

HERTFORDSHIRE PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST

JOB DESCRIPTION

Job Title:	Advanced DBT Practitioner
Grade/Band:	7
Department:	Dialectical Behavioural Therapy Team, CAMHS, Specialist Services Division
Responsible to:	Team Leader(s), Community DBT CAMHS
Accountable to:	Professional Lead Psychological Services (CAMHS) via relevant Professional Lead for profession, or Professional Lead for CAMHS Social Work, or Modern Matron, or Lead for AHPs
Base:	15 Forest Lane, Kingsley Green, Radlett

Hertfordshire Partnerships University Foundation Trust

- Hertfordshire Partnership University NHS Foundation Trust (HPFT) is an exceptional organisation with big ambitions, our aim is to be the leading provider of mental health and specialist learning disability services in the country.
- With a workforce of c. 3,000 and an annual income of c. £200m, the Trust is organised across three Strategic Business Units and provides integrated health and social care services through a large network of community and inpatient settings, serving diverse communities across Hertfordshire, Norfolk, North Essex and Buckinghamshire. As a university trust, HPFT continues to develop strong links with the University of Hertfordshire providing excellent learning and development opportunities, as well as strengthening our clinical research capability.
- Whilst it is a challenging period for the NHS, there has never been a more exciting time to join HPFT. Building on the CQC Outstanding, we are on our “Good to Great” journey as we continue to innovate, improve, transform and ultimately deliver the very highest standards of care to the service users and communities that we serve. To support us on this journey we are looking for an energetic, dynamic and ambitious individual to join our award-winning board and to play a vital

leadership role throughout the next phase of our development, further cementing our position as a leading integrated healthcare provider.

Our Services

We provide mental health and social care services - including Adults of Working Age, Older Adults, Children and Adolescents and Specialist Learning Disabilities services.

The Trust works in close partnership with Hertfordshire County Council and also with other NHS organisations to promote and support mental health in the community. We also provide specialist learning disability services in Norfolk and North Essex.

The Trust provides:

- Community Services including local teams for mental health
- Acute and Rehabilitation Services including inpatient services and crisis team
- Specialist Services such as mental health services for older people, eating disorders, and our mother and baby unit
- Learning Disability and Forensic Services

Our Mission

We help people of all ages live their lives to their full potential by supporting them to keep mentally and physically well.

Everything we do is aimed at providing consistently high quality, joined up care, support and treatment that:

- Empowers individuals to manage their mental and physical wellbeing
- Keeps people safe from avoidable harm
- Is effective and ensures the very best clinical and individual recovery outcomes
- Provides the best possible experience

Our Vision

Our conversations with service users, carers, staff, commissioners and the wider communities we serve have informed a simple but ambitious vision:

“Delivering great care, achieving great outcomes - together”

We will achieve our vision by:

- Putting the people who need our care, support and treatment at the heart of everything we do - always
- Consistently achieving the outcomes that matter to the individuals who use our services, and their families and carers, by working in partnership with them and others who support them
- Providing the very best experience of joined-up care in line with what service users and carers have told us makes ‘Great Care’
-

Great Together

Great Together, our Trust strategy for 2023 – 2028, has been developed and co-produced with our service users, carers, staff, partners and local communities and gives us a clear roadmap to achieve our vision of great care and great outcomes.



Great Together places service users and carers at the centre of what we do; commits us to addressing inequalities and achieving equity; focuses on developing our people and creating a vibrant learning organisation whilst working in strong partnerships to deliver high quality care.

Values and Behaviours

Our values and behaviours have been developed by over 800 service users, carers and members of staff. They describe how we aim to be with service users, carers and each other. By living our values we will deliver our ambition to be a leading provider for everyone we work with.

	<i>we are...</i>	<i>you feel...</i>
Our Values	Welcoming	✔ Valued as an individual
	Kind	✔ Cared for
	Positive	✔ Supported and included
	Respectful	✔ Listened to and heard
	Professional	✔ Safe and confident

Our values set the tone for:

- The way we plan and make decisions.
- The way we behave with service users and each other.
- The kind of colleagues we recruit.
- The way we induct, appraise and develop our staff

Job Summary:

The post-holder will be a member of the Dialectical Behavioural Therapy (DBT) Outpatient Service within CAMHS. The remit of the DBT Outpatient Service is to offer young people referred into the service a consistent evidence-based therapeutic approach, to reduce inpatient admissions and to support the quick transitions of those in an inpatient service back to the DBT Outpatient Service. The Advanced DBT Practitioner will work within a multi-disciplinary team to deliver specialist DBT

assessments and interventions to young people and their families who are referred by other CAMHS services. The post holder will also be involved in liaising with other CAMHS services to ensure clear transitions for young people entering or leaving the DBT Outpatient Service and where appropriate supporting the transition to Adult Services. The post-holder will work within professional guidelines and under the clinical/professional supervision of senior clinicians of own core profession. The post-holder will provide clinical/professional supervision to trainees on placement, more junior staff of the same discipline and multi-disciplinary colleagues for purposes of training and continuing professional development. The post-holder will contribute to research, audit and evaluation for service development.

All staff should comply with the Trust's Anti-Discriminatory Statement, Employee Charter, Trust Policies and Procedures, Code of Conduct and Equality and Diversity. All staff should comply with the Trust's Anti-Discriminatory Statement, Employee Charter, Trust Policies and Procedures, Code of Conduct and Equality and Diversity.

Key Relationships:

- Multidisciplinary colleagues within the DBT Service, including other Mental Health Practitioners (Band 6 and Band 7); Family Therapist; Clinical/Counselling Psychologist; and Consultant Psychiatrist
- Colleagues from across CAMHS Tier 3 and Tier 4 Services, including the Home Treatment Team
- Clients, their families, carers and other external agencies
- Professional Lead for Psychological Services (CAMHS)/Professional Lead for Social Work (CAMHS)/Modern Matron/Lead for AHPs
- Consultant leads in CAMHS

Duties and Responsibilities:

- To be responsible for a caseload of complex assessment, treatment and consultation work with children, adolescents and their families, with problems of behavioural, emotional, psychological or mental health issues, using the highly specialist Dialectical Behavioural Therapy approach.
- To operate as a member of the multi-disciplinary Outpatient DBT Service to provide a high standard of service to children, adolescents and their families who have been referred to the DBT Outpatient Service and to professionals from other organisations. They will be responsible for assessing and treating children, young people and their families in relation to a range of highly complex emotional, psychological or behavioural problems with particular regard to DBT.
- To work in ways which are sensitive to and appropriate for the needs of families from a wide range of racial, cultural and religious backgrounds. This includes abilities to understand and offer therapeutic interventions to a variety of family forms including single parents, same sex couples and their families, extended families and people with mental health difficulties.
- To provide supervision to junior staff of the same discipline.

Clinical Responsibility

- To assess, plan and implement psychologically based programmes of care for individual children and young people, carers and families with complex behavioural, emotional, psychological or mental health issues.
- To undertake risk assessment and risk management for all children and adolescents, including the protective and risk factors in the network of significant relationships.
- To be responsible for a defined caseload and to employ methods of proven efficacy with particular regard to the provision of DBT to meet care plan objectives
- To develop, implement and manage evidenced-based psychological interventions for individuals, carers, families and groups, employed individually and in synthesis, co-working with other team members/disciplines as appropriate
- To evaluate and adjust practices based on feedback.
- To act as care coordinator, where appropriate, ensuring provision of a care plan, taking responsibility for initiating, planning and review of the client's care, ensuring the work of others involved and communicating effectively with the child/ the carer/ professional as appropriate, monitoring the progress of multi-disciplinary interventions.
- To carry out assessments and interventions jointly with co-workers from the multi-disciplinary team as appropriate.
- To contribute and develop skills in Clinical Governance.
- 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

Leadership and Staff Management Responsibility

- To clinically and/or professionally supervise junior staff and trainees within the DBT Team as appropriate and as agreed with professional leads and operational managers.
- To lead and contribute to reading and clinical seminars, participate in the training/education of both clinic team members and trainees placed at the clinic.
- To act as a positive role model for other colleagues and give advice as well as seek advice from Senior Clinicians/Managers as appropriate.
- To take part in clinical and managerial supervision, both as a supervisor and supervisee, managing own caseload within agreed parameters and levels.
- To ensure regular supervision of own casework by clinical supervisor.
- To be responsible for identifying one's own needs for professional development, discussing and planning this with the supervisor.
- To take an active part in annual staff appraisal/ Individual Performance Review.

Financial Responsibility

- To ensure appropriate use of trust resources e.g. clinical tools, office equipment and stationeries.

Service Development and Improvement

- To complete activity and audit data as required and contribute and participate in research and clinical audit as appropriate.
- To contribute and participate within in service training within the clinic e.g. Clinic meetings/ Audit Meetings/ Research Projects, etc.
- To contribute to the development, evaluation and monitoring of the service provided by the multi-disciplinary team; including the collection and use of service user feedback and clinical outcomes information.
- To contribute to the development of Clinical Governance agenda within the service.
- To identify unmet needs of the service and bring these to the attention of senior clinicians/managers.
- To consult and liaise with the operational managers and professional leads regarding Clinical objectives and directives.

Communications

- To communicate in a skilled and sensitive manner to the parents, carers and professionals involved, and when appropriate, to the children and young people themselves concerning the assessment, formulation and treatment plans and to monitor and evaluate progress during the course of multi- disciplinary care.
- To interpret and evaluate highly complex, sensitive and sometimes contentious information to children and families, carers who may be hostile and aggressive; taking into account historical, environmental and developmental processes that have shaped the individual, family or group.
- To provide highly skilled and sensitive advice, guidance to other clinicians within the clinic, professionals from other agencies, patient's and/or their families.
- To take into account issues of parental responsibility when undertaking assessment, consultation and intervention with children and young people.
- To liaise and maintain good communication with referrers and other professionals from other agencies involved with children and adolescents on matters of mutual concern regarding individual service users.
- To actively participate in MDT DBT team meetings and maintain links with colleagues both in the DBT Team and in own professional group within wider CAMHS and Trust.
- To work with other team members in implementing priorities and initiatives as agreed by the DBT CAMHS Community Therapy Lead and Professional leads

Other

Additional Information:

The following statement forms part of all job descriptions:-

Knowledge and Skills Framework:

The post holder will be expected to meet the requirements of the NHS Knowledge and Skills Framework (KSF) appropriate outline for the post.

Approved outlines are available on the HPT e-ksf local library

Health and Safety

The post holder has a duty of care to themselves and to others with whom they come into contact in the course of their work as laid down in the Health and Safety at Work Act 1974 and any subsequent amendment or legislation.

Infection Control

All Trust staff will:

Act as a role model and champion for the highest standard of all aspects of infection prevention and control and implementation of all Infection Prevention and Control Trust policies and guidelines.

Demonstrate respect for the roles and endeavours of others, in implementing good standards of hand hygiene.

Value and recognise the ideas and contributions of colleagues in their endeavours to reduce the incidence of healthcare associated infection.

Equality and Diversity

Hertfordshire Partnership University NHS Foundation Trust is committed to providing an environment where all staff, service users and carers enjoy equality of access, provision, opportunity and outcomes.

The Trust works to eliminate all forms of discrimination and recognise that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities.

Providing equality of opportunity means understanding and appreciating the diversity of our staff, service users & carers and ensuring a supportive environment free from harassment. As a result Hertfordshire Partnership University NHS Foundation Trust actively encourages its staff to challenge discrimination and promote equality of opportunity for all.

Confidentiality

All staff must be aware of the Data Protection Act 1984, and its subsequent amendments, which is now in force. This means that protection of data about individuals is a requirement of the law and if any employee is found to have

permitted unauthorised disclosure, the Trust and the individual may be prosecuted.

Standards of Business Conduct and Conflicts of Interest

The Trust has adopted a Standards of Conduct Policy, which reflects NHS Management Executive Guidelines. It is the responsibility of all staff to ensure that they act as a role model, by upholding the principle of a leading mental Trust. Staff should be informing their line manager if they are working for any other organisation to ensure that this Trust complies with the Working Time Regulations.

Information and Records Management

The post holder must be competent in using IT and have the relevant skills to carry out the activities required for the post.

To comply with the Data Protection Act 1998, Freedom of Information Act 2000 and Department of Health Code of Confidentiality in line with Trust procedures.

To adhere to the Trust's policies on records management including creation, use, storing and retention and disposal of records.

Adhere to the Trust's Corporate Identity (using the standard templates – available on Trustspace).

Safeguarding Adults and Children

The Trust is committed to ensuring adults and children are protected and come to no harm from abuse. All employees have a responsibility to be aware of national and local policies, their individual responsibilities with regards to the protection and safeguarding of both adults and children, and must adhere to them at all times.

Organisational Change

As services develop and change, the post holder may be required to undertake other responsibilities within the Trust.

Flexible Working

The Trust believes that its staff members are its most valuable asset and is committed to attracting and retaining the very best, and utilising all the talent and experience available. The Trust recognises the importance of helping its employees balance their work and home life by offering flexible working arrangements that enable them to balance their working life with other priorities, including parental and other caring responsibilities, life-long learning, charity work, leisure activities and other interests.

Health and Safety

All post holders have a responsibility, under the Health and Safety at Work Act (1974) and subsequently published regulations, to ensure that the Trust's health and safety policies and procedures are complied with to maintain a safe working environment for patients, visitors and employees.

Review:

This job description is an outline, which reflects the present requirements of the post and is not intended to be an inflexible or finite list of duties and responsibilities. As these duties and responsibilities change and develop the job description will be amended from time to time in consultation with the post holder.



PERSON SPECIFICATION

Job Title: Advanced DBT Practitioner

Department: CAMHS Community DBT Service

Date last reviewed: 15/4/24

CRITERIA	ESSENTIAL	DESIRABLE
<p>QUALIFICATIONS/EDUCATION/TRAINING</p> <p>Qualification in one of the following and current full professional registration as relevant to the specific profession:</p> <ul style="list-style-type: none"> • RMN, RGN or RSCN • Clinical or Counselling Psychologist (Post-graduate doctorate in clinical psychology or its equivalent prior to 1996, as accredited by the BPS, or fully completed training as a Counselling Psychologist) • Systemic or Family Therapist (Masters/Doctoral level qualification with post-graduate qualification in appropriate mental health/social welfare profession) • Social Worker or recognised earlier equivalent qualification to practice such as CQSW, Dip S.W and relevant post qualifying training for Social Workers • Occupational Therapist • Child and Adolescent Psychotherapist (Post-graduate clinical doctorate or its equivalent for those trained prior to 1996 - including 2 year pre-clinical masters/diploma level training - in psychoanalytic psychotherapy accredited by the ACP) <p>Evidence of CPD</p> <p>DBT Trained (Intensive)</p>	<p>A/I/T</p> <p>A/I/T</p> <p>A/I/T</p>	
<p>PREVIOUS EXPERIENCE</p> <p>At least two years experience of working within</p>	<p>A/I/T</p>	

<p>the DBT model in an outpatient setting</p> <p>Post qualification experience in a CAMHS team or related area, or several years experience prior to qualification, with experience of working with moderate to severe mental health problems and knowledge of a range of clinical interventions with children/adolescents and their carers/families.</p> <p>Experience of multi-disciplinary team working, and inter-agency collaboration</p> <p>Knowledge of child development, child and adolescent mental health and an understanding of a range of theoretical approaches</p> <p>Experience of service quality monitoring e.g. clinical audit, evaluative research, etc.</p> <p>Experience of teaching, training and/or supervision</p> <p>Abilities to provide consultation to other professional and non-professional groups</p> <p>Good general knowledge of the literature and research concerning mental health interventions with children, particularly the clinical effectiveness of such interventions</p> <p>Knowledge of Child Protection Procedures</p> <p>Awareness of current NHS initiatives and developments</p> <p>Knowledge of relevant legislation and its implications for clinical practice in relation to children/adolescents</p>	<p>A/I/T</p> <p>A/I/T</p> <p>A/I/T</p> <p>A/I/T</p> <p>A/I/T</p> <p>A/I/T</p> <p>A/I/T</p> <p>A/I/T</p> <p>A/I/T</p>	<p>A/I/T</p> <p>A/I/T</p> <p>A/I/T</p> <p>A/I/T</p>
<p>SKILLS/KNOWLEDGE/ABILITY</p> <p>As per KSF outline:</p> <p>COMMUNICATION SKILLS</p> <p>Excellent interpersonal and communication skills</p> <p>Ability to communicate 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</p> <p>Ability to work therapeutically with young people</p>	<p>A/I/T</p> <p>A/I/T</p> <p>A/I/T</p>	

and their families		
Ability to work as a fully participating member of a multi-disciplinary team and the ability to respect and value other members contributions	A/I/T	
Positive problem solving approach	A/I/T	
Effective time management	A/I/T	
ANALYTICAL SKILLS		
Ability to initiate service developments or be involved in service planning		A/I/T
PHYSICAL SKILLS		
Car driver and access to a car for work purposes (unless you have a disability as defined by the Equality Act 2010)	A/I/T	
IT skills; include use of Microsoft Office and Outlook	A/I/T	
PHYSICAL EFFORT		
Ability to travel and work flexibly across different sites in the county as required.	A/I/T	
MENTAL EFFORT		
Ability to think clearly and express self.	A/I/T	
Ability to remain calm under pressure	A/I/T	
Ability to work and communicate effectively with others and confidence in dealing with the public and other professionals, including negotiating and influencing.	A/I/T	
EMOTIONAL EFFORT		
Ability to recognise signs of stress and seek the appropriate support	A/I/T	
Ability to work with young people whose behaviour is personally challenging	A/I/T	

<p>ADDITIONAL INFORMATION</p> <p>Values/Motivational/Personal Qualities/Diversity</p> <ul style="list-style-type: none"> • Welcoming • Kind • Positive • Respectful 		
---	--	--

A- Application Form

I – Interview

T – Test

