Band 6
Contract:	Fixed term 1 year- Train to retain
On call requirement:	No
Disclosure required:	Enhanced
Professional Registration:	Yes

Job outline:

This is a training role within East Sussex or Brighton and Hove NHS Talking Therapies service for Anxiety and Depression TTAD (previously known as Improving Access to Psychological Therapies Programme (IAPT)).

The post-holder will work within the service providing high intensity CBT interventions whilst undertaking a programme of training for this role.

This is an intensive training position that leads to a Post Graduate qualification and develops the trainee to work as a Cognitive Behavioural Therapist with clients with mild to moderate anxiety and depression.

This is a full-time position where the trainee will work in the service for 2.5 days and attend one of our university training programmes for 2.5 days during the academic period. Following the successful completion of the academic training, required clinical contact hours and accreditation with the BABCP the trainee will resume a full-time position within the service. There will be an expectation to complete university requirements and self-study outside of working hours.

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

We are an Equal Opportunities Employer operating a No Smoking Policy

The offer of a substantive role will be based on work related performance, successful qualification as a Hi-Intensity CBT Therapist and accreditation with the BABCP.

The post- holder will attend all taught and self-study days required by the education provider, as specified within the National High Intensity curriculum, and work in the service for the remaining days of the week using their newly developed skills.

The post holder should be committed to equal opportunities. They will work with a diverse range of people with different cultural backgrounds, ages, disabilities, and other needs that might require adaptations, such as using interpreters.

Main Duties and Responsibilities

1. CLINICAL

- 1.1. Accept referrals via agreed protocols within the service
- 1.2. Assess clients for suitability for CBT. Where the problems appear to be too complex or severe to be appropriate for a trainee therapist to refer to manager/supervisor for advice on how to manage the case.
- 1.3. 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.
- 1.4. Formulate and implement CBT treatment programmes in line with level of completed training. Evaluate and review progress in line with service policies.
- 1.5. Educate and involve family members and others in treatment as necessary, conveying CBT formulations with sensitivity in easily understood language.
- 1.6. Adhere to a planned projection for clinical contacts to support development and treatment delivery. To minimise waiting times through effective diary management.
- 1.7. Attend multi-disciplinary meetings relating to referrals or clients in treatment, where appropriate.
- 1.8. Complete all requirements relating to data collection within the service.
- 1.9. Complete coherent records of all clinical activity in line with service protocols and time frames including notes, letters and referrals.
- 1.10. 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.

- 1.11. Assess and integrate issues surrounding work and employment into the overall therapy process. Make appropriate referrals to Work in Mind.

2. TRAINING AND SUPERVISION

- 2.1. Attend and fulfil all the requirements of the training element of the post.
- 2.2. Apply learning from the training programme and seek relevant support where needed.
- 2.3. Attend trainee specific meetings and field supervision. Receive supervision and feedback from educational providers in relation to academic work and required competencies.

3. PROFESSIONAL

- 3.1. Ensure the maintenance of standards of practice according to the employer and any regulating, professional and accrediting bodies (e.g. BPS, UKCP, BABCP). Keep up to date with new recommendations/guidelines set by the department of health (e.g. NHS plan, National Service Framework, National Institute for Clinical Excellence).
- 3.2. Ensure that client confidentiality is protected at all times.
- 3.3. Be aware of, and keep up to date with advances in the spheres of CBT.
- 3.4. Ensure clear professional objectives are identified, discussed and reviewed with senior therapists on a regular basis as part of continuing professional development.
- 3.5. Attend clinical/managerial supervision on a regular basis as agreed with Manager.
- 3.6. Participate in individual performance review and respond to discussed objectives within the agreed period.
- 3.7. Keep up to date all records in relation to Continuous Professional Development and ensure personal development. Maintains up to date specialist knowledge of latest theoretical and service delivery models and/or developments.
- 3.8. Attend relevant conferences/workshops in line with identified professional objectives.

- 3.9. Uphold Trust Values, foster good relationships and demonstrate positive regard for others. To carry responsibility for own conduct and ensure personal behaviours are in line with service contracts.

4. GENERAL

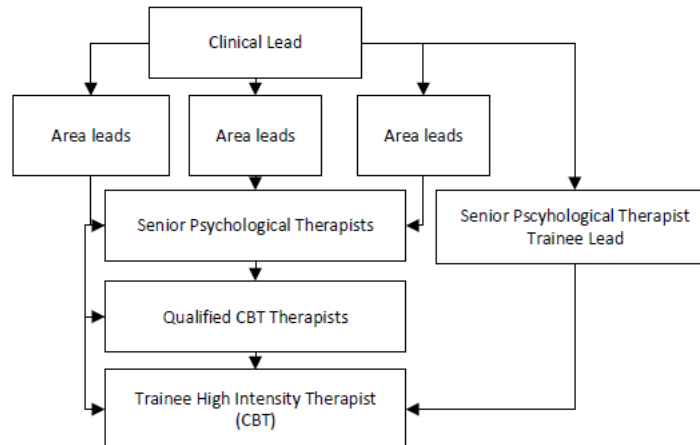
- 4.1. To contribute to the development of best practice within the service.
- 4.2. To maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to Mental Health and Primary Care Services.
- 4.3. All employees have a duty and responsibility for their own health and safety and the health of safety of colleagues, patients and the general public.
- 4.4. All employees have a responsibility and a legal obligation to ensure that information processed for both patients and staff is kept accurate, confidential, secure and in line with the Data Protection Act (1998) and Security and Confidentiality Policies.
- 4.5. It is the responsibility of all staff that they do not abuse their official position for personal gain, to seek advantage of further private business or other interests in the course of their official duties.
- 4.6. This Job Description does not provide an exhaustive list of duties and may be reviewed in conjunction with the post holder in light of service development.

Key Result Areas:

Performance Information and systems

- Adhere to NHS Talking Therapies guidelines for delivery of NICE compliant therapy
- Use of PCMIS or IAPTus Electronic patient record

Position in the Organisation & Key relationships



All staff are required to:

- 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.

- 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 are 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 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.

Person Specification

Job title:	High Intensity Psychological Therapy Trainee		
Directorate:	Primary Care and Wellbeing (Brighton Division)		
Department:	NHS Talking therapies (East Sussex or Brighton and Hove)		
Pay band:	Band 6		
	Essential	Desirable	Evidenced by
A – Qualifications			
	<p>A recorded/registered qualification in one of the following at graduate level in nursing, social work, occupational therapy, arts therapy or within a psychological therapy. Please check the BABCP core professions list for specific required qualifications.</p> <p style="text-align: center;">OR</p> <p>Evidence of meeting the Knowledge Skills and Attitude (KSA) requirements of BABCP.</p>	Experience working in a stepped care service for anxiety and depression.	A/C
B – Knowledge/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</p> <p>Able to write clear reports and letters to referrer</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>A/I</p> <p>I</p> <p>I</p> <p>A</p> <p>A</p>
	Demonstrates an understanding of anxiety and depression and how it may present in Primary Care		I

	Demonstrates a knowledge of the issues surrounding work and the impact it can have on mental health		I
	Knowledge of medication used in anxiety and depression and other common mental health problems		I
	Demonstrates an understanding for the need to use evidence based psychological therapies and how it relates to this post		I
C – Skills			
	Ability to evaluate and put in place the effect of training		I
	Computer literate		I/A
	Excellent verbal and written communication skills		I/A
	Has received training (either formal or through experience) and carried out risk assessments within scope of practice		I
	Able to develop good therapeutic relationships with clients		I
	Able to attend a two day per week course		A
	Able to complete academic components of the course		A
	Able to integrate training into practice		I
	Essential	Desirable	Evidenced by
D – Approach/Values			
	High level of enthusiasm and Motivation.		I
	Advanced communication skills		I

	Ability to work within a team and foster good working relationships		I
	Ability to use clinical supervision and personal development positively and effectively		A/I
	Ability to work under pressure		I
	Regard for others and respect for individual rights of autonomy and confidentiality		I
	Ability to be self-reflective, whilst working with service users, in own personal and professional development and in supervision		I
	Car driver and/or ability and willingness to travel to locations throughout the organisation		I
		Fluent in languages other than English	A/I
		Experience of working with diverse communities within a multicultural setting	A/I

*To be evidenced
by key:*

A – Application C - Certificate

I – Interview

T - Test

Approved by:

Name

Position

Date