

# PROGRESS *your* CAREER



## MHST Senior Clinician/Clinical Supervisor Band 7

Job Description and Person Specification

# Job Description

**JOB TITLE:** MHST Senior Clinician/Clinical Supervisor  
**BAND:** Band 7  
**RESPONSIBLE TO:** Essex MHST Locality Clinical Lead & Essex MHST Operational Manager

## KEY RELATIONSHIPS:

Internal	External
Own Team Line Manager	<b>GP</b> <b>Collaborative Care</b> <b>Social Services</b> <b>Acute Hospitals</b>

The purpose of this job description is to outline the level of responsibility and accountability of this post. This will ensure that all work undertaken by our staff is clearly identified and carried out under clear lines of accountability.

## Aim of the role:

The expectation of this post holder will be to support their team, department and organisation to achieve the Trust's Values in their day to day work. These are the 5P's:

- Putting people first
- Prioritising quality
- Being progressive, innovative and continually improve
- Being professional and honest
- Promoting what is possible – independence, opportunity and choice

## Post Summary and Background

MHST's are a government initiative following the government NHS long term plans for transformation of Children's Mental Health services. Details around these and the local transformation papers are available from within the service and on national platforms such as Future Collaborations and NHS England as well as the local ICS websites.

The teams will build on the support already in place from school counsellors, nurses, educational psychologists and the voluntary sector to treat those with mild to moderate mental health issues in school and will help children and young people with more severe needs to access the right support and provide a link to the NHS – in Essex this is SETCAMHS.

The Department for Education will also fund training for senior mental health leads in schools and colleges – working to ensure a 'whole school' approach to mental health and wellbeing. These leads will work closely with the MHSTs to ensure children and young people get the right help as soon as possible.

## EMHP Training

Supervisors will be required to supervise EMHP's who will undergo a year long training programme from a designated Higher Education Institute (HEI) the HEI teaches a national curriculum of brief, focused evidence- based interventions in the form of low intensity support (CBT) and guided self-help to young people who demonstrate mild/moderate:

- Anxiety (primary and secondary school age)
- Low mood (adolescents)
- Common behavioural difficulties (working with parents for under 8s)

In addition, EMHPs will be trained in ways of working effectively in schools to support emotional wellbeing and mental health, and to build resilience. This includes working effectively with staff and parents/carers.

### The post holder will achieve this by:

The EMHP senior clinician / supervisor will be responsible for the caseload management & supervision of the EMHPs which are training roles. The post holder will also work with and support other senior colleagues in developing the MHSTs and facilitate wider service transformation within the local child mental health system – this will be done in conjunction with local service leads and managers.

MHST post holders will work alongside partner agencies and teams within NELFT to ensure seamless care and positive working relationships.

Working under the direction of the Clinical Lead, the post-holder will also be responsible for liaising directly with schools, developing and co-producing materials for delivery/presentation in schools, and supporting the development and embedding of the MHSTs in schools. In addition to this, the post-holder will have a small caseload and be actively involved in delivering universal and targeted group interventions in schools.

The EMHPs will attend all university based taught and self-study days required by the education provider, as specified within the agreed national curriculum and work in the service for the remaining days of the week using their newly developed skills.

## CYP-IAPT Supervision Course

The EMHP senior clinician / supervisor in this post will also be required to complete supervisor training at the designated HEI. This training will be funded as part of the MHST programme and it is a fundamental requirement for the post holder to successfully complete the training to do their role. When applying for this post you will be required to also do an application to the designated HEI. Your employer will explain this process to you as part of the application process. As with all further education training, additional reading and study may be required outside of the job role to meet the course requirements. Post holders need to be prepared for this and to discuss study leave allocation where appropriate.

## Overview of Post Expectations

EMHP senior clinician / supervisor should be able to demonstrate:

- Experience as a mental health professional with 2-4 years' experience with children, young people, and families in a mental health setting.
- Experience of working closely with education settings to successfully deliver best outcomes for children and young people.
- Knowledge and competence in:
  - Low-intensity cognitive-behavioural interventions and/or
  - Whole-school approaches to mental health in education settings
- Experience of delivering CBT-informed supervision (2 years desirable; ideally supervising interventions delivered in education settings and with some experience of delivering group supervision)
- Knowledge and experience of evidence-based practice with children, young people, and families.
- Knowledge and experience of the effective use of routine outcome measures on a session-by-session basis and how to use in supervision.
- Ability to study at post-graduate level.
- Ability to apply creative and critical thinking skills in a clinical context including in the development of resources for use in schools.
- Proven track record in working with service users in the design, implementation and/or evaluation of services.

## Key Responsibilities:

- To oversee the formulation and treatment and management plans for schools, parents, children and young people being supported by the EMHPs using a range of specialist psychological interventions appropriate to the service; individual and group.
- Working in partnership with schools, to support children, young people experiencing mild to moderate mental health difficulties and their families in the self-management of presenting difficulties.
- Work in partnership with schools, children, young people and families in the development of plans for the intervention and agreed outcomes.
- To support and empower children, young people and families to make informed choices about the intervention.
- To always operate from an inclusive values base which recognises and respects diversity.
- Accept referrals within agreed national and local protocols.
- Undertake accurate assessment of risk to self and others.
- Adhere to the service referral protocols. Under supervision signpost unsuitable referrals to the relevant service as necessary.
- Through close case management and supervision, escalate cases where the level of need becomes beyond scope, or more severe ensuring adherence to other relevant elements of service delivery.
- Provide a range of information and support to schools for evidence based psychological treatments, primarily guided self-help. This work may be face-to-face, by telephone or via other media.
- Adhere to an agreed activity contract relating to the overall number of children and young people contacts offered, and sessions carried out per week in order to improve timely access and minimise waiting times.
- Keep coherent records of all activity in line with service protocols and use these records and outcome data to inform decision-making. Complete all requirements relating to data collection.
- Assess and integrate issues relating to transitions, education and training/employment into the overall therapeutic process.



- Work within a collaborative approach involving a range of relevant others when indicated.
- Work in collaboration with children, young people and communities to enhance and widen access to support health promotion.
- To provide some joint specialist mental health assessments and interventions for schools, parents, children and young people with the EMHP supervisees. The interventions and supports offered will be based on the low intensity evidence based interventions for the treatment of low mood, anxiety, and behaviour problems.
- To be able to travel across the county for supervision, clinical work and training all travel to be in line with trust policies and procedures relating to expenses and Vehicle registration and insurance.
- To judge, with support of senior colleagues, when the EMHPs are able to work independently with specific clients and interventions
- To provide reports and communicate in a skilled and sensitive manner concerning the assessment, formulation and treatment plans of clients.
- To support the EMHPs to liaise with other education, health, social care and voluntary sector staff from a range of agencies, in the care provided to clients

## **Teaching, Training and Supervision**

1. Attend and fulfil the requirements of the training element of the post including practical, academic and practice based assessments. This would include reviewing videos and case reports of the EMHPs where appropriate.
2. Support EMHP staff in the co-delivery of training sessions. This will include; attendance at practice skills sessions, involvement in formative feedback sessions with teaching staff, and co-production of elements of the curriculum.
3. Apply learning from the EMHP training programme to practice either directly or through the EMHPs.
4. Receive supervision and guidance from educational providers in relation to course work to meet the required standards.
5. To continue to develop skills in the area of professional teaching, training to multidisciplinary teams and partner agencies (education, social care)
6. Prepare and present case load information to senior MHST clinicians within the service on an agreed and scheduled basis, in order to ensure safe practice and the governance obligations of the trainees (EMHPs), supervisor and service are delivered.

7. Respond to and implement supervision suggestions by supervisors in practice
8. Engage in and respond to personal development supervision to improve competences and practice
9. Co-develop a supervision contract with EMHPs
10. To induct EMHPs appropriately using supervision, including looking at data and videos in supervision where appropriate

## **Service Development Management and Policy**

1. Under the direction of the clinical lead, to support the strategic and practical development of the EMHP/MHST initiative within the service and wider children's mental health system.
2. To manage and screen referrals into the MHST.
3. To help manage the day-to-day running of the EMHP team at an operational level
4. To regulate and manage the case load of the EMHPs
5. To take a lead in monitoring clinical outcomes and activity data from the work of the new team
6. To contribute to the development, evaluation and monitoring of the team's operational policies and services, through the deployment of professional skills in research, service evaluation and audit
7. To assist the service managers by undertaking delegated routine team based functions, as required, such as: chairing meetings, overseeing evaluations/audits
8. To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing
9. To be involved, as appropriate, in the recruitment, short listing and interviewing of EMHPs
10. To attend, as required, a range of interagency meetings to represent the service, in a delegated role, offering guidance, where appropriate, ensuring that issues relating to the service are noted and brought to the attention of service managers/leads.
11. To assist, in the integration and development of co-production, outcomes measures, and evidence-based treatment approaches in line with the wider EWMHS strategy for service improvement
12. To initiate and oversee service development, such as joint working with other agencies and developing new interventions within the service.

13. To ensure that EMHPs are covered by the clinical governance arrangements for the service. This would include reviewing policies relating to risk management and sole working and ensuring that these policies are adhered to by the EMHP workforce

## **Computer/Administration**

1. To be computer literate and encourage implementation of the Trust's IM&T Strategy.
2. To ensure accurate recording of actions, and updating patient's records, maintaining confidentiality at all times.
3. To take part, and assist, in the planning and administration relating to day to day running of the caseload.

## **Communication**

1. To have a wide range of knowledge in approaches to communicating and managing patient care.
2. To be able to effectively communicate with colleagues, peers, senior managers and clinical leads within the Trust.
3. To be able to communicate complex patient related information facilitating positive outcomes and ensuring collaborative working.
4. Participate in the review and development of clinical policies and identifies improvements to service provision.

## **Service Evaluation and Research**

1. To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members
2. To undertake EMHP/MHST project management, including audit and service evaluation, with colleagues within the service to help develop and evaluate service provision
3. To support the development of evidence-based resources for use in schools.
4. Work with service managers to ensure outcomes data is collected, used clinically and submitted appropriately to NHS-E



## Additional Information

Additional information about protocols and guidelines while working at NELFT are outlined in [this document](#).

### Key Performance Indicators (KPI) and Objectives

Each individual and service will be set KPIs and achievement against these will be regularly reviewed. Performance against individual and service KPI's will be routinely monitored by your manager.

### Review of this Job Description

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

### Other Duties

There may be a requirement to undertake other duties as may reasonably be required to support the Trust. These may be based at other Trust managed locations.

**Date last reviewed:** 14.12.2021 - 2021-062 MHST Senior Clinician and Supervisor – panel and consistency checking agreed Band 7

**Date to be reviewed:** March 2024

**Job evaluation reference number:** 2021-062

## Person Specification

Please note if you do not meet all the criteria listed in the person specification, we encourage you to still apply and development needs can be discussed at the interview.

Demonstration of Trust Values	Essential	Desirable	Measurement
<ul style="list-style-type: none"> <li>Putting people first</li> <li>Prioritising quality</li> <li>Being progressive, innovative, and continually improve</li> <li>Being professional and honest</li> <li>Promoting what is possible, independence, opportunity, and choice</li> </ul>	✓		Application Form Interview Assessment

Qualifications	Essential	Desirable	Measurement
Successful completion of a graduate training (e.g. nursing, social work, occupational therapy)	✓		Application Form Interview
Further professional knowledge will have been gained through accredited courses workshops, study and in house training programmes (e.g. CYP- IAPT training)	✓		Application Form Interview
To be eligible for registration as a full member of the appropriate professional body NMC, HCPC, BABCP AFT, ACP	✓		Application Form Interview

Experience	Essential	Desirable	Measurement
Experience of working closely with education settings.	✓		Application Form Interview
Experience of delivering CBT-informed supervision. supervising CYPMHS clinicians and trainees	✓		Application Form Interview
Experience of working with evidence based approaches to low mood, anxiety and behaviour problems	✓		Application Form Interview
Experience of using Routine Outcome Measures, including in supervision.	✓		Application Form Interview
Experience of working with children, young people and parents presenting with a range of mental health difficulties and challenging behaviour.	✓		Application Form Interview
Formulation and treatment of children and young people with mental health difficulties.	✓		Application Form Interview
Experience of undertaking delegated leadership tasks and managing trainee staff effectively .	✓		Application Form Interview
Experience of multidisciplinary and multiagency working and co-working assessments and treatment	✓		Application Form Interview

Experience of providing a culturally sensitive service.	✓		Application Form Interview
Contributing to multidisciplinary team meetings and co-working assessments and treatment within clinic-based and education-based settings.	✓		Application Form Interview
Experience in managing safeguarding concerns and risk to self/others.	✓		Application Form Interview

Knowledge	Essential	Desirable	Measurement
An awareness of NHS priorities	✓		Application Form Interview Assessment
High level knowledge of the theory and practice of psychological interventions including low-intensity CBT interventions.	✓		Application Form Interview Assessment
High level knowledge of the theory and practice of whole school approaches to emotional wellbeing and mental health.	✓		Application Form Interview Assessment
Knowledge of CYP-IAPT principles and their application in practice.	✓		Application Form Interview
Knowledge of the relevant clinical research literature and ability to apply it	✓		Application Form Interview Assessment

to field of parent support/child mental health/staff wellbeing			
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Skills	Essential	Desirable	Measurement
Ability to develop, manage and lead on outcomes data and data reporting for the service	✓		Application Form Interview
Ability to work autonomously	✓		Application Form Interview
High level skills in working with professional networks and the ability to advocate for and advance the mental health needs of parents and their children	✓		Application Form Interview
Ability to chair team meetings, undertake delegated management tasks and support the CYPMHS Service Manager in general team tasks/development as required	✓		Application Form Interview
Ability to form excellent working relationships with colleagues and work flexibly with others in multidisciplinary and multi-agency settings	✓		Application Form Interview
Knowledge and skills in effective	✓		Application Form Interview

communication, 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 (e.g. schools)			
Effectively manage a clinical caseload, complete outcomes measure routinely, update clinical records in line with team, service and Trust requirements	✓		Application Form Interview
Basic awareness of IT and IT skills	✓		Application Form Interview Assessment

Other	Essential	Desirable	Measurement
To be able to travel efficiently throughout the area	✓		Application Form Interview
To be aware and demonstrate the Trust Values	✓		Application Form Interview Assessment
Interest and ability to contribute to the MHST service development	✓		Application Form Interview Assessment
Ability to teach and train others, using a variety of multi-media materials suitable for presentations with clients and /or professionals	✓		Application Form Interview



Confident speaking with a range of audiences in different settings including education settings	✓		Application Form Interview
Ability to study at post-graduate level	✓		Application Form Interview