

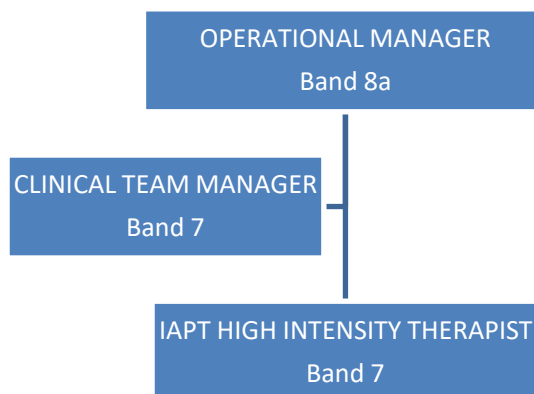
AFC Reference:	CC/0260
Job Title:	IAPT High Intensity Therapist
Band:	7
Division/ Service:	Community Care/ IAPT
Accountable to:	Clinical Team Manager
Responsible to:	Operational Manager

JOB OUTCOMES

As a result of the post-holder being effective in their role, The Trust would expect to see the following outcomes for the Trust, service users and the wider community:

1. Mersey Care NHS Foundation Trust as a leading provider of community services, mental health care, physical health, addiction services and learning disability care.
2. Service users receiving a high-quality service and one which is free from stigma, discrimination and harm.
3. Staff engaged with the delivery, innovation and continuous improvement of services to benefit service users.
4. Visible and responsive leadership, setting the standard for others and role-modelled throughout the division for all managers.
5. The Trust values of Continuous Improvement, Accountability, Respectfulness, Enthusiasm and Support will be embedded across the division for all staff and evident to service users.
6. To provide high intensity interventions.
7. To accept referrals and agreed protocols within the service.
8. Adhere to agreed activity contract relating to the number of client contracts offered and clinical sessions carried out per week, in order to minimise working times and ensure treatment delivery remains accessible and convenient.
9. To work with people with different cultural backgrounds and ages, using interpreters when necessary and should be committed to equal opportunities.

ORGANISATIONAL CHART



JOB PURPOSE

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

The post holder will demonstrate an attitude which respects and values service users' and their carers.

The post holder will undertake IAPT approved high intensity treatment with service users and work within an IAPT approved supervision framework.

PRINCIPAL RESPONSIBILITIES

CLINICAL

1. Accept referrals via agreed protocols within the service.
2. Assess clients for suitability for psychological interventions.
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.
4. Formulate, implement and evaluate therapy programmes for clients.
5. Use highly developed communication skills in working with people to understand their personal and often very sensitive difficulties.
6. To exercise autonomous professional responsibility for the assessment and treatment of clients in line with the service.
7. Educate and involve family members and others in treatment as necessary, conveying CBT and other psychological formulations with sensitivity in easily understood language.
8. 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.
9. Attend multi-disciplinary meetings relating to referrals or clients in treatment, where appropriate.
10. Complete all requirements relating to data collection within the service.
11. Keep coherent records of all clinical activity in line with service protocols.
12. 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.
13. Assess and integrate issues surrounding work and employment into the overall therapy process.
14. Carry out clinical audits of service performance, including service user surveys and evaluations, and help to collate and disseminate the results for feedback.

15. Liaise with other health and social care staff from a range of agencies in the care provided clients.
16. 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.

TRAINING AND SUPERVISION

1. Attend and fulfil all the requirements of the IAPT approved supervision training.
2. Contribute to the teaching and training of mental health professionals and other staff working in the service.
3. After completion of supervision training, supervise staff in the service.

PROFESSIONAL

1. 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).
2. Ensure that client confidentiality is protected at all times.
3. Be aware of, and keep up to date with advances in the spheres of CBT and other psychological therapies.
4. Ensure clear professional objectives are identified, discussed and reviewed with senior therapists on a regular basis as part of continuing professional development (CPD).
5. Attend clinical/managerial supervision on a regular basis as agreed with Manager.
6. Participate in individual performance review and respond to agreed objectives.
7. Keep up to date all records in relation to CPD and ensure personal development plan maintains up to date specialist knowledge of latest theoretical and service delivery models/ developments.
8. Attend relevant conferences/ workshops in line with identified professional objectives.
9. Participate in service improvement by highlighting issues and implementing changes in practice.

ADVISOR/ LIAISON

1. Provide an advisory service on matters related to the practice and delivery of Cognitive Behavioural Therapy to individuals/ groups/ committees across the Mental Health Trust, Primary Care Trust and other voluntary agencies.
2. Promote and maintain links with Primary Care and Secondary Care Staff to help co-ordinate the provision of an effective Psychological Therapies Service.

GENERAL

1. To contribute to the development of best practice within the service.
2. To maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to Mental Health and Primary Care Services.
3. All employees have a duty and responsibility for their own health and safety and the health and safety of colleagues, patients and the general public.

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.
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.

GENERIC RESPONSIBILITIES FOR ALL STAFF

All post holders will agree to:

- Commit to the vision of supporting Mersey Care in becoming a leading organisation in the provision of community services, mental health care, addiction services and learning disability care, and in doing so fully utilise their skills and experience to support the objectives of the Trust.
- Role model the values of the Trust – Continuous Improvement, Accountability, Respectfulness, Enthusiasm and Support– in all activities and interactions with employees, service users and other stakeholders.
- Challenge the stigma associated with mental health and learning difficulties.
- Comply with the Duty of Candour, defined by Francis as: 'The volunteering of all relevant information to persons who have or may have been harmed by the provision of services, whether or not the information has been requested and whether or not a complaint or a report about that provision has been made.'
- Work across professional and organisational boundaries to improve services for all.
- Maintain their specific knowledge base and develop new skills.
- Value the contribution of the patient/ service user voice.
- Operate within any organisational codes of practice or those from a relevant professional body.
- Respect equality and diversity across all areas of working practice and communications with staff, service users and other stakeholders.
- Take responsibility for the accurate and timely collection and recording of data and ensuring all personally identifiable information is protected and used only for the purposes for which it was intended.
- Comply with all health and safety legislation and local policies and procedures.
- Adhere to all organisational policies.
- Have knowledge and understanding of technology in the workplace which is sufficient to maintain their efficiency and also how technology can empower service users in a digital environment.
- Comply with the NHS Constitution in relation to the staff responsibilities that it sets out for NHS employees.
- Attend a one day Just and Learning & Civility and Respect training workshop.
- Be an ambassador for Just & Learning and Civility & Respect following the training.
- Positively advocate the just and learning culture within your team.
- Be a confident supporter and implementer of the Trust CARES Values including Civility & Respect within your team.
- Support their team/ services to create a positive environment for Just and Learning Culture.
- Participate in Just and Learning Culture events.
- Bring Just and Learning Culture updates/ information to the attention of team members and other MCT colleagues they work with.

- Support and encourage the sharing of concerns about the safety and quality of care with senior leaders with the aim of improving safety and quality.
- Actively participate in creating an open culture within your team so that concerns and difficulties can be discussed safely and respectfully.
- Speaking up in the event that they are exposed to incivility between colleagues in the workplace #iwillspeakup.
- Listening and understanding others who have concerns and taking a collaborative approach to work towards a solution to improve civility and respect.

This job description is intended as an outline indicator of general areas of activity and will be reviewed in light of the changing needs of the Trust in consultation with the postholder.

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATIONS:	<ul style="list-style-type: none"> • Post Graduate Diploma, or equivalent Post Graduate level CBT Training certificate which confers eligibility for BABCP accreditation or other IAPT approved accreditable body. <p>AND</p> <p>Has BABCP or other IAPT approved accreditable body accreditation or able to achieve Provisional Accreditation within one year.</p> <ul style="list-style-type: none"> • Significant experience working as a psychological therapy practitioner and can demonstrates the competences as required. 	
KNOWLEDGE/ EXPERIENCE:	<ul style="list-style-type: none"> • Demonstrable experience of working in mental health services. • Ability to meet agreed/specified service targets. • Ability to manage own caseload and time. • Demonstrates high standards in written communication. • Able to write clear reports and letters to referrers. • Experience with routine outcome monitoring. • Experience of teaching and liaising with other professional groups. • Demonstrates an understanding of anxiety and depression and how it may present in Primary Care. • Demonstrates knowledge of the issues surrounding work and the impact it can have on mental health/ benefits & employment systems. • Knowledge of medication used in anxiety and depression and other common mental health problems. • Demonstrates an understanding for the need to use evidence based psychological therapies and how it relates to this post. 	<ul style="list-style-type: none"> • Experience of working in Primary Care Services. • Worked in a service where agreed targets in place demonstrating clinical outcomes. • Relevant experience in Primary Care treating anxiety and depression.

	<ul style="list-style-type: none"> • Knowledge of child protection issues and other relevant legislation. • Able to attend supervision training if not already trained, and other training as the post develops. • Good record of Continuing Professional Development and willingness to continue this. 	
VALUES:	<ul style="list-style-type: none"> • Continuous Improvement • Accountability • Respectfulness • Enthusiasm • Support • High professional standards • Responsive to service users • Engaging leadership style • Strong customer service belief • Transparency and honesty • Discreet • Change oriented 	
SKILLS:	<ul style="list-style-type: none"> • Full range of skills and competencies as laid out in the competence framework for CBT (Roth and Pilling 2007). • Computer literate. • 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. • Has received training (either formal or through experience) and carried out risk assessments within scope of practice. • Able to develop good therapeutic relationships with clients. • High level of enthusiasm and motivation. • Advanced communication skills. • Ability to work within a team and foster good working relationships. • Ability to use clinical supervision and personal development positively and effectively. • Ability to work under pressure. 	<ul style="list-style-type: none"> • Trained in provision of supervision for CBT. • Accredited with a professional psychological therapy organisation • Completed clinical audits within a service. • Car driver and/or ability and willingness to travel to locations throughout the organisation. • Fluent in languages other than English.

	<ul style="list-style-type: none"> • Regard for others and respect for individual rights of autonomy and confidentiality. • Ability to be self reflective, whilst working with service users, & in own personal and professional development and in supervision. • 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. 	
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